



**2022** Corporate  
Responsibility Report



“STORE’s corporate responsibility initiatives will proudly remain key to our business objectives. They are essential to growing our Company and they make us a better partner to our customers, a better employer to our people, a better steward of the environment, and a more sustainable enterprise for our investors.”

Mary Fedewa  
Chief Executive Officer



## Table of Contents

<b>OUR BUSINESS</b>	2	<b>GOVERNANCE</b>	60
CEO Letter	4	Corporate Governance Highlights	62
2021 Business Performance	8	Board of Directors	64
ESG Ratings	10	ESG Oversight	68
		Vendor Standards	70
<b>ENVIRONMENTAL</b>	12	Cyber Security	71
STORE Business: Triple-Net Lease Real Estate	14	Stakeholder Engagement	72
Real Estate Acquisition Process	16	Materiality Matrix	74
STORE Customer Spotlight: At Home	17		
Environmental Awareness	18	<b>INDEXING</b>	76
STORE Customer Spotlight: Bass Pro Shops	19	GRI	76
Environmental Approach	20	SASB	90
Step 1: Education	20		
Step 2: Customer Outreach	22		
Customer Outreach Survey Results	23		
Step 3: National Vendor Programs	28		
Solar Vendor Program	29		
Electric Vehicle Charger Vendor Initiative	30		
Step 4: Environmental Projects and Initiatives	32		
STORE Customer Spotlight: AMC Theatres	35		
Featured STORE Customer: Mountainside Fitness	36		
Sustainable Savings Quick Reference Guide	39		
<b>SOCIAL</b>	40		
Commitment to Human Rights	44		
Employee Diversity, Equity and Inclusion	45		
Internship Program	49		
The STORE Employee Experience	50		
Employee Engagement	52		
Employee Development and Investment	54		
STORE Gives Back	56		
Employee Health and Safety (EHS) Program	58		

## About This Report

Our annual Corporate Responsibility Report was prepared in reference to the Global Reporting Initiative (GRI) Standard and built to align with other disclosure efforts, investor feedback, annual ratings and rankings, and the United Nations Sustainable Development Goals (SDGs). Due to our triple-net lease structure, the scope of this report consists of our directly managed corporate office and our portfolio, which is estimated from the U.S. Energy Information Administration’s (EIA) Commercial Buildings Energy Consumption Survey (CBECS). We have implemented internal quality controls throughout the data collection and analysis process.



# STORE Capital 2022

## Corporate Responsibility— Key to Our Business Objectives

Dear Stakeholders,

STORE Capital's mission is to provide premier real estate finance solutions through the cultivation of a positive and sustainable culture. We recognize our own responsibility as an employer, a corporate citizen, and a member of our community – and we are committed to building long term value for our stakeholders – our stockholders, customers, employees, business partners, the environment and the communities where we live and work.

In our third annual Corporate Responsibility Report, we share our journey to becoming a more sustainable enterprise. Our commitment to partnering with our stakeholders provides collaborative advantages, highlighting the benefits that we can bring to our customers to collectively advance our sustainability efforts.

As I present our newest Corporate Responsibility Report, I would like to highlight some of our particularly impactful achievements:

**Environment:** Our environmental initiatives and partnerships focus on assisting our customers with energy savings and carbon footprint reductions at the properties where they operate. As a triple-net lease REIT, we have limited physical control of the properties we lease, yet we are committed to educating ourselves and our customers on evolving environmental strategies.

- This year, we advanced our commitment by hiring a dedicated ESG professional to head our customer programs and reporting, which engages energy optimization specialists to develop turnkey solutions. This brings

tremendous value to our customers, who want to be part of energy and carbon reduction solutions - at no or low cost in the implementation.

- We see growing interest and participation in our customer programs that promote solar power, more efficient building energy technologies and electric car charging with 16 stations in place and over 40 in process.

- We have also dramatically increased disclosure in reference to the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

**Social:** Our most important asset is our people, and we are committed to respecting and promoting the principles of diversity, equity and inclusion (DEI) to foster innovation, job creation and career development.

- We have made significant progress in gender equality and are proud to be included in the Bloomberg Gender-Equality Index for the second consecutive year. There will always be more work ahead to ensure that DEI permeates all levels of our Company and that we continue to grow and evolve as an organization.

- We have committed resources to recruit and retain a diverse workforce, and in 2021, we hired a dedicated HR professional in charge of centralized recruiting to further our DEI objectives.

- In 2021, our employee diversity increased by over 9% in terms of ethnicity.

In today's competitive employment environment, retaining qualified and skilled

talent is one of our greatest priorities, and can only be achieved by creating a culture that respects their values and embraces their needs.

In 2021 we increased our commitments to reflect this priority with valuable changes to benefits, including:

- parental leave;
- charitable volunteer work credits;
- charitable gift matching; and
- a wide variety of training and reimbursement programs to advance the personal and career goals of our employees.

In addition, this year we initiated a STORE Capital stock equity grant program, making everyone who works at STORE an owner. This ongoing and multi-year vesting program is intended to help attract and retain the top-tier talent that is critical to STORE's long-term sustainable success.

**Governance:** Effective corporate governance is critical to building sustainable value for our stakeholders, and it must support a culture that promotes honesty, high ethical standards and compliance with all laws, rules and regulations.

- The Board of Directors-led succession planning process was successfully concluded in 2021 with Tawn Kelley's appointment as the non-executive Chairman of the Board, my appointment as the Company's second co-founder CEO and Sherry Rexroad's appointment as CFO. This process was a critical step in the evolution of STORE and was completed while maintaining our position as one of the largest and fastest growing REITs in the triple-net space.

- STORE is currently one of only three publicly traded corporations in the United States in which women serve in the positions of non-executive Chairman of the Board, Chief Executive Officer and Chief Financial Officer.

- STORE's nine-person Board of Directors - eight of whom are independent - includes three members who are diverse in terms of gender and two members who are diverse in terms of ethnicity.

Lastly, I want to recognize the tremendous contributions of Chris Volk, former CEO, and Cathy Long, former CFO, that left STORE in 2021. I feel so fortunate to have worked with such talented individuals and I am grateful for all that I have learned from them over the past two decades. I personally wish them tremendous happiness in the next stage of their lives. The conclusion of this multi-year succession planning process positions STORE to achieve its future business objectives while honoring their legacy and the business principles that we established together as co-founders of STORE.

Sincerely,



**Mary Fedewa**  
STORE Capital President, Chief Executive Officer and Director



# STORE Capital Corporate Responsibility Commitment to Our Stakeholders

STORE’s commitment to sustainability, social responsibility and governance was reinforced this past year.

Summarized below are STORE Capital’s primary commitments to our stakeholders:

<b>Stockholders</b>	STORE seeks to deliver stable, predictable, investment-grade stockholder performance.
<b>Customers</b>	STORE real estate capital solutions enable improved customer value creation and increased workforce and leadership opportunities.
<b>Employees</b>	STORE promotes employee opportunity, education, engagement and diversity.
<b>Business Partners</b>	STORE provides opportunities to lenders, professionals, suppliers and service vendors to prosper through fair business practices and dependable engagements.
<b>Environment</b>	STORE works to promote and improve environmental conscientiousness through our attention to and promotion of environmental stewardship.
<b>Communities</b>	STORE contributes to our community and many communities across the country through our multiple investments and associated career opportunities.

**About STORE Capital**  
STORE Capital Corporation (NYSE: STOR) is an internally managed net-lease real estate investment trust, or REIT, that is a leader in the acquisition, investment and management of Single Tenant Operational Real Estate, which is its target market and the inspiration for its name. Based in Scottsdale, Arizona, STORE Capital is one of the largest and fastest growing net-lease REITs and owns a large, well-diversified portfolio that consists of investments in more than 2,950 property locations across the United States, substantially all of which are profit centers. Additional information about STORE Capital can be found on our website at [www.storecapital.com](http://www.storecapital.com).




# STORE Business Performance


It is necessary to have a successful business in order to have the resources to invest in ESG initiatives. 2021 was an excellent year in regard to our business performance. Some of our key achievements include:


<b>\$1.5B</b> Invested \$1.5 billion in 336 properties at a weighted average cap rate of 7.5%	<b>\$10.7B</b> Grew our total gross investment in real estate to \$10.7 billion representing 2,866 property locations, operated by 556 customers across 49 states	<b>\$515M</b> Completed tenth issuance of STORE Master Funding net-lease mortgage notes; issuing a total of \$515.0 million, of which \$337.0 million were rated AAA, at a weighted average coupon rate of 2.80%	<b>\$375M</b> Issued \$375.0 million of 10-year unsecured, investment grade notes at an interest rate of 2.70%
<b>64%</b> Grew our pool of unencumbered investment assets to \$6.8 billion, representing approximately 64% of our total investment portfolio	<b>\$810.9M</b> Repaid \$810.9 million of debt under our unsecured revolving credit facility, bank term loan and STORE Master Funding notes	<b>\$243.7</b> Issued \$243.7 million of common stock under our "at the market" equity offering program	<b>6.9%</b> Increased our dividend by 6.9% and declared total dividends during 2021 of \$1.49 per share

# Corporate Responsibility

STORE defines its success by its ability to make a positive difference for its many stakeholders. Our beginning was inspired by a belief that we could make a positive difference for real estate intensive businesses across America by delivering innovative and superior real estate capital solutions. In that process, we have sought to add an important treasury tool for and improve the liquidity of our customers, who are leading regional and national companies that utilize real estate to generate their profits. For its many customers, STORE's real estate lease solutions have contributed to their prospects for value creation and to their ability to grow, create jobs and contribute to many communities across the country.

**Environmental Stewardship**

**Social Responsibility**

**Corporate Governance and Ethical Business Practices**



# STORE Ratings

Institutional Shareholder Services



\*'1' represents the highest quality and lowest risk.

Environmental, Social, Governance (ESG) ratings reported by Institutional Shareholder Services (ISS) provide insight for investors on how companies perform in key areas of corporate responsibility.

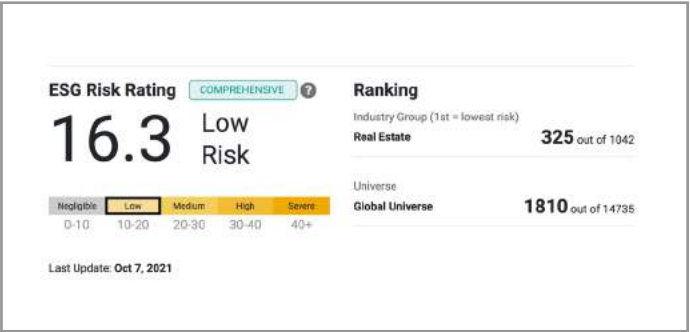


**As of October 2021, STORE Capital received an ESG Risk Rating of 16.3 from Sustainalytics and was assessed to be at LOW risk of experiencing material financial impacts from ESG factors.**

Sustainalytics' ESG Risk Ratings measure a company's exposure to industry specific material ESG risks and how well a company is managing those risks. This multi-dimensional way of measuring ESG risk combines the concepts of management and exposure to arrive at an assessment of ESG risk, i.e. a total unmanaged ESG risk score or the ESG Risk Rating, that is comparable across all industries. Sustainalytics' ESG Risk Ratings provide a quantitative measure of unmanaged ESG risk and distinguish between five levels of risk: negligible, low, medium, high and severe.

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# ESG Reporting

## United Nations Sustainable Development Goals



The U.N. Sustainable Development Goals (SDGs) represent a global call to action to create a sustainable, equitable and just world. Governments, the private sector and civil society have an important role to play in accomplishing these goals. At STORE, we have identified six SDGs where we believe we can make the most impact. We plan to continue to map our ESG initiatives with the SDGs and outline this moving forward.

## GRESB

STORE is committed to the continuous improvement of our ESG program. As part of that commitment, we are submitting to GRESB's Management ESG component in 2022. The GRESB Real Estate Assessment is a global standard for ESG benchmarking and reporting for firms that invest directly in real estate.

## Climate-Related Financial Disclosures (TCFD)

The Task Force on Climate-Related Financial Disclosures (TCFD) was created to develop consistent climate-related financial risk disclosures for use by companies, banks, and investors in providing information to stakeholders. STORE Capital is in the process of thoroughly examining financially material physical and transitional climate risks to align with the recommendations set out by the TCFD.





# ENVIRONMENTAL





**STORE Business:**  
**Triple-Net Lease Real Estate**

STORE is a net-lease real estate investment trust (REIT). We acquire single-tenant operational real estate (or profit center properties) from business owners, and then lease the properties back to the business owners under long-term net-leases, substantially all of which are triple-net. Under a triple-net lease, the customer is solely responsible for operating the business conducted in the building subject to the lease, including keeping the building in good order and repair, remodeling and updating the building as it deems appropriate to maximize business value and paying the insurance, property taxes and other property-related expenses.

Under the triple-net lease model, it is our customer that controls energy, water usage and waste and recycling practices and who decides when and how to implement environmentally sustainable practices at a given property. While we do not control the business operations at our properties, as the property owner, we nevertheless recognize that the operation of commercial real estate assets can have a meaningful impact on the environment – particularly with respect to resource consumption and waste generation – and on the health of building occupants.

As we are a triple-net lease REIT, without direct control of physical locations, our primary focus includes educating ourselves and our customers on evolving environmental strategies, soliciting feedback, gathering environmental data from our customers, developing relationships between our customers and vendor partners and supporting our customers in the implementation of green programs. Our environmental initiatives and partnerships focus on energy savings and carbon footprint reduction in our customers’ facilities.

Additionally, we are committed to environmental sustainability and the mitigation of environmental risks in connection with the development of our property portfolio. The properties that we acquire are subject to both state and federal environmental regulations, which we strictly adhere to. To demonstrate our commitment beyond regulation, we are conscious of and seek to address and manage environmental risks within our control. We support our customers to do the same in their businesses as we believe environmental stewardship plays a role in building and sustaining successful enterprises, which is material to the success of our own business.





# STORE's Real Estate Acquisition Process

**We Continuously Seek to Understand the Environmental Risks and Opportunities Associated with Our Business Practices.** Our commitment to environmental sustainability begins before we acquire a real estate asset and involves, among other factors, a consideration of the environmental risks associated with our customers and with prior users of the real estate asset. We then analyze environmental matters in each step of our three-phase property acquisition process. During our three-phase property acquisition process, we:

**Assess Potential Properties for Acquisition.** We engage third parties to conduct comprehensive due diligence, including environmental evaluations and sustainable practices assessments, on each property we propose to buy.

**Address Environmental Conditions.** Where we have identified one or more recognized environmental conditions, we seek to address them prior to acquisition, including requiring further testing, requiring the seller to remediate the issue in accordance with any state-mandated minimum requirements, submitting the property to any state voluntary compliance program, purchasing environmental insurance and/or preparing for climate-related natural disasters by requiring our customers to carry insurance, including fire, wind/hail, earthquake, flood and other extended coverage, where appropriate, given the relative risk of loss, geographic location and industry best practices.

**Enforce Environmental Compliance.** If we are satisfied with the results and outcome of our pre-acquisition due diligence process, we will then purchase the property and enter into a lease pursuant to which the customer will agree to certain environmental and other covenants and indemnities related to its continued use of the property.



## STORE Customer Spotlight

### At Home Growing Sustainably

At Home, an operator of home decor superstores, and a top ten customer of STORE, has nearly doubled their store base since their initial public offering in 2016, adding over 100 new stores. One aspect of their land use strategy focuses on reusing and recycling existing properties by refurbishing and renovating big box retail locations.

This opportunistic “second generation” development strategy enables At Home to efficiently open new stores while also substantially reducing the environmental impact of their expanding footprint.

They are also planning to replace black roofs at their stores with thermoplastic polyolefin (TPO) white roofs, increasing their reflectivity of light and heat to keep stores naturally cooler. Additionally, in their parking lots, they have replaced metal halide lights with LED lights, which results in a 50% reduction in energy use.







# Environmental Awareness

**We Undertake Initiatives to Promote Greater Environmental Awareness Among Our Employees and Customers, Evaluate Opportunities to Enhance Our Processes and Promote Awareness, and Engage with Our Customers Regarding Sustainability Practices and Solutions.** Although, under our triple-net lease business model, our customers control all business operations at our properties, we seek to positively influence the sustainability practices of our customers and vendors while constantly striving to improve our sustainability practices at our home office in Scottsdale, Arizona.

**For our Customers.** We conduct an annual customer outreach survey designed to gauge our customers’ current sustainability practices. We believe encouragement of sustainability initiatives through education, recommendations and support for property-level sustainability solutions, particularly related to energy, water and indoor environmental quality, can lead to the adoption of practices that should drive business and real estate value appreciation, while decreasing operating costs and mitigating regulatory risks.

**For our Vendors.** We have adopted a Vendor Code of Conduct, which sets forth our standards for fair and ethical business practices, safe labor conditions, respect for human rights and environmental stewardship, as well as our expectations that our vendors and their subcontractors will comply with all applicable environmental rules and regulations while actively seeking to minimize the environmental impact of their business operations.

**For our Employees.** We have established an ESG Working Group that consists of diverse functional employee representatives, which serves as an internal working group focused on developing and furthering our sustainability efforts, both at our home office and with our customers. The efforts of our ESG Working Group are overseen by the Executive Team which selects and coordinates our specific sustainability-related initiatives under the overall oversight of the Nominating and Corporate Governance Committee of our Board.



## STORE Customer Spotlight

### Bass Pro Shops Leading in Conservation

Great Outdoors, whose brands include Bass Pro Shops and Cabela’s, and a top ten customer of STORE, focuses on connecting new audiences to the outdoors to promote conservation. American children spend three times as many hours in front of screens as they do outside. As the world becomes increasingly disconnected from the great outdoors, they are working to introduce a new generation to the wonders of the natural world and their buildings, including the Cabela’s properties that are owned by STORE, provide an essential function to support this mission. The result of Bass Pro Shops’ five decades of commitment to conservation is measured in cascading benefits to the environment and to people.



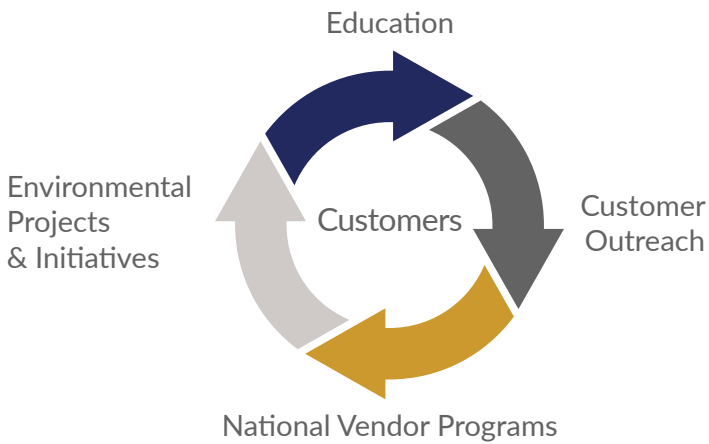
Each year Bass Pro Shops’ efforts generate:

- **Millions of acres of habitat and waterways conserved**
- **Improved and enhanced recreational access to hundreds of thousands of acres**
- **The introduction of millions of kids and families to the wonder of the great outdoors, and much more.**





# STORE Capital's Environmental Approach



STORE is committed to educating and partnering with our customers on initiatives that save energy and reduce the carbon footprint of the STORE portfolio. With more than 2,950 properties in 49 states, STORE is in a unique position to build relationships and programs with ESG vendors across the country. We also gather and learn best practices and ideas around environmental strategies from our more than 550 customers, as well as attending various seminars and meeting with environmental experts. Our scale is a differentiator in our ability to connect vendors, education and customers in implementing green programs including energy efficiency and carbon reduction programs.

STORE proactively reaches out to our customers with phone calls and emails to survey their interest or when we find an idea or vendor that we think may work well with their needs and locations. Our enthusiastic message is that as your landlord we not only support you in your quest to reduce the environmental impacts of your operations, we will bring you ideas, information and vendors. At STORE, we believe that making a difference is more than making information available, it is proactive customer outreach to advance the implementation of carbon reduction solutions.

## STORE Emissions

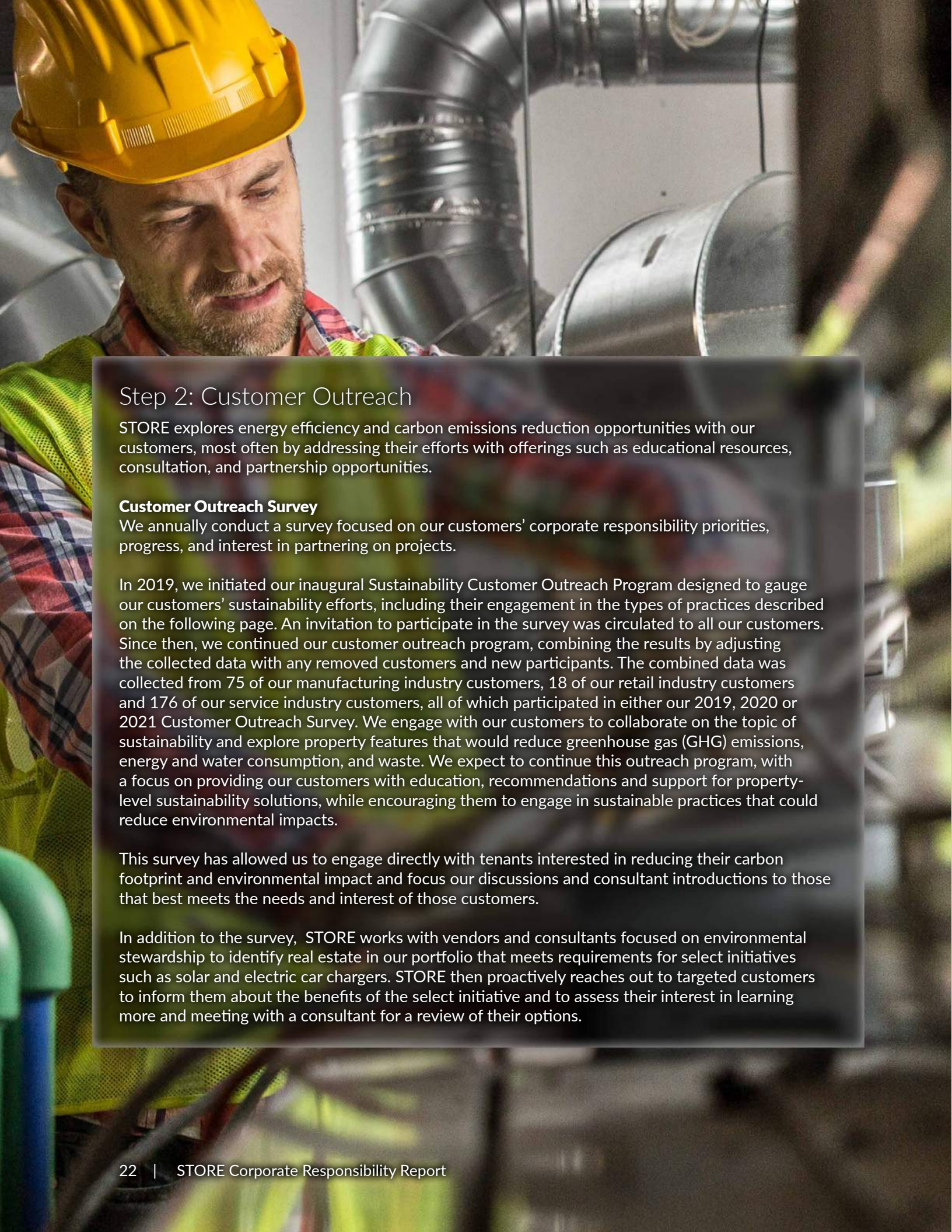
Virtually all 100+ million square feet of STORE-owned properties are operated exclusively by our customers. Therefore, STORE does not have Scope 1 emissions, and Scope 2 emissions are limited to our approximately 27,800 square foot office space in Scottsdale, AZ. Emissions from customer buildings in a triple-net lease arrangement are considered STORE Scope 3 emissions. Our environmental strategy is primarily focused on helping our customers reduce the environmental impacts associated with their operations.

- Scope 1**  
Direct emissions from our controlled sources.
- Scope 2**  
Indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by us.
- Scope 3**  
Other indirect emissions that occur in our value chain.

## Step 1: Education

STORE Capital's environmental strategy begins with education. We seek out information to help us develop our initiatives by attending conferences and educational webinars and meeting with various ESG experts, consultants and national ESG oriented vendors. Our goal is to have the most current information resources and a strong network of national vendors to meet our customers' information, consulting and tailored solution needs. In developing our initiatives and programs in 2021, we met with more than 40 experienced vendors to explore possible offerings and determine the credentials and backgrounds required to assist us in our efforts on a national level.





Step 2: Customer Outreach

STORE explores energy efficiency and carbon emissions reduction opportunities with our customers, most often by addressing their efforts with offerings such as educational resources, consultation, and partnership opportunities.

Customer Outreach Survey

We annually conduct a survey focused on our customers’ corporate responsibility priorities, progress, and interest in partnering on projects.

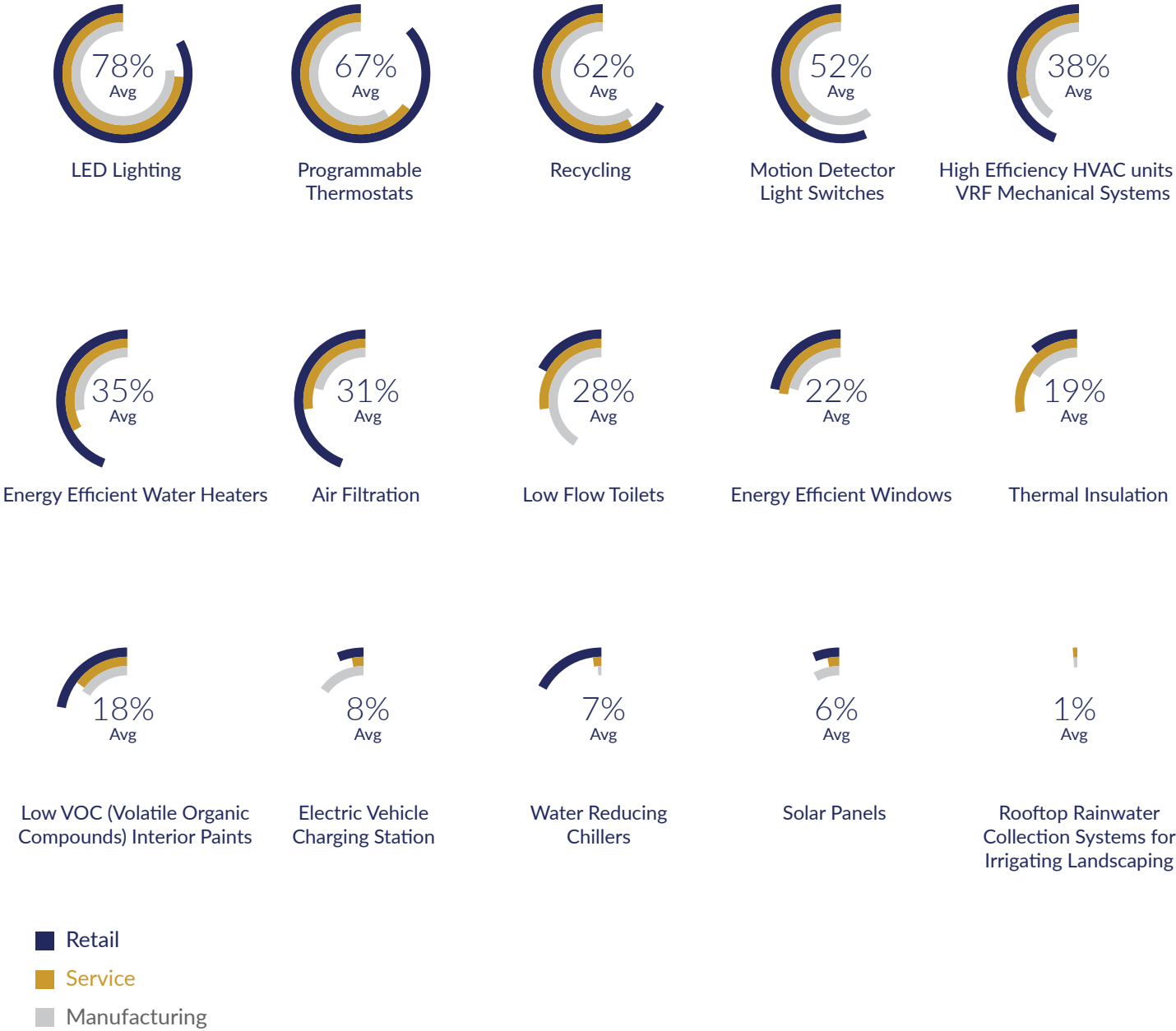
In 2019, we initiated our inaugural Sustainability Customer Outreach Program designed to gauge our customers’ sustainability efforts, including their engagement in the types of practices described on the following page. An invitation to participate in the survey was circulated to all our customers. Since then, we continued our customer outreach program, combining the results by adjusting the collected data with any removed customers and new participants. The combined data was collected from 75 of our manufacturing industry customers, 18 of our retail industry customers and 176 of our service industry customers, all of which participated in either our 2019, 2020 or 2021 Customer Outreach Survey. We engage with our customers to collaborate on the topic of sustainability and explore property features that would reduce greenhouse gas (GHG) emissions, energy and water consumption, and waste. We expect to continue this outreach program, with a focus on providing our customers with education, recommendations and support for property-level sustainability solutions, while encouraging them to engage in sustainable practices that could reduce environmental impacts.

This survey has allowed us to engage directly with tenants interested in reducing their carbon footprint and environmental impact and focus our discussions and consultant introductions to those that best meets the needs and interest of those customers.

In addition to the survey, STORE works with vendors and consultants focused on environmental stewardship to identify real estate in our portfolio that meets requirements for select initiatives such as solar and electric car chargers. STORE then proactively reaches out to targeted customers to inform them about the benefits of the select initiative and to assess their interest in learning more and meeting with a consultant for a review of their options.

STORE Capital’s Customer Outreach Survey Results

We develop strategies with our customers to collaborate on sustainability initiatives and explore property enhancements that would reduce greenhouse gas emissions, energy and water consumption, and waste. The following illustrates the combined results of STORE’s Sustainability Customer Outreach Program for 2019 through 2021.



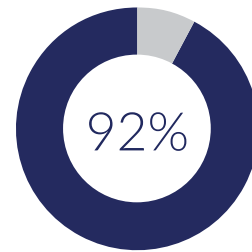


# Customer Outreach Survey

## Implemented & Planned Initiatives

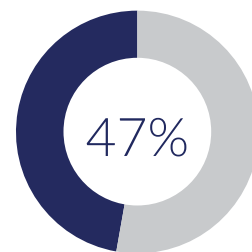
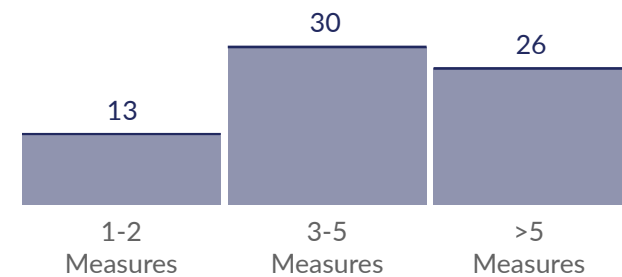


### MANUFACTURING



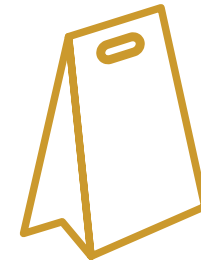
#### Implemented initiatives

92% of the survey participants selected at least 1 energy efficient measure implemented at a STORE property:

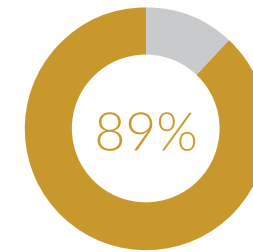


#### Planned initiatives

47% of the survey participants are planning to implement at least 1 additional measure at a STORE property.

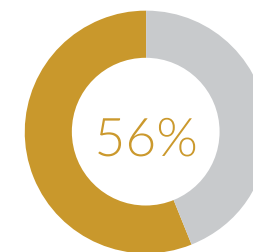
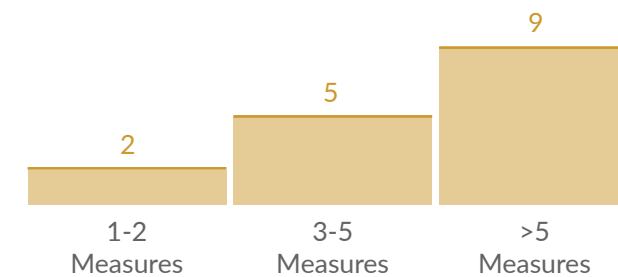


### RETAIL



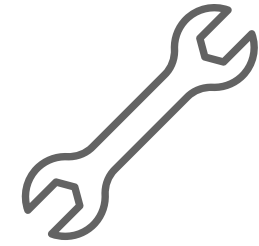
#### Implemented initiatives

89% of the survey participants selected at least 1 energy efficient measure implemented at a STORE property:

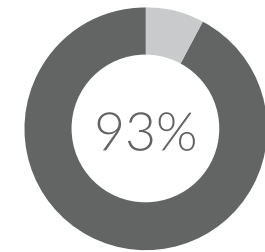


#### Planned initiatives

56% of the survey participants are planning to implement at least 1 additional measure at a STORE property.

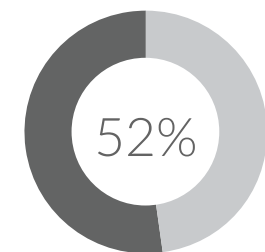
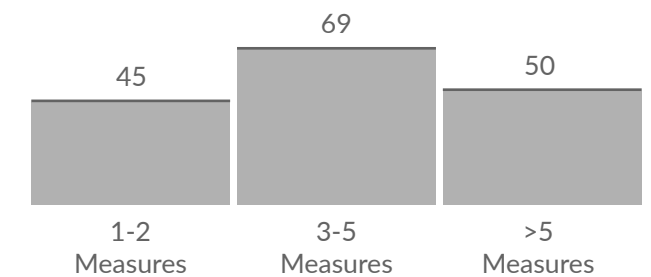


### SERVICE



#### Implemented initiatives

93% of the survey participants selected at least 1 energy efficient measure implemented at a STORE property:



#### Planned initiatives

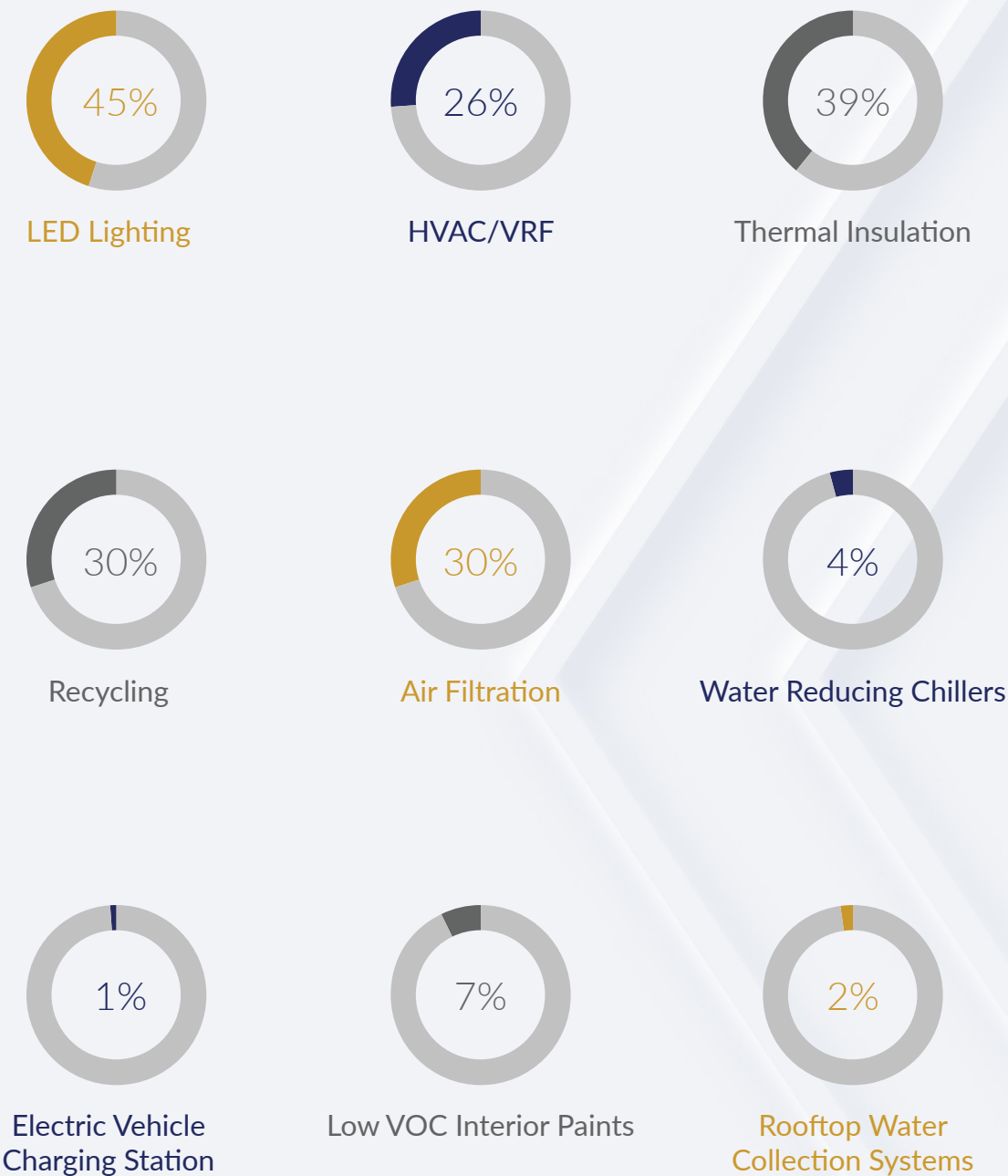
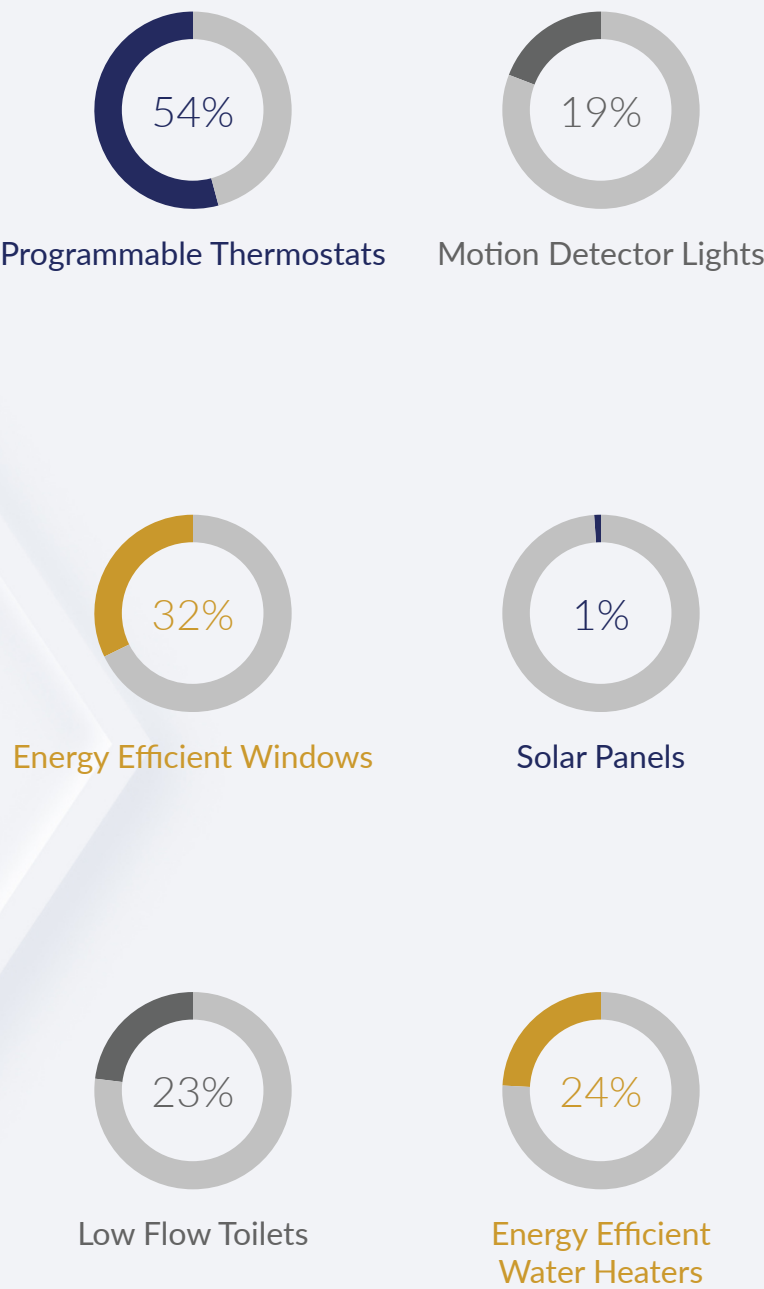
52% of the survey participants are planning to implement at least 1 additional measure at a STORE property.



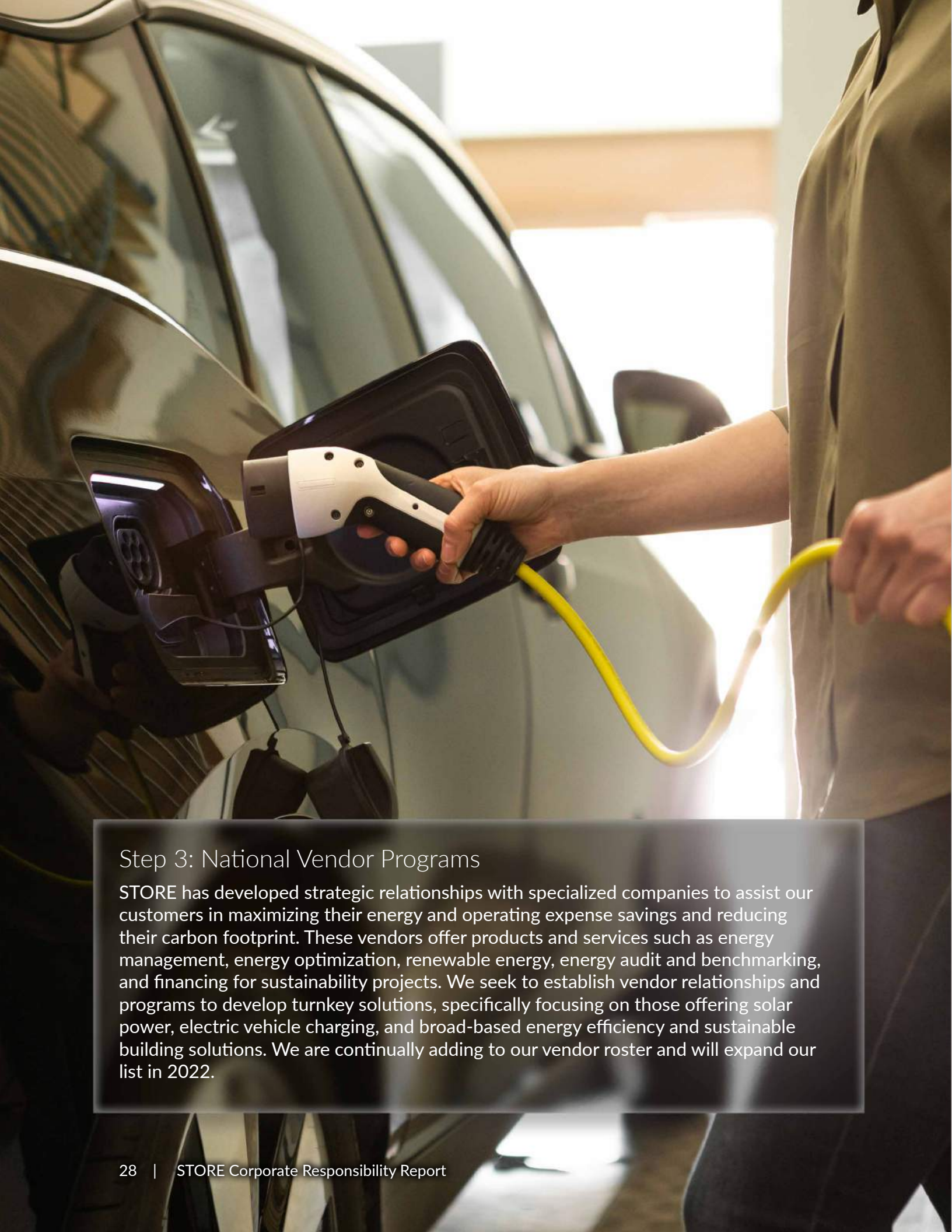
Annual Property Inspections

We inspected approximately 1,090 of the properties currently in our portfolio during the 2019-21 period. As part of this inspection process, we conducted an inventory of the environmental features of each inspected property to evaluate our performance relative to our long-term sustainability initiatives and environmental strategy. These inspections aid our ESG Working Committee in developing and implementing our management approach to environmental matters.

We believe our innovative investment analysis process is responsive to increasing market demands for sustainable features in our portfolio properties. This survey data provides a baseline framework upon which we can develop and improve on the sustainability features already implemented at such properties.







### STORE Solar Vendor Program

Solar panel photovoltaic cells absorb the sun's energy throughout the day and convert it into direct current electricity. Solar power is a safe, simple, abundant, reliable source of energy that can significantly reduce electricity costs for property owners and customers who utilize it.

STORE Capital has partnered with national solar vendors to optimize renewable energy projects, specializing in rooftop or canopy solar panels. These companies develop, construct, and manage energy projects for a range of industries. The costs of installation, permitting, and maintenance are often paid by the vendors through Power Purchase Agreements (PPAs) and/or in exchange for tax credits, utility incentives, and income generated from the sale of electricity. Customer opportunities often allow for tax benefits and incentives to be maximized in cases where vendors install and maintain the equipment.

STORE's Solar Vendor Program features the following:

**Solution Proposal Process:** At no cost to the customer, the vendor reviews the customer's properties to identify those with the best potential for renewable energy projects.

A recommended solar structure design is provided along with estimates for timing and energy savings at the property level, taking into consideration current utility bills, building energy needs, geographic location, and size of the property's roof or parking lot.

#### Benefits:

- No upfront capital costs
- Reduced and predictable energy pricing
- Visibly demonstrable sustainability commitment
- Increased property value
- Vendors maintain and operate the system at no cost to customer and typically include a 20 year warranty

### Step 3: National Vendor Programs

STORE has developed strategic relationships with specialized companies to assist our customers in maximizing their energy and operating expense savings and reducing their carbon footprint. These vendors offer products and services such as energy management, energy optimization, renewable energy, energy audit and benchmarking, and financing for sustainability projects. We seek to establish vendor relationships and programs to develop turnkey solutions, specifically focusing on those offering solar power, electric vehicle charging, and broad-based energy efficiency and sustainable building solutions. We are continually adding to our vendor roster and will expand our list in 2022.



**STORE Electric Vehicle (EV) Charger Vendor Initiative**

According to industry estimates, sales of EVs are set to exceed more than 10% market share in 2025 (IHS Markit) and are expected to grow to reach approximately 29.5% of all new car sales in 2030 (EVadoption). Current data shows that installing free EV charging stations is associated with over 60% more visits from EV driving customers (Volta). The average EV driver offsets 4,650 lbs of CO2 per year by driving an EV over an internal combustion engine vehicle (US Dept of Energy).

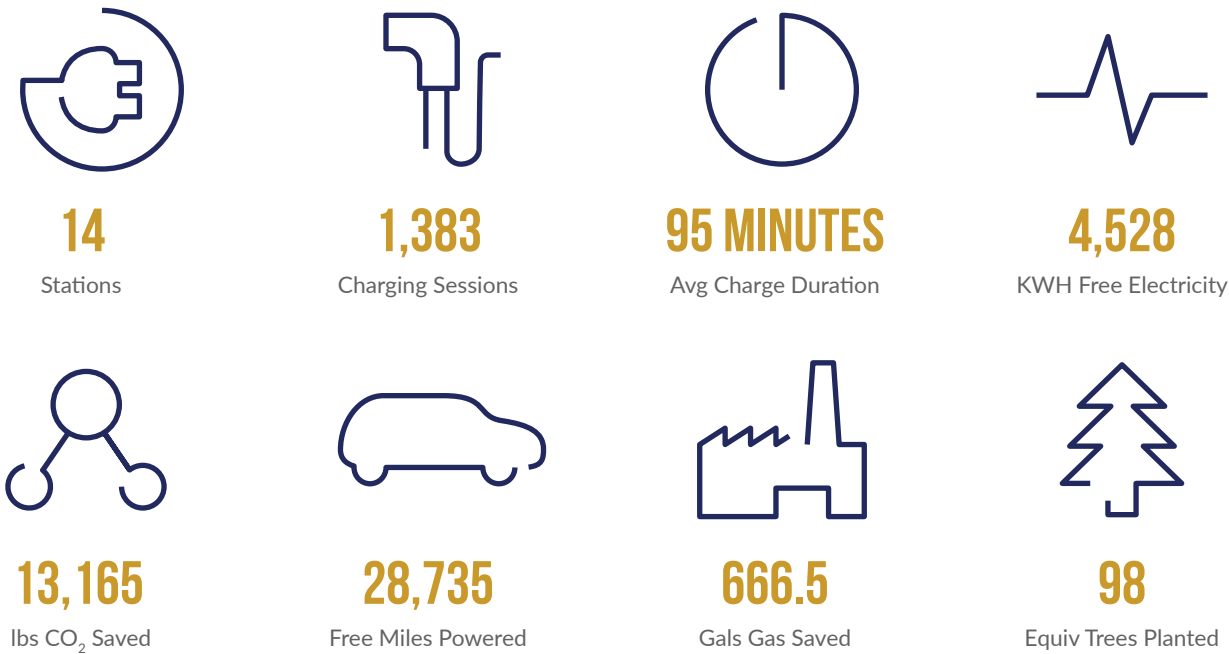
Vendors partner with our customers to install EV chargers at their properties, engaging new audiences and driving sustainable initiatives. The vendor obtains all necessary permits and approvals from the applicable governmental authorities, operates the car charging stations, and pays all costs (including taxes, fees and utility charges) in connection with permits and approval.

Solution Proposal Process: STORE-approved vendors review customers’ properties to identify the best sites for an EV charger.

Benefits:

- Reducing carbon footprint
- Increasing customer patronage and in-store shopping duration
- Advertising and marketing opportunities on charging stations
- Increased property value
- Added benefit to employees

**Q1 2022: Usage Report for Volta Charging Stations at STORE Locations**



Data as of 3/31/2022 and does not include two chargers made operational in Q2 of 2022

**STORE Building Efficiency and Sustainability Vendor Programs**

These vendors offer a full suite of products and services such as energy management systems, energy optimization, renewable energy, energy audit and benchmarking, and financing for sustainability projects. STORE’s 2021 and 2022 programs include working with customers to explore ways to improve efficiencies, cut operating costs, and reduce the carbon footprint of their buildings. The customer solution includes a review of utility bills, an audit of the building’s systems and a thorough recommendation of technology options, solutions and cost/benefit analysis.

**STORE Construction Review Vendor Program**

Construction projects are a prime way to ensure buildings are being developed with the most energy efficient equipment and systems. High efficiency HVAC units, LED lighting, and building management systems are just three ways to create more sustainable properties. STORE is engaged with an environmental engineering firm to review construction plans and provide energy efficiency recommendations to customers.





#### Step 4: Environmental Projects and Initiatives

Our planned initiatives continue to evolve as we establish deeper relationships with our customers and third-party vendors. Currently, the projects under development include:

##### Solar Projects

In review stage with three customers:

- Final permits pending for one national family entertainment company for a 64,000 square foot building in California. The solar system will produce 683 kilowatts and save our customer \$3.0 million over the contract life at no cost to the customer.
- Final bidding process with a national retailer in Georgia for their 44,000 square foot building. The solar system will produce 400 kilowatts and save \$1.3 million over the contract life at no cost to the customer.
- Analysis and design complete for metal fabrication company in Illinois for a 345,000 square foot building. The rooftop system will produce 2.8 megawatts and save our customer \$4.2 million over the contract life at no cost to the customer.
- Pipeline of 57 buildings, 7.4 million square feet, identified as strong candidates for solar canopy or roof installations in twelve states. STORE is contacting these customers to assess interest and offer assistance in analysis and design at no cost to these customers.

##### EV Charger Projects

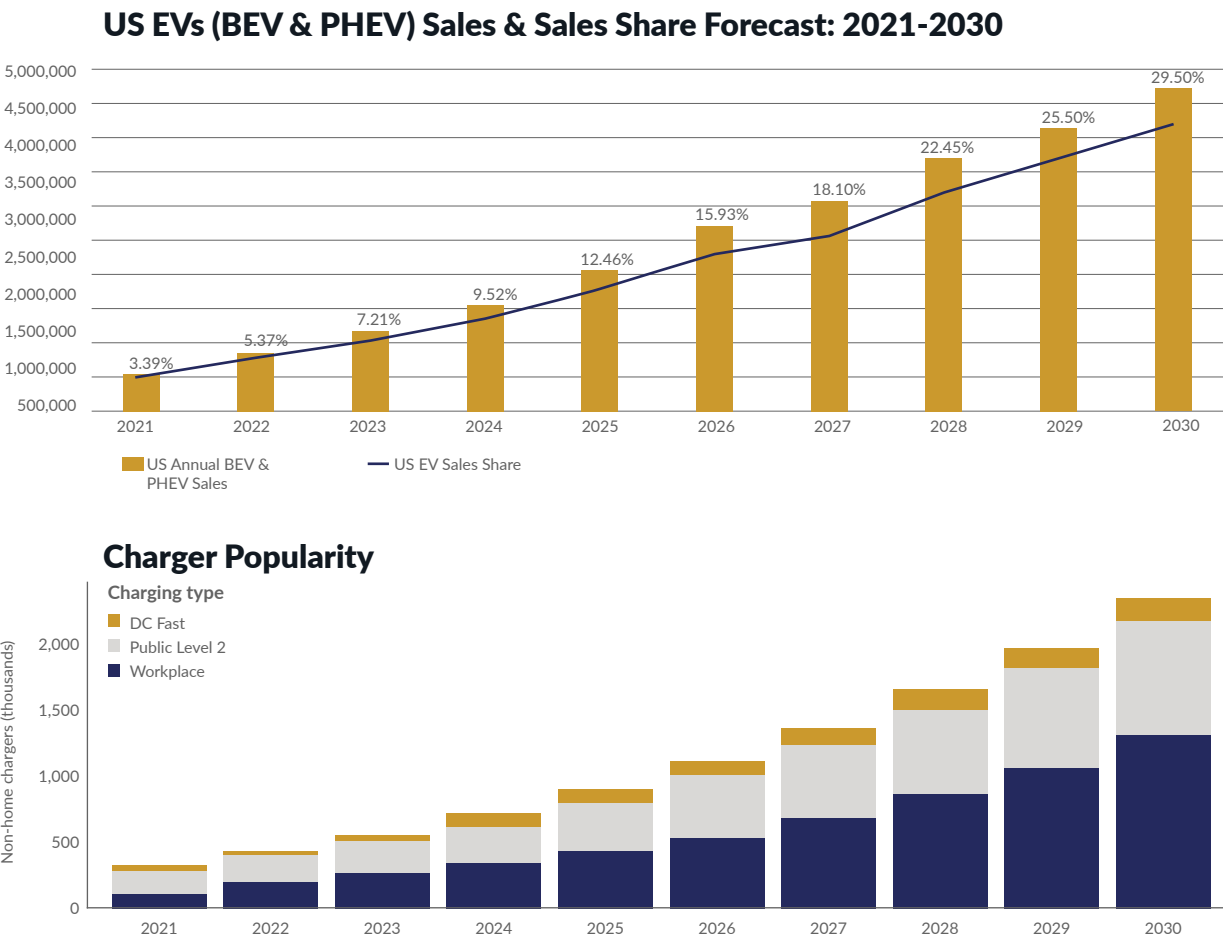
Sixteen EV charger installations complete at eight STORE properties.

- 40 additional EV charger installations in process, including movie theaters, gyms, furniture stores and restaurants. Customer feedback indicates that they value EV charger installations as an amenity for their customers, no out-of-pocket cost and their contribution to reduced carbon footprint.
- Pipeline of more than 400 STORE locations across 37 metropolitan areas identified as strong candidates for EV charger installations. STORE is working with these customers to assess interest and make introductions to vendors.



# EV Outlook

Electric vehicle adoption in the US is growing rapidly. Electric car sales more than doubled in 2021 and projections suggest that EV sales will exceed 26 million by 2030. To support the EV transition, public and workplace charging will need to grow from 216,000 chargers in 2020 to 2.4 million by 2030. STORE Capital is committed to building relationships between customers and vendors to expand and develop an EV charger infrastructure that provides environmentally sustainable solutions to meet the growing demand.



## STORE Customer Spotlight

### AMC Theatres Providing Electric Vehicle Charging to Moviegoers

AMC Theatres, the nation’s largest movie theater chain and one of STORE’s top 10 customers, has partnered with Volta, Inc. to make vehicle charging accessible to their customers. At 24 AMC locations, including many owned by STORE, moviegoers can charge their electric vehicles using one of 55 chargers. With the average customer spending 2.5 hours at the movies, this allows customers to conveniently charge their electric vehicles. STORE supports these community efforts on behalf of AMC and encourages adoption of EV charging stations.

The value EV chargers provides to AMC customers is evident in the following metrics:

- 55 units at 24 AMC locations with more in process and planned for installation
- More than 45,000 EV charging sessions at AMC properties
- 515,000 pounds of CO<sub>2</sub> eliminated and over 330,000 kWh of electric power delivered to customers





# Mountainside Fitness

Innovative and Affordable Fitness

## Healthy Planet, Healthy People

Mountainside Fitness, one of STORE’s customers, is on a mission to improve the lives of thousands of Arizonans through their dedication to an inclusive environment where friends and family can come together with a common goal of improving their overall health and wellness. Mountainside offers state-of-the-art amenities, interactive and reliable childcare, and an innovative approach to group fitness at an affordable price.

Mountainside operates 19 locations – all in Arizona - with over 110,000 members. STORE owns 7 of the Mountainside locations consisting of approximately 265,000 square feet of space in total.



## EV Charger Projects

STORE Capital has partnered with Mountainside Fitness at 3 of their locations to install EV charging stations. As part of this initiative, the inaugural EV car charging stations will be opening in summer of 2022 with plans to incorporate charging stations at five additional locations, in the near future.

STORE is proud to support Mountainside in their growth financing needs resulting in sustainable, positive impacts to the health of the people in our communities.

“STORE Capital has been a supportive partner for Mountainside Fitness as we continue to grow in our mission to improve the lives of our customers through health and wellness. Our partners at STORE have helped us to implement simple and cost effective energy efficiency projects within our leased properties, which we believe will improve the health and wellbeing of our customers and the people in our communities.”



Craig Cote  
CEO of Mountainside Fitness



## 2021 SRP Champions of Sustainability Award Winner

Mountainside Fitness was recognized in 2021 by Salt River Project (SRP), one of Arizona’s primary utility providers, for being a Champion of Sustainability. While constructing new locations or remodeling existing locations, Mountainside continuously incorporates energy-efficient products and solutions into its facilities. Through last year’s projects to install the advanced rooftop controller system at five locations, Mountainside Fitness fully utilized its SRP rebate potential for the fiscal year and achieved more than one million kilowatt-hours of annual energy savings.



# STORE's Sustainable Savings Quick Reference Guide

## New Construction Reviews and Building Energy Efficiency Audits

STORE has engaged an environmental engineering firm to review plans for all new construction and major renovation projects, including a review that the plans comply with enhanced state and local government energy efficiency requirements:

- 42 construction projects reviewed in 2019; 35 projects completed
- 29 construction projects reviewed in 2020; 8 projects completed
- 25 construction projects reviewed in 2021; 41 projects completed
- 86 construction projects currently in process
- Enhanced Construction Energy Audit completed for 28 under construction and/or completed buildings to confirm that the plans were in-line with best practices for energy efficiency and worked with customers to implement

## Customer Educational Materials

STORE's Sustainable Savings Quick Reference Guide is delivered to all current and new customers to highlight energy efficiency and cost savings opportunities using sustainable technology. The 20,000 square foot building case study in the guide illustrates savings potential:

- LED lighting: 90% more efficient than incandescent bulbs; \$14,000 annual costs savings
- HVAC: 58% of total energy use; new energy efficient equipment can result in savings up to \$50,000 per year
- 1-3 year average payback on energy improvement costs based on energy cost savings
- Sustainable Savings encourages customers to contact STORE Customer Service to arrange an energy audit, explore specific energy savings technology, and open dialogue on sustainability initiatives and possible partnership opportunities



### Sustainable Savings

#### HVAC Systems

Space heating and air conditioning together account for about 58% of total energy use in a building. Installing higher efficiency units, systems, and/or controls can have a significant effect on energy costs. New installation of higher efficiency equipment is recommended while replacement of existing equipment can also provide significant long-term savings.

Energy Savings Measures	Implementation Cost	Estimated Annual Savings	Payback (Years)	
			Without Rebates	With Rebates
Smart, Wi-Fi Enabled Thermostats	\$1,740	\$4,069	0.43	0.27
Building Energy Management System (BMS)	\$37,500	\$13,123	2.86	0.91
Demand Control Ventilation (DCV) HVAC controls	\$7,500	\$8,226	0.91	0.91
Outside air economizer HVAC control	\$3,600			
Variable Refrigerant Flow (VRF) heating/cooling system	\$40,000			
Variable Frequency Drives (VFD) controls on HVAC pumps/motors	\$16,000			
Energy Recovery Ventilator (ERV) heat recovery system	\$12,000			
Variable air volume (VAV) air distribution system	\$25,000			

Energy Savings Measures	Description
LED lighting at Interior Spaces	LED lighting products provide 90% more efficiency than incandescent bulbs.
Interior Lighting Control System	A lighting control system adjusts light intensity levels. Control and other techniques.
Smart, Wi-Fi Enabled Thermostats	Smart, Wi-Fi Enabled Thermostats allow for energy efficient scheduling.
Building Energy Management System (BMS)	An EMS allows scheduling of energy efficiency and controls.
Demand Control Ventilation (DCV) HVAC controls	DCV system adjusts outdoor ventilation demands of fresh air intake when appropriate.
Outside air economizer HVAC control	An economizer is a method of drawing in outside air for cooling when appropriate.
Variable Refrigerant Flow (VRF) heating and cooling system	VRF is a sophisticated technology for heating and cooling multiple zones with higher energy efficiency.
Variable Frequency Drives (VFD) controls on HVAC pumps and motors	VFDs allow motors to operate at lower speeds, resulting in energy savings.
Energy Recovery Ventilator (ERV) heat recovery system	ERV is the energy recovery system that recovers heat from exhaust air and preheats incoming fresh air.
Variable air volume (VAV) air distribution system	VAV systems were developed to provide cooling and heating where it is most needed.



### Sustainable Savings

#### Energy Savings Measures

The following energy savings have been modeled after a 25,000 square foot, single-story retail building located in Kansas City, Missouri. Many states, municipalities, and utility companies offer rebates for energy efficient purchases that help save money and energy while protecting the environment. The energy savings shown below were calculated from recent utility data, rebates currently available in Kansas City, and energy modeling software.

Savings =  +  + 

Utility Data    Rebates    Energy Modeling Software



STORE has partnered with national energy efficiency specialists to assist our customers in maximizing their energy savings and reducing their carbon footprint. Please contact STORE at [customerservice@storecapital.com](mailto:customerservice@storecapital.com) for a referral to conduct an energy survey in your area.

#### Lighting Systems

When choosing between fluorescent and LED bulbs for the light fixtures, LED bulbs can provide significant savings not only from the wattage savings; but LED bulbs create less heat, which results in lower electric bills. Lighting controls ensure optimum efficiency and proper intensity levels.



**Incandescent**

Efficiency ★★☆☆☆  
Lifespan ★★☆☆☆



**LED**

Efficiency ★★★★★  
Lifespan ★★★★★

Energy Savings Measures	Implementation Cost	Estimated Annual Savings	Payback (Years)	
			Without Rebates	With Rebates
LED lighting at Interior Spaces	\$12,500	\$10,418	1.20	0.03
Interior Lighting Control System	\$12,500	\$3,416	3.66	2.04





# SOCIAL





## The Heart of Our Business

At STORE Capital, we believe our **employees** are the heart of our business and we are committed to providing an inclusive, engaging work environment that is centered on integrity, service, growth, collaboration, quality, and empowerment.

**Our core values that guide our lives and organization**



**Integrity**

We conduct ourselves in an honest, respectful, and ethical way; we honor our word and act in a transparent, ethical manner.

**Service**

We are committed to doing business that focuses on creating the best experience for the customer. Customer is the center of STORE’s philosophy and operations.





**Growth**

We believe in continuous learning and innovation. We invest in today’s workforce to create the leaders of tomorrow through mentorship, paving a way to new opportunities and ideas. Growth of the company comes with the growth of the team.



**Collaboration**

We listen and openly share ideas. We believe in the power of working together to drive superior processes that account for and value diverse perspectives.

**Quality**

We believe in serving the greater good through careful and responsible management roles and responsibilities entrusted to us. We seek to create long-term value by serving the needs of all stakeholders including customers, employees, and the public.





**Empowerment**

We support our teams and trust them to accept responsibility, to take action and make informed decisions. We empower our employees to drive change and achieve results.



## Our Commitment To Human Rights

STORE believes honoring and affirming protections for human rights is consistent with these ideals and our overall mission. This belief is embodied in the principles of honesty, fairness and candor set forth in our Code of Business Conduct and Ethics and in many other aspects of our corporate culture.

We conduct business in a manner that is consistent with fundamental human rights principles – including freedom of association, the elimination of forced or compulsory labor, the abolition of child labor and the elimination of discrimination in respect of employment and occupation – such as those stated in the United Nations Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

STORE is committed to respecting and promoting these principles and maintaining a work environment where every employee at every level is treated with dignity and respect, is free from discrimination and harassment, and is allowed to devote their full attention and best efforts to performing their job to the best of their respective abilities.

Our commitment to human capital sustainment includes:

- Equal Employment Opportunity
- Harassment-Free Work Environment
- Freedom of Association
- Elimination of Forced or Compulsory Labor
- Abolition of Child Labor
- Elimination of Workplace Discrimination
- Reasonable Accommodation for Disabilities
- Competitive Compensation
- Ethical Behavior
- Violence-free Workplace
- Open Communications
- Compliance with Laws

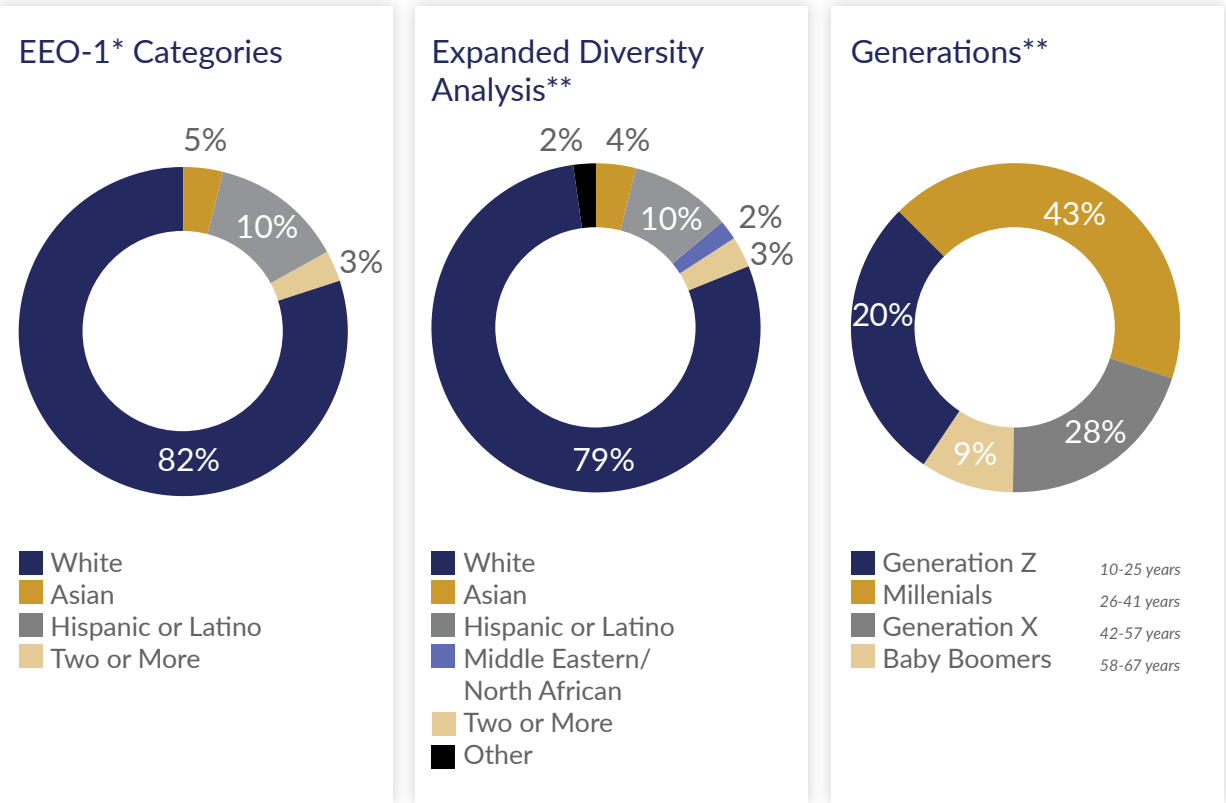


We service many stakeholders including employees, business partners, the environment, stockholders, customers and the communities in which we invest. We understand our employees are our greatest asset and we strive to enhance their wellbeing and employee experience through innovation, job creation and enhancement, career development, inclusion, equity and celebration of diversity.

## Employee Diversity, Equity and Inclusion

STORE Capital recognizes and values the diversity of people and perspectives and is committed to excellence and inclusion. In keeping with our values, we strive for fairness and equity in our hiring practices and in our workforce diversity, at all levels. We have continued our diversity and inclusion efforts by inviting employees to participate in self-identification. The information collected is used to help STORE in the development of further diversity, equity and inclusion initiatives at each phase of the employment relationship and to gauge our progress in creating a more diverse and inclusive workforce.

### Employee Diversity



As of 12/31/2021, no STORE employees self-identified as Black/African American, Native Hawaiian/Pacific Islander, or American Indian/Alaskan Native.

### Employee Gender Identification\*



\* EEO-1 submission data for period ended 12/31/2021

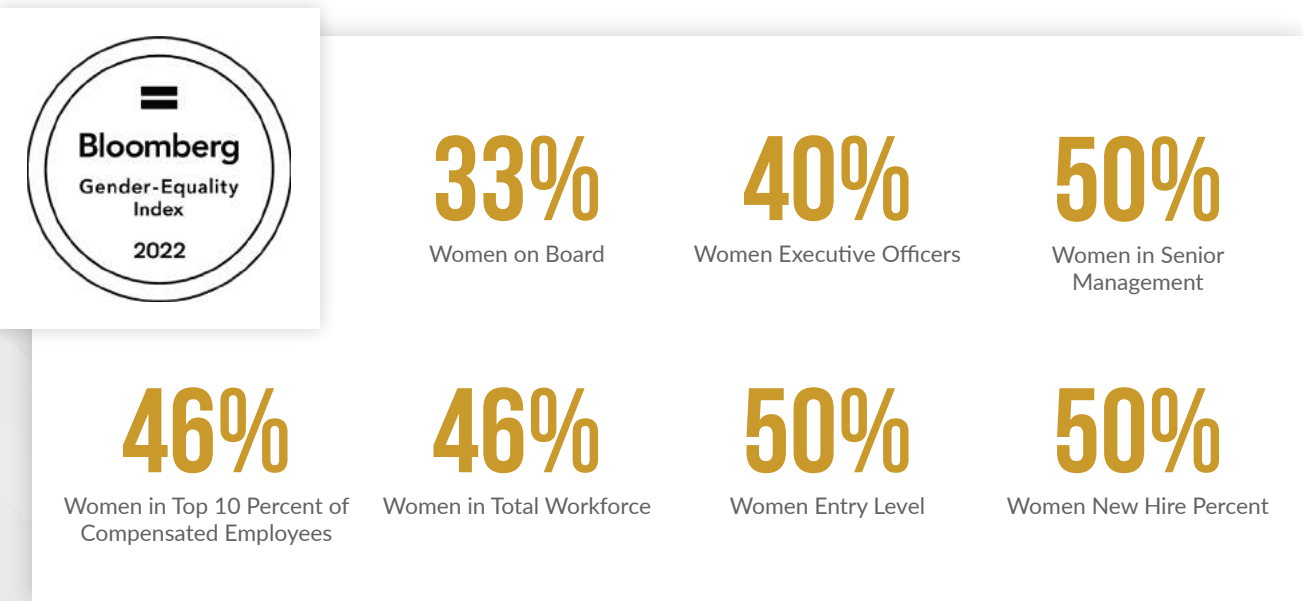
\*\* As of 12/31/2021



# Gender Equality

**STORE** Capital recognizes the tremendous value of gender equality in the workplace and has been named to the 2022 Bloomberg Gender-Equality Index (GEI), marking the second consecutive year that the index has recognized STORE Capital for its efforts in gender inclusion and equality.

**STORE** is one of 418 companies across 45 countries named to the GEI, a modified market capitalization-weighted index that aims to track the performance of public companies committed to transparency in gender-data reporting. The GEI reporting framework measures gender equality across five pillars: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and pro-women brand.



Represents 2020 data per Bloomberg GEI reporting framework

“STORE is committed to an inclusive and equitable workplace where employees feel welcome and valued for their viewpoints and contributions. We strive to add talent from a broad range of backgrounds and experiences that is reflective of the diversity of our customers and the communities we serve. It is through diverse perspectives that we can achieve great success and innovation.”



**Leandra Long**  
Director - HR, Talent & Diversity  
Member of NAREIT Social Responsibility Council

## Diverse Perspectives Bring Unique Value to STORE

Diversity is multifaceted and presents itself in many ways. STORE proudly celebrates diversity in it’s many forms.



Adapted from Diversity Wheel as used by Johns Hopkins University



## Virtual Externship

STORE Capital held its second Virtual Externship Program in 2021. This two-day career development event, designed for individuals interested in finance and real estate, provided participants with an opportunity to learn from the company’s subject matter experts.

Open to all current college students and recent graduates, the event particularly emphasized the company’s diversity and inclusion efforts.



Gender	#	%
Male	96	71%
Female	36	27%
Prefer Not to Answer	3	2%

Ethnicity	#	%
American Indian/Alaskan Native	2	1%
Asian	36	27%
Black/African American	4	3%
Hispanic/Latino	6	4%
White/Caucasian	54	40%
Two or More Races	20	15%
Prefer Not to Answer	9	7%
Middle Eastern	1	1%
Other	3	2%

Graduation Date	#	%
Grad Students	11	8%
Undergrad: Freshman	1	1%
Undergrad: Sophomore	31	23%
Undergrad: Junior	51	38%
Undergrad: Senior	41	30%

## Internship Program

### Mentorship Through Internship

STORE’s Internship Program mission is to cultivate and nurture the leaders of tomorrow by providing mentorship, training and real-world experience and exposure within the finance and real estate sector.

We believe in:

- Engaging fresh perspectives
- Expanding our diverse workforce
- Empowering future leaders

### Internship Opportunities

STORE Capital’s Internship Program provides growth and learning opportunities to individuals 18 years of age or older of all backgrounds. Interns will be involved in educational and training opportunities designed to provide professional experience in the furtherance of their education and training. Internships assist in reaching educational and professional goals by providing an opportunity to complement academic and practical instruction with exposure to STORE Capital’s business.

STORE offers internship opportunities during the fall, spring, and summer semesters. The ideal intern is a current undergraduate, graduate student, and/or recent graduate who is studying and interested in finance, real estate, and marketing. We believe that improving our communities by providing equal opportunity will allow us to deliver better solutions for tomorrow’s challenges.

Internships are paid and interns may be assigned to work with specific departments in our company with the possibility of receiving assignments in other areas of our business. Over 2,000 internship hours were completed in 2021.



# The STORE Employee Experience

## Proud Equal Opportunity Employer

We are a proud equal opportunity employer. We do not discriminate on the basis of race, color, religion, national origin, sex, age, disability, or any other status protected by law. It is our intention that all qualified applicants be given equal opportunity and that selection decisions be based on job-related factors. We celebrate diversity and are committed to creating an inclusive environment for all employees.

STORE's recruiting and outreach programs include multiple sourcing avenues such as the STORE career portal, LinkedIn, and local and other universities across the country. We partner with Arizona State University's Financial Management Association to actively recruit and educate students on careers at STORE and within the finance industry.

## Employee Retention & Tenure

We value our employees and strive to retain our staff through meaningful benefit programs, engagement efforts and growth opportunities. Our average employee tenure is 3.4 years and 6 years at the Vice President and above leadership level.

## What's in STORE for employees (Benefits & Perks)

- Competitive Pay and Long-Term Pay Incentives
- Hybrid Work Schedule/Time Flexibility
- Comprehensive Health Benefits w/ \$0 Cost Employee Benefit Plan Options
- Employer Sponsored Life and Disability Policies
- Generous Paid Time Off Program and Gender Neutral Paid Parental Leave
- Paid Volunteer Time Off
- Ten (10) Paid Holidays Per Year
- 401(k) Profit Sharing Plan with 4% match; with NO vesting schedule
- Employee Led Engagement Committees
- Employee Wellness Program
- Employee Training Reimbursement Program

## Company-Wide Equity Incentive Program

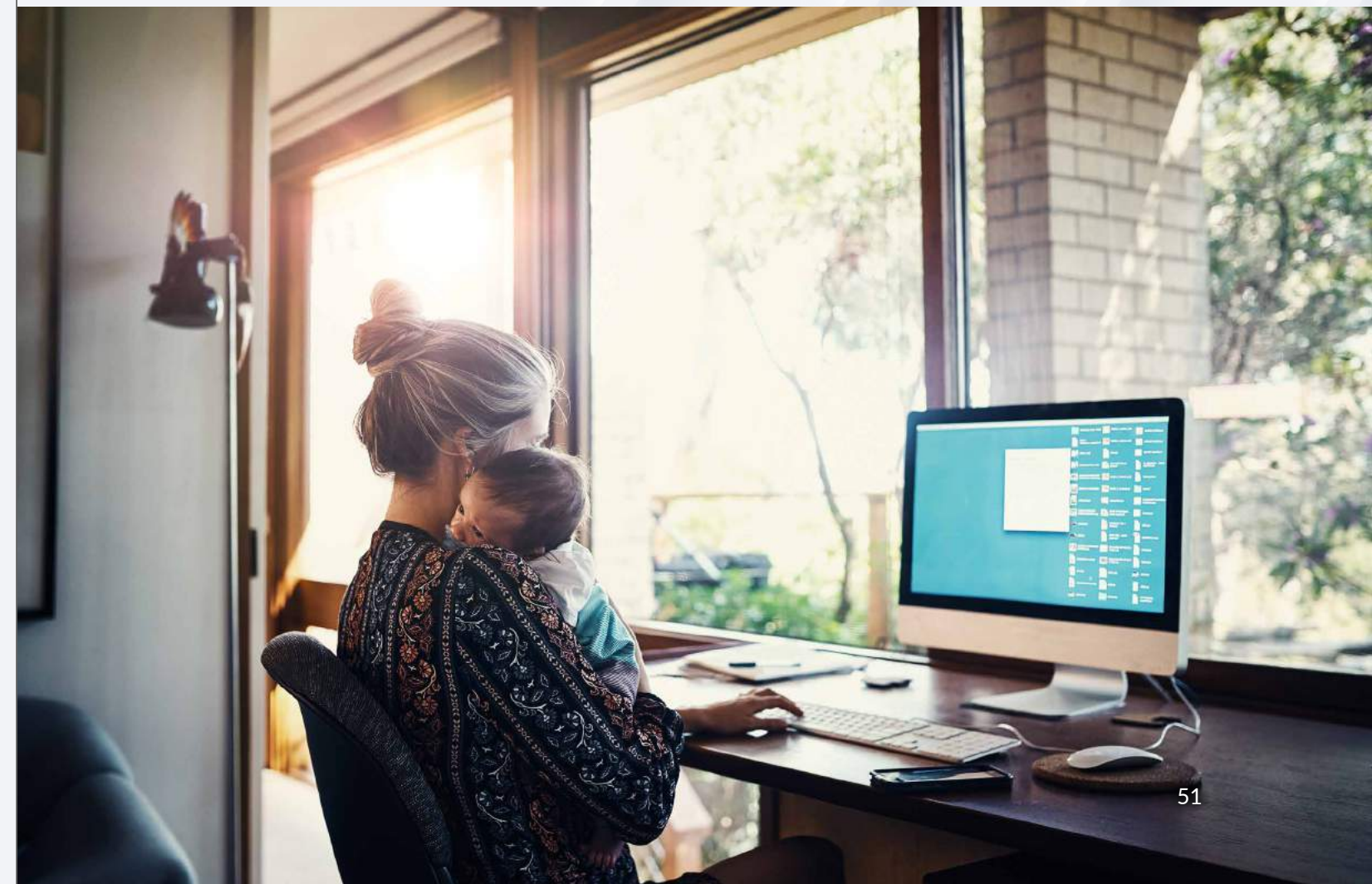
STORE introduced a stock equity grant program, making everyone who works at STORE an owner. This ongoing and multi-year vesting program is intended to help attract and retain the top-tier talent that is critical to STORE's long term sustainable success.

## Parental Policy Leave

STORE also launched a new gender neutral parental leave policy as part of our efforts to foster a more inclusive environment. This policy gives every parent an equal opportunity to spend time with their newborns and balance career and family responsibilities.

## Work-Life Balance

STORE proudly offers a hybrid work environment where employees have the flexibility to choose the days in which they work from home or in the office. Our business model was proven during the last year, and we continue to adapt and transform the business to meet the needs of today's workforce.







# Employee Engagement

## Employee Engagement Survey

Each year employees are asked to participate in an anonymous engagement survey centered around employee experience, workplace and career enhancement. In 2021, we had over 90% employee participation. The survey provides us an opportunity to better understand and get to know our employees on a deeper level both personally and professionally. We appreciate their honesty, transparency, and willingness to share their unique stories. We used the survey information to drive employee initiatives resulting in enhanced training and development, more empowerment opportunities, and interdepartmental teamwork.

In 2021, our survey results demonstrated favorable ratings in many key areas, including:

- Overall job satisfaction
- Commitment to the Company's future initiatives
- Work-Life Balance

## Employee Led Engagement Committees

STORE proudly facilitates employee led engagement committees centered around community, wellness, celebration, and social initiatives. The committees champion the needs and well-being of our employees by creating and embracing cultural initiatives that foster a meaningful balanced work environment.

The committees have led and coordinated several events including the American Heart Association Heart Walk, a March Madness themed event in support of UMOM New Day Center and a food drive in partnership with St. Mary's Food Bank.



## STORE's Women's Network

### Women's Network Mission

Provide opportunities for development, foster valuable connections, and facilitate success through personal and professional growth for our next generation of leaders through these three pillars:

- Empowerment
- Mentorship
- Service

The Women's Network has hosted several events that are open to all STORE employees, including a mentor event where a senior executive shared her career experiences and lessons learned, a communications and negotiations training led by two senior sales team members, and smaller networking events across teams.

The Women's Network is co-chaired by women within STORE from multiple levels of the Company.





## STORE Employee Development and Investment

We believe it is important to identify future leaders and equip them with the tools to advance to more senior roles within our company. STORE Capital’s Board of Directors annually reviews the identity, skills and characteristics of those persons who could ascend to senior and executive management team positions.

Recently, two senior leaders were elevated to executive positions. In February 2022, STORE announced the promotions of Alex McElyea to Executive Vice President - Data, Analytics and Business Strategy and Lori Markson to Executive Vice President - Portfolio Operations.



Alex McElyea joined STORE in October 2021 as Senior Vice President – Business Analytics and was promoted to Executive Vice President – Data, Analytics and Business Strategy to create STORE’s advanced analytics models and manage the ongoing development of its enterprise business intelligence platform. Alex has 20 years of experience in analytic roles within the financial services industry. Prior to joining STORE, Alex spent four years with OneAZ Credit Union, most recently in the role of Chief Data Analytics Officer, and five years with American Express Company in marketing science and analytics roles. Alex earned a B.A. degree in Economics from Arizona State University and an M.B.A. degree from Arizona State University’s W.P. Carey School of Business.



Lori Markson, our Executive Vice President – Portfolio Operations, has served in leadership roles at STORE for six years and was previously Senior Vice President – Portfolio Operations. Lori has 25 years of broad-based commercial lending and real estate experience, including underwriting, asset management, operations and valuation. Prior to joining STORE, she had a 15-year career at GE Franchise Finance where she served as Managing Director of Underwriting and Portfolio Management and Vice President of Underwriting. Prior to GE Franchise Finance, Lori held positions in commercial real estate underwriting and loan origination. Lori earned a B.A. degree in Economics from The University of California, Los Angeles.

“I am excited to welcome Alex McElyea and Lori Markson to STORE’s senior leadership team. Over the past few years, we have significantly strengthened the breadth and depth of talent throughout our organization with the goal of having both current and emerging leaders in each area of our business. We have a long history of high-quality promotions from within but also adding talent from outside our organization with new skills and expertise. Promoting Alex and Lori to our senior leadership team is another important step in executing our plan to position STORE for the next phase of growth and success.”



Mary Fedewa  
Chief Executive Officer

### Professional Development

STORE believes in investing in our employees with the goal of sustaining a fulfilled, engaged workforce by creating a culture centered around continuous learning. STORE is committed to providing employees with professional development opportunities that increase their skills, drive results, and enhance both the success of the employee and organization through our training and reimbursement program. STORE Capital full-time employees are encouraged to explore professional development opportunities and present them to their managers, including the details of how the continuing education will be mutually beneficial. Training opportunities that meet our program guidelines are reimbursable.

### STORE Learning Academy

We continue to provide training and development opportunities through the STORE Learning Academy, our online learning management system, where over 500 courses are available to employees. Employees have completed over 380 learning sessions through the platform.

### Employee Training and Compliance

STORE Capital’s employees receive training on our policies and procedures during their initial orientation process and receive regular updates thereafter. As part of our compliance program, we require our personnel to annually review and agree to the terms of our policies.

Our mandatory ongoing compliance courses include:

- Sexual Harassment Training
- Unconscious Bias Training
- Cyber Security Training

### Employee Reporting Procedure

STORE Capital is committed to providing a work environment that is free of discrimination and harassment. In keeping with this policy, we have a fully implemented reporting and investigation procedure that allows employees to raise incidents, should they arise, to their supervisor, Human Resources, or the Chief Compliance Officer. We also have a “whistle-blower” policy and third-party administered hotline that allows directors, officers, and employees to file reports on a confidential and anonymous basis regarding any impropriety.



# STORE Gives Back

## Community and Charitable Giving

STORE maintained its support of our community through charitable giving programs and community engagement efforts. STORE, in collaboration with the employee led Community Committee, supported local charities and organizations.

STORE and its employees made donations of over \$40,000 to numerous charities, including:

- American Heart Association
- Brokers for Kids - Scottsdale Active 20-30 Club
- Scottsdale Arts
- St. Mary's Food Bank Alliance
- UMOM New Day Centers

## STORE Stewardship- Employee Paid Volunteer Time Off and Charitable Match Program

At STORE, we believe in being stewards of the community by taking action to contribute and give back to those in need. In light of this commitment, STORE introduced two new company programs intended to encourage and support volunteer activities and charitable giving. Employees may use the volunteering benefit to contribute their time and talents to recognized charities, causes or non-profit organizations, making a positive difference in the community. Employees can choose a charity of their choice or work together with other company members on a team volunteer activity.

STORE also recognizes the importance of charitable nonprofit organizations. To support the work of these organizations, STORE has a matching program for employees' contributions to qualified organizations.

## Creating Connection Opportunities

We strive to maintain a connected collaborative work environment where employees can find connection opportunities in the current work landscape. To support these efforts, STORE launched our Coffee and Connections monthly networking series where employees are able to build relationships with team members across the organization. STORE has also hosted several other employee events and outings including the Waste Management Phoenix Open and a Spring Training baseball game.





Employee Health and Safety (EHS) Program

STORE values the health and safety of our employees and operates an Employee Health and Safety (EHS) Program as part of our human capital management system in accordance with applicable law and company policy. As part of STORE Capital’s ongoing commitment to ensure the wellbeing of its employees, the EHS Program is designed to raise awareness on public and occupational health risks and, through training and informative material, provide our employees with the tools to improve their health and wellbeing.



0 INCIDENTS



0 COMPENSATION CLAIMS

The approximate 27,800 square foot STORE Capital home office located in Scottsdale, Arizona is also now **WELL Certified™** which means we have taken steps to ensure our workspace meets this important standard that is focused on the health and wellness of the building occupants, our employees.

In accordance with STORE’s company procedure STORE personnel report known hazards, risks or incidents to the Human Resources and/or applicable manager. Such hazards, risks or incidents are inspected according to our policies and procedures and remediated in accordance with applicable legal requirement or company policy. Any assessment will be escalated for further investigation or remediation as applicable.

WELL measures attributes of buildings that impact occupant health by looking at seven factors, or Concepts.

The Seven Concepts of the WELL Building Standard® are:

- Air
  - Water
  - Nourishment
  - Light
- Fitness
  - Comfort
  - Mind



Employee Wellness

STORE Capital facilitates workers’ access to non-occupational medical and healthcare services like biometric health screening, flu shot clinics, wellness challenges (focusing on healthy habits like water intake), and a wellness portal. We have a dedicated Wellness Committee that works to improve occupational health and safety opportunities for employees. The Committee focuses on promoting employee health through our provided services and other wellness activities like sporting clubs.

Employee Wellness (Continued)

STORE Capital has partnered with Marquee Health to provide our employees with a health wellness portal. Through this site, employees have access to health improvement modules, on-demand wellness videos, personal health assessments, Wellbeing Place blog, wellness challenges, and monthly newsletters and webinars. Marquee Health offers cost-free, confidential and professional health coaching for topics such as physical activity, nutrition, weight management, smoking and tobacco cessation, stress management, sleep hygiene, heart health, finance management, healthy family habits, general health and prevention, cancer resistance, diabetes education and prenatal wellness.

In addition to the wellness portal, employees and their families have a resource for life’s challenges with an Employee Assistance Program (EAP). Employees automatically receive EAP services with their disability coverage which is 100% employer sponsored. Provided by Magellan Healthcare, these services include 24/7 phone consultation with licensed mental health professionals, online information and services, referrals to community resources and more.

Employee Travel Reduction Program

STORE Capital maintains a Travel Reduction Program in partnership with Maricopa County Air Quality Department and Valley Metro with a goal of travel reduction and cleaner air.

STORE was recognized by the Valley Metro Champions of Clean Air, in honor and recognition of our travel reduction program and clean air marketing and promotional campaign.

As an honoree at the **34th Annual Clean Air Campaign Awards**, STORE was recognized for:

- Outstanding Travel Reduction Program for 50-500 Employees
- Outstanding Marketing & Creativity Event
- Outstanding Multi-Modal User or Unique Alternative and People’s Choice –Most Creative Bulletin Board
- Outstanding Commuter

The event was sponsored by the Arizona Department of Environmental Quality, Maricopa Association of Governments, Maricopa County Air Quality Department and Valley Metro. STORE Capital, and other committed organizations that champion alternative modes of transportation in an effort to sustain environmental practices, were acknowledged at the event. STORE Capital received each of the four awards it was nominated for.







# GOVERNANCE



# Corporate Governance Highlights

## Corporate Governance and Ethical Business Practices

- ✓ **We Have an Independent Board.** Eight of our nine directors are independent.
- ✓ **We Value Board Refreshment.** Four of our nine directors have joined the Board since the beginning of 2017.
- ✓ **We Proactively Adopted Proxy Access.** In 2019, we adopted a proxy access bylaw that permits eligible stockholders to nominate candidates for up to 20% of our Board for inclusion in our proxy statement.
- ✓ **We Do Not Have a Staggered Board.** We hold annual elections for our directors.
- ✓ **Our Stockholders Have the Authority to Amend our Bylaws.** Pursuant to an amendment to our bylaws proposed by management and approved by a supermajority of our stockholders at our 2019 annual meeting of stockholders, stockholders who meet the proxy access eligibility requirements may propose binding bylaw amendments.
- ✓ **We Regularly Assess Board Performance.** We conduct periodic assessments of our Board and Committees.
- ✓ **We Have a Diverse Board and Management Team.** We demonstrably value diversity on our Board and in our company. Our nine-person board includes five diverse members, including three women and two underrepresented minorities. At the management level, 43% of our executive officers, and 50% of our officers at the level of Senior Vice President and above are women.
- ✓ **We Adopt Business and Workplace Policies.** We have adopted policies that apply to our directors, officers, employees, customers and vendors that seek to foster a culture of honesty and high ethics.
- ✓ **Our Independent Directors Meet Without Management.** Our independent directors hold regular executive sessions without management present.
- ✓ **We Have Significant Financial Expertise on Our Audit Committee.** Each member of our Audit Committee qualifies as an “audit committee financial expert.”

At STORE, we believe that one of our most valuable corporate assets is our reputation for honesty, fairness and candor in all our business activities. It is the responsibility of everyone at STORE to protect and enhance our corporate integrity. Accordingly, we are committed to principles of good corporate governance and have implemented internal policies and procedures to ensure that our governance practices are best-in-class, and that our directors, officers and employees conduct business with integrity and in accordance with the highest ethical standards. We believe that effective corporate governance is critical to our ability to create long-term value for our stockholders. The following highlights certain key aspects of our corporate governance framework:

- ✓ **We Value Transparency.** We are a leader in providing detailed disclosures about our business to our stockholders.
- ✓ **We Maintain Stock Ownership Guidelines.** We maintain a stock ownership policy applicable to our executive officers and outside directors under which they are expected to maintain beneficial ownership of shares of our common stock with a value equal to a specified multiple of their cash compensation.
- ✓ **We Value Stockholder Input.** We have a proactive stockholder program that includes direct engagement with our stockholders, use of a “virtual” annual meeting so that more stockholders can attend and periodic Investor Day events.
- ✓ **Our Key Board Committees are Fully Independent.** We have fully independent Audit, Compensation and Nominating and Corporate Governance Committees.
- ✓ **We Have Opted Out of MUTA.** We have opted out of the control share acquisition statute and the business combination provisions in the Maryland General Corporation Law (“MUTA”), and we may not opt back in without stockholder approval.
- ✓ **We Do Not Have a “Poison Pill.”** We do not maintain a stockholder rights plan, nor will we adopt one in the future without (i) the approval of our stockholders or (ii) seeking ratification from our stockholders within 12 months of adoption of the plan if our Board determines, in the exercise of its duties under applicable law, that it is in STORE’s best interest to adopt a stockholder rights plan without the delay of seeking prior stockholder approval.



# Enhanced Corporate Governance

## Board of Directors



**Tawn Kelley\***  
**Chairman of the Board**  
Director since 2020 and Chairman of the Board since December 2021. EVP of Taylor Morrison Home Corporation (NYSE: TMHC) and President of its Financial Services unit.



**Morton H. Fleischer\***  
**Chair Emeritus**  
Previous Chairman of the Board since inception until April 2021. Former Co-Founder and Chairman of Spirit Finance and Franchise Finance Corporation of America (FFCA).



**Mary B. Fedewa**  
**President and Chief Executive Officer and Director**  
Director since 2016. Co-Founder of STORE; CEO as of April 2021. President since September 2020. Previously Chief Operating Officer from October 2017 to April 2021. Served as EVP Acquisitions from inception in May 2011 until October 2017.



**William F. Hipp\***  
**Director**  
Director since 2016. Former head of real estate for KeyBank, BankBoston and FleetBoston with over 35 years of commercial banking experience.



**Jawad Ahsan\***  
**Director**  
Director since 2022. President of Aira, Inc. Former Chief Financial Officer at Axon Enterprise, Inc (NASDAQ: AXON).



**Catherine D. Rice\***  
**Director**  
Director since 2017. Chairman of the Board of Brightspire Capital, Inc. (NYSE: BRSP). Director RMG Acquisition Corp III (NASDAQ: RMGCU). Former Chief Financial Officer of W.P. Carey (NYSE: WPC).



**Joseph M. Donovan\***  
**Director**  
Director since 2014. Director of DBRS Morningstar, a regulated credit rating agency and subsidiary of Morningstar, Inc. (NASDAQ: MORN).



**Quentin P. Smith, Jr.\***  
**Director**  
Director since 2014. Chairman of the Board of Banner Health. Director Orion Holding Group, Inc. (NYSE: ORN). Founder and President of Cadre Business Advisors, LLC, a strategic planning and business performance consulting firm.



**David M. Edwards\***  
**Director**  
Director since 2022. Managing Partner of Edwards Williams Consulting, LLC, a data, analytics and marketing technology advisory firm.

\* Denotes independent, non-employee director

### Diversity of our Board of Directors

**89%**  
of our Board members are independent, non-employee directors



**55%**  
of our Board members are diverse in terms of gender or ethnicity



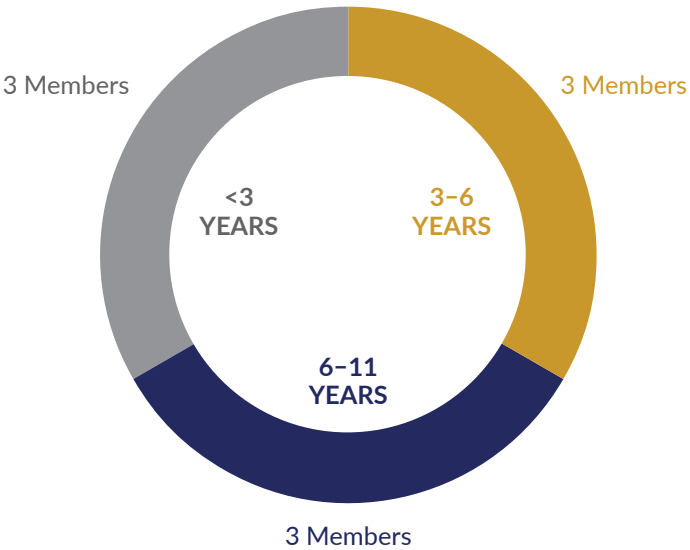
**33%**  
3 of 9 of our Board members are diverse in terms of gender



**22%**  
2 of 9 of our Board members are diverse in terms of ethnicity



### Board of Director's Tenure



“As one of the only public companies with female leadership in the roles of Chairman, CEO and CFO, STORE is at the forefront of gender equity and opportunity. Further, over the last year, STORE continued to supplement the independent nature of its Board of Directors with valuable skills and experience to advance STORE’s strategic objectives while gaining the benefit of diverse and inclusive perspectives. We believe that these perspectives will enable the Board of Directors to provide more thorough oversight of the company’s ESG initiatives that provide long term value for our stakeholders – including our stockholders, customers, employees, business partners, the environment and the communities in which we invest. ”



Tawn Kelley  
Chairman of the Board



# Board Member Skills

Name	Committees	Skills	Age	Gender Diversity	Racial Diversity
Jawad Ahsan	<ul style="list-style-type: none"><li>• Audit</li><li>• Compensation</li></ul>	<ul style="list-style-type: none"><li>• Service as a chief financial officer of a public company</li><li>• Expertise in accounting and finance</li><li>• Top leadership experience as a senior executive</li></ul>	42	Male	Middle-Eastern/ North African
Joseph M. Donovan	<ul style="list-style-type: none"><li>• Audit</li></ul>	<ul style="list-style-type: none"><li>• Service as a member of public company boards of directors</li><li>• Extensive investment banking and capital markets experience</li><li>• Expertise in accounting and finance</li></ul>	67	Male	White
David M. Edwards	<ul style="list-style-type: none"><li>• Nominating and Corporate Governance</li><li>• Investment</li></ul>	<ul style="list-style-type: none"><li>• Experience in customer acquisition and retention</li><li>• Extensive data analytics experience</li><li>• Management consulting, corporate management and operational experience</li></ul>	62	Male	White
Mary B. Fedewa	<ul style="list-style-type: none"><li>• N/A</li></ul>	<ul style="list-style-type: none"><li>• Familiarity with the Company's history and operations</li><li>• Extensive experience acquiring and selling net-lease real estate</li><li>• Senior Management service at three public companies</li></ul>	56	Female	White
Morton H. Fleischer	<ul style="list-style-type: none"><li>• N/A</li></ul>	<ul style="list-style-type: none"><li>• Familiarity with the Company's history and operations</li><li>• Extensive real estate and capital markets experience</li></ul>	85	Male	White
William F. Hipp	<ul style="list-style-type: none"><li>• Compensation</li><li>• Investment</li></ul>	<ul style="list-style-type: none"><li>• Experience identifying, underwriting and evaluating real estate investments</li><li>• Experience with REITS, real estate capital markets and corporate finance.</li><li>• Expertise in accounting and finance</li></ul>	67	Male	White
Tawn Kelley	<ul style="list-style-type: none"><li>• Nominating and Corporate Governance</li></ul>	<ul style="list-style-type: none"><li>• Experience in the real estate industry</li><li>• Experience as a senior operating executive of a public company</li><li>• Expertise in lending and finance</li></ul>	58	Female	White
Catherine D. Rice	<ul style="list-style-type: none"><li>• Audit</li><li>• Investment</li></ul>	<ul style="list-style-type: none"><li>• Extensive real estate and capital markets experience</li><li>• Service as a chief financial officer of a public company</li><li>• Experience investing in and managing commercial real estate projects</li></ul>	62	Female	White
Quentin P. Smith, Jr.	<ul style="list-style-type: none"><li>• Compensation</li><li>• Nominating and Corporate Governance</li></ul>	<ul style="list-style-type: none"><li>• Current and prior service as a member of public company boards of directors</li><li>• Management consulting, corporate management and operational experience</li><li>• Experience on public company compensation and audit committees</li></ul>	70	Male	Black/ African-American

# Board Committees

Our Nominating and Corporate Governance Committee plays an active role in managing corporate governance and reputational risk and in developing and adopting corporate policies, processes and procedures that ensure full compliance with the rules and regulations of the U.S. Securities and Exchange Commission (“SEC”) and the New York Stock Exchange (“NYSE”), promote ethical business practices and benefit our stockholders.

Committees	Skills
Audit Committee	<ul style="list-style-type: none"><li>• Oversees risks related to STORE's financial statements, the financial reporting process and accounting and legal matters, including related party transactions and other conflicts of interest situations. Also oversees STORE's internal audit function.</li><li>• Periodically receives reports on and discusses governance of STORE's risk management processes and reviews significant risks and exposures, including those related to information technology and cybersecurity, identified by management, identified by our internal auditors or our independent registered public accounting firm (whether financial, operational or otherwise), and management's actions to address them.</li></ul>
Compensation Committee	<ul style="list-style-type: none"><li>• Evaluates the risks and rewards associated with STORE's compensation philosophy and programs.</li><li>• Reviews and approves compensation programs with features that incentivize performance through individual and corporate goals while discouraging risky behaviors.</li></ul>
Nominating and Corporate Governance Committee	<ul style="list-style-type: none"><li>• Oversees STORE's governance practices, including our Code of Business Conduct and Ethics and our Corporate Governance Guidelines, director selection and nomination processes and Board and committee evaluations.</li><li>• Oversees STORE's position and activities in furtherance of our corporate responsibility, including reviewing and recommending appropriate environmental stewardship and social responsibility goals, policies and practices and reviewing and monitoring key performance metrics relating to environmental stewardship and social responsibility matters.</li></ul>
Investment Committee	<ul style="list-style-type: none"><li>• Participates with management in a quarterly review of STORE's real estate portfolio and makes recommendations to the Board regarding changes proposed by management to the Company's investments and underwriting guidelines.</li></ul>



# Environmental, Social & Governance (ESG) Oversight



## Nominating & Corporate Governance (N&G) Committee of the Board of Directors

- Oversees environmental stewardship, social responsibility, and governance matters.
- Reviews and recommends appropriate environmental stewardship and social responsibility goals, policies and practices.
- Monitors key performance metrics relating to environmental stewardship and social responsibility matters.

## Executive Team

- Executes N&G Committee policies and practices and performs the tasks necessary to achieve STORE Capital’s environmental and social goals.
- Coordinates our specific environmental stewardship and social responsibility initiatives.
- Analyzes the company-wide risks and opportunities and endeavors to develop and implement management strategies and initiatives to address them.

## ESG Working Group

- Comprised of a diverse group of management and employee representatives.
- Serves as an internal working group focused on developing and furthering our sustainability efforts.
- Under guidance from the Executive Team coordinates employee-directed engagement initiatives.



# Vendor Standards

STORE Capital strives to be a responsible corporate citizen, and we expect the same commitment from our vendors.

STORE Capital’s Vendor Code of Conduct sets forth the company’s standards for fair and ethical business practices, safe labor conditions, respect for human rights and environmental stewardship as applicable to the vendors we engage in the course of our business.

**Our Vendor Code of Conduct covers the following:**

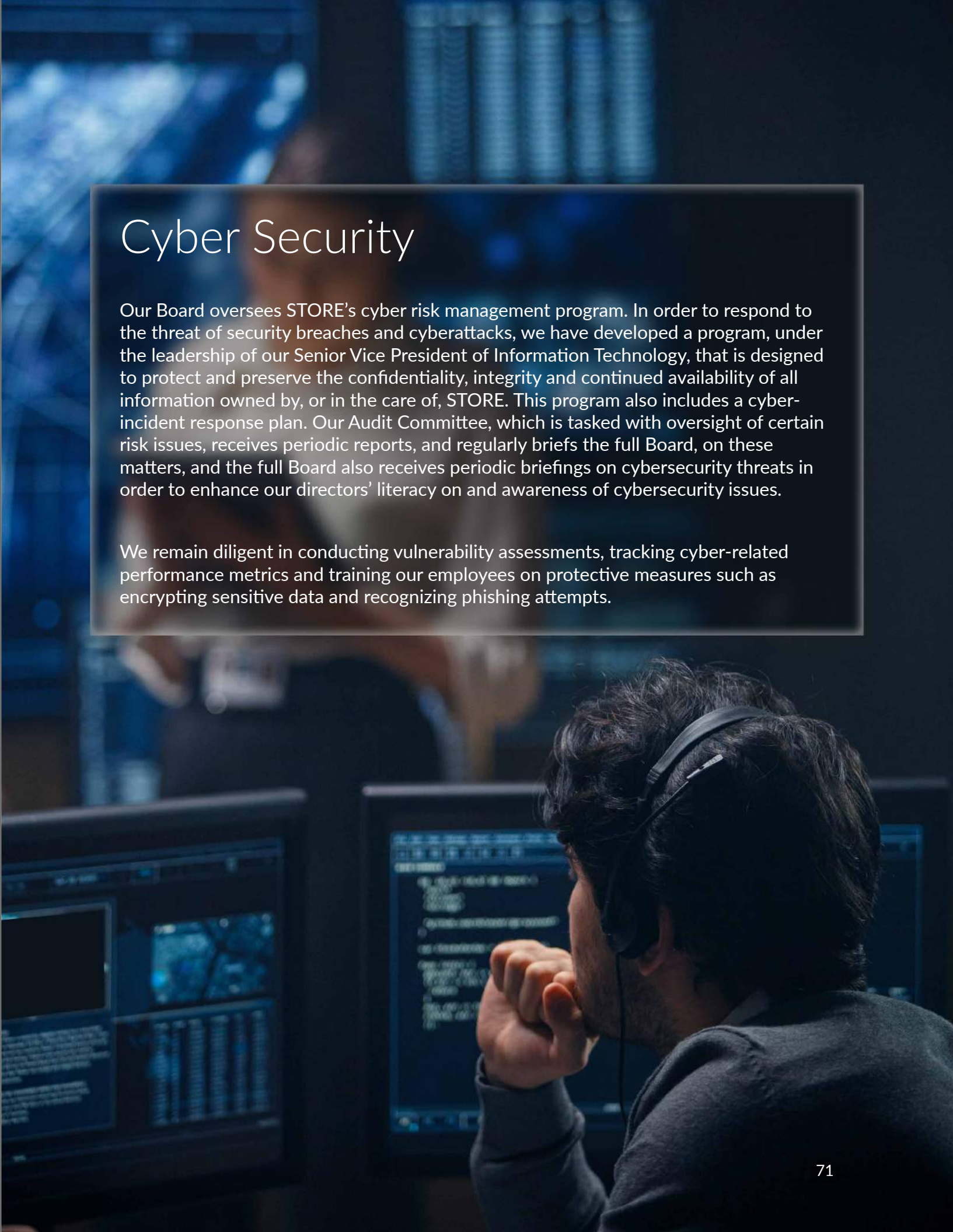
- Anti-Corruption
- Dealing with STORE Capital Employees
- Reporting Illegal Behavior
- Confidentiality of Information
- Treatment of Employees
- Working Conditions & Wages
- Human Rights
- Anti-Discrimination
- Anti-Harassment
- Environmental Sustainability
- Ethical Business Practices
- Bribery
- Extortion
- Fraud

Our four primary categories of vendors, substantially all of which have adopted diversity and inclusion policies and practices evidencing their commitment to similar values, are:

- Global Banking Firms
- International Law Firms
- Accounting Firms
- National Environmental & Property Inspection Firms

To advance our commitment to environmental sustainability, we engage with our vendors on the topic of sustainability and encourage them to adopt initiatives of their own. We encourage our vendors and their subcontractors to consciously monitor, and reduce whenever possible, their energy consumption, water use, and other negative environmental externalities in the course of running their business.

STORE Capital expects its vendors to champion the same values and standards that we require each of our employees to live up to every day.



## Cyber Security

Our Board oversees STORE’s cyber risk management program. In order to respond to the threat of security breaches and cyberattacks, we have developed a program, under the leadership of our Senior Vice President of Information Technology, that is designed to protect and preserve the confidentiality, integrity and continued availability of all information owned by, or in the care of, STORE. This program also includes a cyber-incident response plan. Our Audit Committee, which is tasked with oversight of certain risk issues, receives periodic reports, and regularly briefs the full Board, on these matters, and the full Board also receives periodic briefings on cybersecurity threats in order to enhance our directors’ literacy on and awareness of cybersecurity issues.

We remain diligent in conducting vulnerability assessments, tracking cyber-related performance metrics and training our employees on protective measures such as encrypting sensitive data and recognizing phishing attempts.



# Stakeholder Engagement

It is important to our company that we establish and maintain open communication and dialogue with our stakeholders. STORE classifies engagement-level stakeholders as those stakeholders that could potentially affect its business or be potentially affected by its business, based off their relationship with STORE. We engage with stakeholders based on how best to connect with them, be that through direct communication, conferences, annual surveys or any other communications mechanisms that are most convenient to our stakeholders.

## Business Partners

Frequency	Ongoing
Process	Customer Outreach Program, Property-level Sustainability Solutions Education
Topics	Energy Efficiency, Water and Waste, Property Environmental Assessments, Customer Privacy, Sustainable Building Materials, Environmental Compliance
Engagement Opportunity	Direct Feedback, Policy Review

## Investors

Frequency	Ongoing
Process	Multi-pronged Engagement Program, 10-K, Proxy Statement, Corporate Responsibility Report, Corporate Responsibility Website Updates, ESG Executive Committee Engagement
Topics	Financial & Operational Performance, Human Rights, Management Diversity, Environmental Compliance, Energy, Emissions
Engagement Opportunity	Direct Communications, Investor Conferences, Principles of Responsible Investment (PRI) Review

## Customers

Frequency	Ongoing
Process	Customer Outreach Program, Property-level Sustainability Solutions Education
Topics	Energy Efficiency, Water and Waste, Property Environmental Assessments, Customer Privacy, Sustainable Building Materials, Environmental Compliance
Engagement Opportunity	Annual Survey including ESG related questions, Direct Contact regarding ESG opportunities

## Employees

Frequency	Ongoing
Process	ESG Working Committee, Employee-directed Engagement Initiatives, Researching & Developing Sustainability Efforts, Volunteerism, Training & Education
Topics	Sustainability Engagement, Research, Data Assessment and Qualification, Workplace Relations/Development/Training, Community Engagement
Engagement Opportunity	Annual Employee Engagement Survey, Company Meetings

## Board of Directors

Frequency	Annually/Quarterly
Process	N&G Committee Meetings, 10-K, Corporate Responsibility Report, ESG Committee
Topics	Economic Performance, Environmental Compliance, Risk and Management Oversight of Sustainability Initiatives, Local Community
Engagement Opportunity	Materiality Matrix, Discussion and Approval

## Community

Frequency	Ongoing
Process	Local & Municipal Programs, Environmental Partnerships, Philanthropy & Volunteerism
Topics	Energy Emissions, Waste and Recycling, Volunteering

## Executive Team

Frequency	Ongoing
Process	Executive Team, ESG Reporting, ESG Working Committee, Sustainability Updates & Initiatives
Topics	Executive Team, ESG Reporting, ESG Working Committee, Sustainability Updates & Initiatives
Engagement Opportunity	Materiality Matrix, Discussion and Approval



# Materiality Matrix

## STORE Capital Materiality Matrix

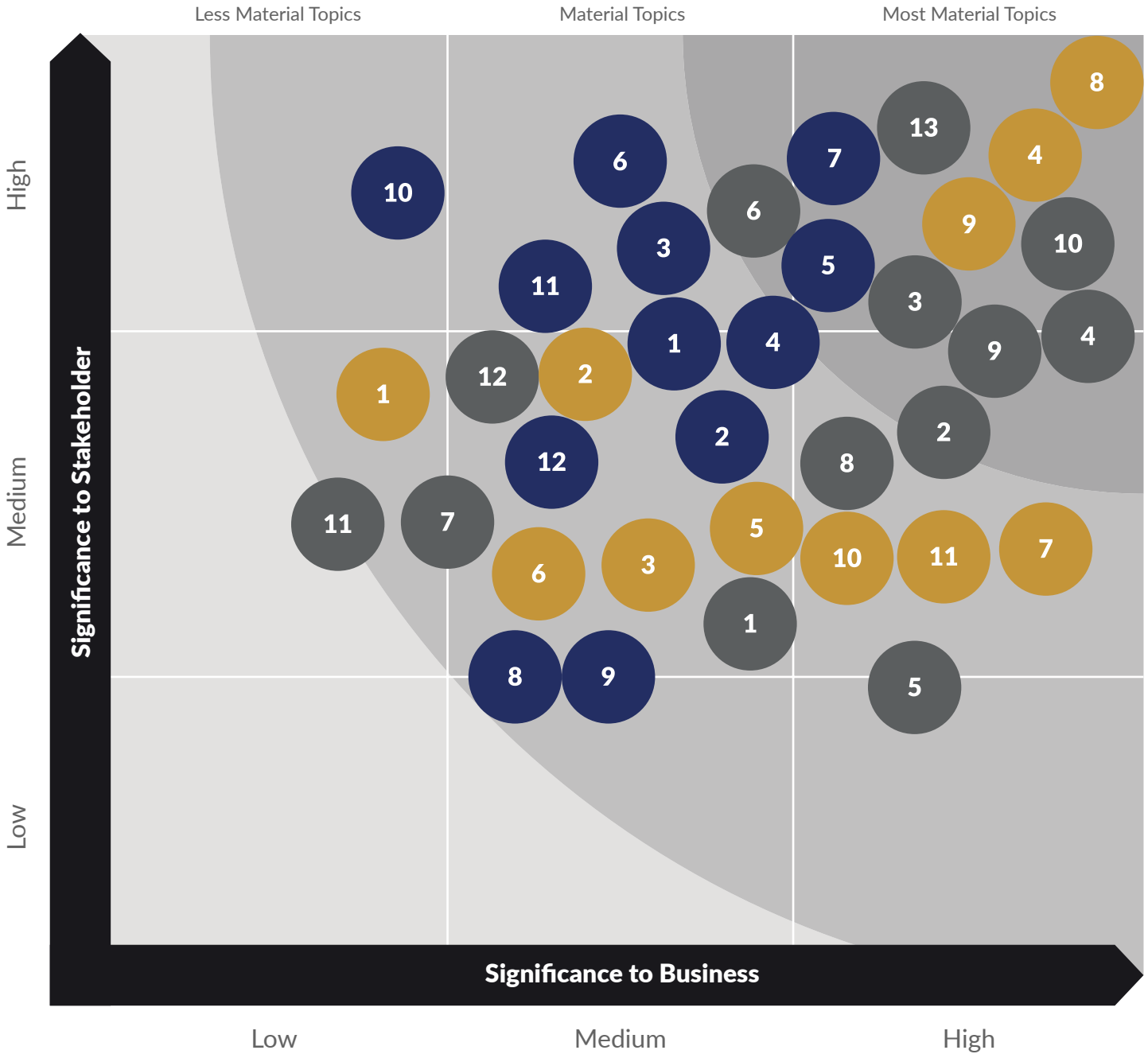
Over the course of 2020 and 2021, STORE conducted a stakeholder engagement process focused on identifying the environmental, social and governance issues that are most germane to our stakeholders, as well as current and future operations. In 2022, we again reevaluated these material issues to better reflect our current enterprise conditions and priorities.

In order to conduct the materiality assessment, STORE’s ESG Working Group conducted an internal and external survey of stakeholder sentiments, consolidated the survey results and presented them to the STORE Executive Team. Topics and issues most relevant to STORE’s internal and external stakeholders were identified. The STORE Executive Team analyzed the impact our Company has on the topics raised as well as the influence such topics have on our current and future operations, and presented findings to the STORE Nominating and Corporate Governance Committee of the Board of Directors for review and support.

In order to complete this assessment, the groups utilized information obtained from various internal and external surveys, such as our customer surveys and employee satisfaction surveys, transparent reports, as well as from various public and private engagement initiatives with our many stakeholders, including stockholder outreach, review of ESG-oriented Transparency Reports for our largest investors, and review of ESG policies and related materials for STORE’s primary suppliers.

Additionally, the STORE ESG Working Group consulted with international reporting frameworks and global environmental and social conventions, standards and recommendations to inform the scope and boundaries of its materiality assessment, including the United Nations Principles for Responsible Investment.

The matrix reflects the outcomes of this research, evaluation, discussions and analysis and revisions made in 2022 to better reflect our current materiality assessment. STORE is committed to continuing engagement efforts with internal and external stakeholders and building upon our materiality assessment in the future.



### Environment\*

- 1. Air Quality, Water and Land Pollution
- 2. Chemical Management and Toxic Waste
- 3. Climate Risk / Global Warming
- 4. Emissions and Carbon Footprint Data
- 5. Energy and Water Consumption
- 6. Operating Expense Reduction
- 7. Operational Efficiency
- 8. Recycled and Other Sustainably Sourced Building Materials
- 9. Rewarding Sustainable Actions
- 10. Sustainable Building Practice and Technology
- 11. Sustainable Commuting
- 12. Waste Reduction/Recycling

### Social/Employees\*

- 1. Community Engagement
- 2. Diversity and Inclusion
- 3. Equal Economic Opportunity
- 4. Employee Engagement
- 5. Human Rights
- 6. Industry and Vendor Relations
- 7. Occupational Health, Safety and Wellness
- 8. Talent Attraction and Retention
- 9. Training and Development
- 10. Social and Economic Stability
- 11. Supply Chain Management

### Governance\*

- 1. Anti-Corruption
- 2. Business Ethics and Integrity
- 3. Business Model Resilience
- 4. Business Relationships
- 5. Capital Management
- 6. Corporate Governance
- 7. Data Security
- 8. Financial Performance
- 9. Leadership and Succession Planning
- 10. Long Term Value Creation
- 11. Responsible Supply Chain
- 12. Stakeholder Engagement
- 13. Transparency and Disclosure

\*Numbering does not indicate priority



Global Reporting Initiative (GRI) Content Index

GRI Standard	Disclosure Title	Description	Source																								
2 General Disclosures																											
2-1	Organizational details	STORE Capital, Inc. Publicly Listed 8377 E. Hartford Dr. Suite 100 Scottsdale, Arizona 85255, United States of America	<a href="#">10-K</a>																								
2-2	Entities included in the organization's sustainability reporting	STORE Capital Corporation reports only as one entity in its sustainability report. The audited consolidated financial statements are in the 10-K, they belong to one consolidated entity (STORE Capital Corporation). STORE is a consolidated corporation and thus reports all data and information in its 10-K, for sustainability purposes also reports as one entity; STORE Capital Corporation.	<a href="#">Scale of organization can also be found in PART I and PART II of the 10-K</a>																								
2-3	Reporting period, frequency and contact point	Sustainability Reporting, May, 2021- May, 2022 ; GHG assessment data: energy and water data, January 1, 2021- December 31, 2021; Employee Metrics as of December 31, 2021; Financial Reporting, January 1, 2021 - December 31, 2021; Board of Directors data & publication date of the report, May 2022 Chad Freed, Executive Vice President, General Counsel and Corporate Secretary	<a href="#">N/A</a>																								
2-4	Restatements of information	STORE Capital has further specified the location of information, utilizing additional policies, and sections of policies and reports for disclosures to improve transparency in reporting.	<a href="#">N/A</a>																								
2-5	External assurance	None	<a href="#">N/A</a>																								
Activities and workers																											
2-6	Activities, value chain and other business relationships	STORE Capital is an internally managed net-lease real estate investment trust, or REIT, that is a leader in the acquisition, investment and management of Single Tenant Operational Real Estate, or STORE Properties, which is our target market and the inspiration for our name. Our primary business objective is to increase long-term stockholder value through acquisitions and proactive asset management of our real estate portfolio, enabling us to grow our dividend. Please see Part I of our 10-K for more information. Our Code of Business Conduct and Ethics sets forth the guiding principles by which we operate our Company and conduct business with our vendors.	<a href="#">10-K &amp; Code of Business Conduct and Ethics</a>																								
2-7	Employees	<table><tr><th colspan="4">Employees</th></tr><tr><th colspan="2">Full-time Permanent Employees</th><th colspan="2">Part-Time Temporary Employees</th></tr><tr><th colspan="2">Gender</th><th colspan="2"></th></tr><tr><th>Female</th><th>Male</th><th>Female</th><th>Male</th></tr><tr><td>44%</td><td>56%</td><td>100%</td><td>0%</td></tr><tr><td>52</td><td>65</td><td>1</td><td>0</td></tr></table> <p>All employees in Arizona except 1 full time employee in each of: Maryland, Missouri, and New York.</p>	Employees				Full-time Permanent Employees		Part-Time Temporary Employees		Gender				Female	Male	Female	Male	44%	56%	100%	0%	52	65	1	0	
Employees																											
Full-time Permanent Employees		Part-Time Temporary Employees																									
Gender																											
Female	Male	Female	Male																								
44%	56%	100%	0%																								
52	65	1	0																								

Data as of December 31, 2021

GRI Standard	Disclosure Title	Description	Source
2-8	Workers who are not employees	Between January 1, 2021 – December 31, 2021, STORE hired 16 interns for various lengths of time, who worked 15-29 hours per week. Duties include assisting the Company's Portfolio Management, Underwriting, Acquisitions and Marketing Departments as well as other areas of our business with various projects as needs arise. Other responsibilities may include industry and customer research, analysis, and administrative duties. We had one intern that continued working for STORE through the end of 2021 and into 2022, who represents the part-time temporary employee in 2-7.	<a href="#">N/A</a>
Governance			
2-9	Governance structure and composition	Please see our Corporate Governance Guidelines for a detailed overview of our governance structure.	<a href="#">Corporate Governance Guidelines</a>
2-10	Nomination and selection of the highest governance body	Our Nominating and Corporate Governance Committee is responsible for recommending to our Board a slate of nominees for election at each annual meeting. Nominees may be suggested by directors, members of management or stockholders. In evaluating candidates to serve on our Board, our Nominating and Corporate Governance Committee's objective is to select individuals with holistically diverse skills and experience that can assist STORE and our Board in achieving their business, governance and social responsibility objectives.	<a href="#">Proxy Statement pp. 7-8</a>
2-11	Chair of the highest governance body	STORE Capital has nine Board members and eight of the nine Board members are independent as of May 2022.	<a href="#">Corporate Responsibility Report p. 64</a>
2-12	Role of the highest governance body in overseeing the management of impacts	Please see our Proxy Statement.	<a href="#">Proxy Statement pp. 7, 12-14</a>



Global Reporting Initiative (GRI) Content Index

GRI Standard	Disclosure Title	Description	Source
2-13	Delegation of responsibility for managing impacts	STORE's Board of Directors is actively engaged on environmental, social, and governance topics and delegates authority to the Executive Team. In addition, the "Nominating and Corporate Governance Committee" provides assistance in reviewing and approving STORE's activities, goals and policies concerning environmental stewardship, social responsibility and corporate governance matters. STORE has established an ESG Working Group made up of a diverse group of management and employee representatives that serves as an internal working group focused on developing and furthering our sustainability efforts, both at our home office and with our customers. The efforts of our ESG Working Group are overseen by the Executive Team that selects and coordinates our specific sustainability-related initiatives under the overall oversight of the Nominating and Corporate Governance Committee of our Board. The Executive Team meets on a weekly basis and reports back to the highest governance body quarterly. The ESG Working Group meets on a weekly basis and reports to the Executive Team.	<a href="#">Corporate Responsibility Report pp. 62-69, 72-73 &amp; Proxy Statement pp. S-6, 14</a>
2-14	Role of the highest governance body in sustainability reporting	Our Board of Directors is actively engaged on environmental, social, and governance topics and delegates authority to our Executive Team. Please see our proxy statement regarding the Nominating and Corporate Governance Committee of the Board of Directors.	<a href="#">Corporate Responsibility Report pp. 63-69</a>
2-15	Conflicts of interest	Please see Section 2 of our Code of Business Conduct and Ethics.	<a href="#">Code of Business Conduct and Ethics p. 2</a>
2-16	Communication of critical concerns	STORE Capital welcomes open communication including critical concerns to the highest governance bodies of the organization. There has been no communication classified as "critical" that has been communicated to the highest governance bodies during 2021.	<a href="#">Proxy Statement p. 15</a>
2-17	Collective knowledge of the highest governance body	Executive Team members are responsible for providing supportive materials to the Nominating and Corporate Governance Committee that are relevant to the ESG items on the meeting agenda.	<a href="#">N/A</a>
2-18	Evaluation of the performance of the highest governance body	Our Board, acting through its Nominating and Corporate Governance Committee, conducts a self-evaluation at least annually to determine whether it and its committees are functioning effectively, and whether the combination and mixture of skills, experience and judgment that directors bring to our Board provide our Board with the necessary tools to perform its oversight function effectively. The Nominating and Corporate Governance Committee also oversees the board's ESG support and evaluation. While Board members are independent from STORE there is not an independent evaluation on the highest governance body (the Board). In response to our annual evaluation process, actions were taken to appoint David Edwards and Jawad Ahsan to our Board of Directors. Both individuals bring a wealth of relevant knowledge and diverse business experience.	<a href="#">Proxy Statement, p.7</a>

GRI Standard	Disclosure Title	Description	Source
2-19	Remuneration policies	Please see our Compensation Discussion and Analysis of Proxy Statement.	<a href="#">Compensation Discussion and Analysis, Proxy Statement pp. 24-54</a>
2-20	Process to determine remuneration	Our Compensation Committee seeks to develop a well-balanced program that contains a competitive annual base salary but that is weighted towards variable at-risk pay elements through the use of short-term cash incentive and long-term equity-based compensation. Please see our Compensation Discussion and Analysis Section in our Proxy Statement.	<a href="#">Compensation Discussion and Analysis, Proxy Statement pp. 30-31</a>
2-21	Annual total compensation ratio	The ratio of the annual total compensation of Ms. Fedewa, our Chief Executive Officer for fiscal 2021, to the median of the annual total compensation of all employees was 73.6 to 1. There was a percentage increase of .68% in the compensation ratio from 2020 to 2021.	<a href="#">Other Compensation Matters, Proxy Statement pp. 54-55</a>
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Please see STORE Capital's CEO Letter in our Corporate Responsibility Report	<a href="#">Corporate Responsibility Report pp. 4-5</a>
2-23	Policy commitments	<p>Our Code of Business Conduct and Ethics describes various situations on implementing organization policies and practices for responsible business conduct.</p> <p>Our Policy Statement on Human Rights explains how STORE Capital strives to conduct its business in a manner that is consistent with fundamental human rights principles – including freedom of association, the elimination of forced or compulsory labor, the abolition of child labor and the elimination of discrimination in respect of employment and occupation – such as those stated in the United Nations Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.</p> <p>Our Policy Statement on Environmental Sustainability explains our acquisition process, demonstrating STORE Capital's commitment to environmental sustainability and the mitigation of environmental risks in connection with the development of our property portfolio.</p>	<a href="#">Code of Business Conduct and Ethics &amp; Policy Statement on Environmental Sustainability &amp; Policy Statement on Human Rights</a>
2-24	Embedding policy commitments	We require that each new employee complies with our Code of Business Conduct and Ethics (the "Code"), our General Policy Regarding Compliance with Anti-Corruption Principles, and other corporate policies upon hire. We require that all employees, including management, annually certify that they have read and understood the Code. As part of our internal audit function, we conduct periodic audits to determine internal compliance with the Code. Please see our Code of Business Conduct and Ethics, Policy Statement on Environmental Sustainability, and Policy Statement on Human Rights for policy governance.	<a href="#">Code of Business Conduct and Ethics &amp; Policy Statement on Environmental Sustainability &amp; Policy Statement on Human Rights</a>
2-25	Processes to remediate negative impacts	Please see our Employee Reporting Procedure in our Corporate Responsibility Report.	<a href="#">Employee Reporting Procedure, Corporate Responsibility Report p. 55</a>



Global Reporting Initiative (GRI) Content Index

GRI Standard	Disclosure Title	Description	Source
2-26	Mechanisms for seeking advice and raising concerns	In the Code of Business Conduct and Ethics is described various situations on implementing the organization's policies and practices for responsible business conduct. STORE provides guidance on how to raise concerns about any business conduct in the organization. These mechanisms are also supplemented by STORE's whistleblower hotline policy and various stakeholder (and stockholder) engagement practices where STORE continuously asks for advice and encourages communication.	<a href="#">Code of Business Conduct and Ethics pp. 8-9</a>
2-27	Compliance with laws and regulations	There were no significant instances of non-compliance with laws and regulations during the reporting period.	<a href="#">N/A</a>
2-28	Membership associations	STORE is a Member of NAREIT. STORE's Executive Vice President, General Counsel, Corporate Secretary is a member of NAREIT's Real Estate Sustainability Council. STORE's Director - HR, Talent & Diversity is a member of NAREIT's Social Responsibility Council. STORE's Chief Financial Officer is the co-chair of NAREIT's Dividends Through Diversity, Equity & Inclusion Initiative Steering Committee.	<a href="#">N/A</a>
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Please see our Stakeholder Engagement and Materiality Matrix sections in our Corporate Responsibility Report as well as our Corporate Responsibility section of our Proxy Statement.	<a href="#">Proxy Statement pp. S-5-S-7 &amp; Stakeholder Engagement, Materiality Matrix, Corporate Responsibility Report pp. 72-75</a>
2-30	Collective bargaining agreements	None	<a href="#">N/A</a>
GRI 3 Material Topics			
3-1	Process to determine material topics	Please see our Stakeholder Engagement and Materiality Matrix sections in our Corporate Responsibility Report as well as Part I and Part II of our 10-K.	<a href="#">Stakeholder Engagement, Materiality Matrix, Corporate Responsibility Report pp. 72-75 &amp; 10-K</a>
3-2	List of material topics	Please see our Materiality Matrix sections in our Corporate Responsibility Report and Part I and Part II of our 10-K.	<a href="#">Stakeholder Engagement, Materiality Matrix, Corporate Responsibility Report pp. 72-75 &amp; 10-K</a>
GRI Material Topic Standards			
GRI 201: Economic Performance 2016			
3-3	Management of Material Topics	Part II of 10-K	<a href="#">10-K</a>
201-1	Direct Economic Value Generated and Distributed	Part II and III of our 10-K.	<a href="#">10-K</a>
201-2	Financial implications and other risks and opportunities due to climate change	STORE Capital is in the process of thoroughly examining financially material physical and transitional climate risks to align with the recommendations set out by the Taskforce on Climate-Related Financial Disclosures (TCFD).	<a href="#">ESG Reporting, Corporate Responsibility Report p. 11</a>

GRI Standard	Disclosure Title	Description	Source
201-3	Defined benefit plan obligations and other retirement plans	Please see our Corporate Responsibility Report, Proxy Statement, and 10-K for a description of certain retirement plans and other benefits that STORE offers.	<a href="#">The Employee Experience, Corporate Responsibility Report p. 50 &amp; Proxy Statement p.41 &amp; 10-K p.77</a>
201-4	Financial assistance received from the government	None	<a href="#">N/A</a>
GRI 203: Indirect Economic Impacts			
3-3	Management of Material Topics	Please see STORE Capital's Environmental Approach and Community & Charitable Giving in our Corporate Responsibility Report.	<a href="#">Corporate Responsibility, Community &amp; Charitable Giving, Corporate Responsibility Report pp. 9, 56</a>
203-1	Infrastructure investments and services supported	Please see Step 3 and Step 4 of our Corporate Responsibility Report for a description of our National Vendor Programs and Environmental Projects and Initiatives.	<a href="#">Environmental Approach, Corporate Responsibility Report pp. 18-21, 28-39</a>
203-2	Significant indirect economic impacts	We continue to advance our environmental initiatives at the properties within our portfolio, which includes partnering with new and existing vendors on building improvements at select facilities that are designed to increase energy efficiency at such facilities. In addition to the positive economic impact this could have on our partnering vendors and their employees, we believe that such projects could also result in additional savings to our customers through operational efficiency. We also enhanced skills and knowledge in a professional community through a Virtual Externship Program, and have an employee matching program for charitable donations.	<a href="#">Environmental Approach, Virtual Externship, Community &amp; Charitable Giving, Corporate Responsibility Report pp. 18-21, 48-49, 56</a>
GRI 205: Anti-Corruption			
3-3	Management of Material Topics	Please see STORE Capital's General Policy on Compliance with Anti-Corruption Principles.	<a href="#">General Policy on Compliance with Anti-Corruption Principles</a>
205-1	Operations assessed for risks related to corruption	Please see our General Policy on Compliance with Anti-Corruption Principles which is applicable to our entire operation.	<a href="#">General Policy on Compliance with Anti-Corruption Principles</a>
205-2	Communication and training about anti-corruption policies and procedures	Please see our General Policy on Compliance with Anti-Corruption Principles which we require all our employees to comply with.	<a href="#">General Policy on Compliance with Anti-Corruption Principles</a>
205-3	Confirmed incidents of corruption and actions taken	None	<a href="#">N/A</a>
GRI 206: Anti-competitive Behavior			
3-3	Management of Material Topics	Code of Business Conduct and Ethics	<a href="#">Code of Business Conduct and Ethics</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None	<a href="#">N/A</a>



Global Reporting Initiative (GRI) Content Index

GRI Standard	Disclosure Title	Description	Source
GRI 302: Energy			
3-3	Management of Material Topics	Please see STORE Capital's Policy Statement on Environmental Sustainability and the Environmental Section in our Corporate Responsibility Report.	<a href="#">Policy Statement on Environmental Sustainability &amp; Environmental Section, Corporate Responsibility Report pp. 12-39</a>
302-1	Energy consumption within the organization	Estimated Energy consumption within the organization (MWh)	20212020
		Total Energy Consumption	335336
		Natural Gas	00
		Purchased Electricity	335336
		Data Coverage (square footage)	27,78027,780
		Energy consumed within the organization at our corporate office in 2021 and 2021 was estimated by allocating the building's total energy use to STORE's leased portion. Actual energy use data is not available as the home office is not submetered.	
302-2	Energy consumption outside of the organization	Estimated Energy consumption outside the organization (MWh)	20212020
		Total Energy Consumption	2,443,4422,108,110
		Natural Gas	769,038668,571
		Purchased Electricity	1,674,4041,439,539
		Data Coverage (square footage)	100,145,00086,829,000
		The energy consumption outside of the organization from downstream leased properties owned during the reporting year was estimated using the U.S. EIA's Commercial Buildings Energy Consumption Survey (CBECS) 2012. The average energy intensity usage by square foot was applied based on the building's principal activity type as defined by CBECS. For buildings that included natural gas as an energy source, the duplicate CBECS electricity subcategories of space heating, water heating, cooking, and other were excluded to avoid duplicate usage.	
302-3	Energy intensity	Estimated Energy Intensity (kWh/SF)	20212020
		Corporate Office (directly managed)	12.112.1
		Portfolio (indirectly managed)	24.424.3
GRI 303: Water and Effluents			
3-3	Management of Material Topics	Please see STORE Capital's Environmental Section in our Corporate Responsibility Report.	<a href="#">Environmental Section, Corporate Responsibility Report pp. 12-39</a>

GRI Standard	Disclosure Title	Description	Source																													
303-1	Interactions with water as a shared resource	The portfolio properties and corporate office consumes water for normal business operations, heating, cooling, domestic use, and irrigation. All water consumption was estimated by applying the average square foot water usage by principal building type according to the U.S. EIA's Commercial Buildings Energy Consumption Survey (CBECS) 2012. In 2021, only 3.7% of the portfolio's estimated water consumption occurred in regions with "high" or "very high" weighted aggregate water risk, and 17% from regions with "high" or "very high" baseline water stress, as defined by the World Resources Institute's (WRI's) Aqueduct Risk Atlas Tool. Both measures were reductions from 2020 levels. We encourage our tenants to reduce water consumption; see our Corporate Responsibility Report.	<a href="#">Environmental Section, Corporate Responsibility Report pp. 12-39</a>																													
303-5	Water consumption	<table><tr><th rowspan="2">Estimated water consumption (ML)</th><th colspan="2">2021</th><th colspan="2">2020</th></tr><tr><th>All Areas</th><th>Water Stressed</th><th>All Areas</th><th>Water Stressed</th></tr><tr><td>Corporate Office (directly managed)</td><td>1.24</td><td>1.24</td><td>Unavailable</td><td>Unavailable</td></tr><tr><td>Data Coverage (square footage)</td><td>27,780</td><td>27,780</td><td>27,780</td><td>27,780</td></tr><tr><td>Portfolio (indirectly managed)</td><td>6,823</td><td>1,159</td><td>5,924</td><td>1,052</td></tr><tr><td>Data Coverage (square footage)</td><td>100,145,000</td><td>17,257,433</td><td>86,829,000</td><td>15,847,457</td></tr></table> <p>The table represents estimated water consumption from within and outside the organization. Water consumption for portfolio properties was estimated by applying the average square foot usage by principal building type from the U.S. EIA's Commercial Buildings Energy Consumption Survey (CBECS) 2012. The 2021 corporate office water consumption was estimated by allocating the building's total water consumption and prorating STORE's leased portion. The estimated water consumption at the corporate office was unavailable for 2020. Water stress is defined as water consumption within areas of "high" or "very high" baseline water stress as defined by the World Resources Institute's (WRI) Aqueduct Water Risk Atlas tool.</p>	Estimated water consumption (ML)	2021		2020		All Areas	Water Stressed	All Areas	Water Stressed	Corporate Office (directly managed)	1.24	1.24	Unavailable	Unavailable	Data Coverage (square footage)	27,780	27,780	27,780	27,780	Portfolio (indirectly managed)	6,823	1,159	5,924	1,052	Data Coverage (square footage)	100,145,000	17,257,433	86,829,000	15,847,457	
Estimated water consumption (ML)	2021			2020																												
	All Areas	Water Stressed	All Areas	Water Stressed																												
Corporate Office (directly managed)	1.24	1.24	Unavailable	Unavailable																												
Data Coverage (square footage)	27,780	27,780	27,780	27,780																												
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Data Coverage (square footage)	100,145,000	17,257,433	86,829,000	15,847,457																												
GRI 305: Emissions																																
3-3	Management of Material Topics	Please see STORE Capital's Environmental Section in our Corporate Responsibility Report.	<a href="#">Environmental Section, Corporate Responsibility Report pp. 12-39</a>																													



Global Reporting Initiative (GRI) Content Index

GRI Standard	Disclosure Title	Description	Source												
305-1	Direct (Scope 1) GHG emissions	There are no Scope 1 emissions to report. The corporate office does not utilize natural gas as an energy source, and there are no mobile direct emissions sources. The corporate office is leased, and fugitive emissions from refrigerant use data was not available.	<a href="#">N/A</a>												
305-2	Indirect (Scope 2) GHG emissions	<table><tr><th>Estimated Scope 2 GHG emissions (MT CO<sub>2</sub>e)</th><th>2021</th><th>2020</th></tr><tr><td>Total Energy Consumption</td><td>129</td><td>130</td></tr><tr><td>Purchased Electricity (location based)</td><td>129</td><td>130</td></tr><tr><td>Data Coverage (square footage)</td><td>27,780</td><td>27,780</td></tr></table> <p>The Scope 2 emissions associated with purchased electricity consumed within the corporate office were estimated by allocating the building's total energy use and prorating STORE's leased portion. Emission reporting is aligned with WRI's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. Grid emissions factors from the U.S. Environmental Protection Agency's (EPA) eGRID 2020 were used for purchased electricity, which utilize global warming potentials from the Intergovernmental Panel on Climate Change (IPCC), Fifth Assessment Report.</p>	Estimated Scope 2 GHG emissions (MT CO <sub>2</sub> e)	2021	2020	Total Energy Consumption	129	130	Purchased Electricity (location based)	129	130	Data Coverage (square footage)	27,780	27,780	
Estimated Scope 2 GHG emissions (MT CO <sub>2</sub> e)	2021	2020													
Total Energy Consumption	129	130													
Purchased Electricity (location based)	129	130													
Data Coverage (square footage)	27,780	27,780													
305-3	Other indirect (Scope 3) GHG emissions	<table><tr><th>Estimated Scope 3 GHG emissions (MT CO<sub>2</sub>e)</th><th>2021</th><th>2020</th></tr><tr><td>Total Scope 3 emissions</td><td>805,954</td><td>685,156</td></tr><tr><td>Downstream leased assets (location based)</td><td>805,954</td><td>685,156</td></tr><tr><td>Data Coverage (square footage)</td><td>100,145,000</td><td>86,829,000</td></tr></table> <p>The Scope 3 Emissions reported are for downstream leased properties owned during the reporting year. The emissions reported are aligned with WRI's Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Greenhouse gas emissions apply the U.S. EPA's Emissions Factors for Greenhouse Gas Inventories for stationary combustion and U.S. EPA's eGRID 2020 for purchased electricity; both utilize global warming potentials from the IPCC's Fifth Assessment Report. Underlying energy consumption is based upon the methodology outlined in 302-2.</p>	Estimated Scope 3 GHG emissions (MT CO <sub>2</sub> e)	2021	2020	Total Scope 3 emissions	805,954	685,156	Downstream leased assets (location based)	805,954	685,156	Data Coverage (square footage)	100,145,000	86,829,000	
Estimated Scope 3 GHG emissions (MT CO <sub>2</sub> e)	2021	2020													
Total Scope 3 emissions	805,954	685,156													
Downstream leased assets (location based)	805,954	685,156													
Data Coverage (square footage)	100,145,000	86,829,000													
305-4	GHG emissions intensity	<table><tr><th>Estimated GHG Emissions Intensity (kg CO<sub>2</sub>e / SF)</th><th>2021</th><th>2020</th></tr><tr><td>Corporate Office (directly managed)</td><td>4.6</td><td>Unavailable</td></tr><tr><td>Portfolio (indirectly managed)</td><td>8.0</td><td>7.9</td></tr></table>	Estimated GHG Emissions Intensity (kg CO <sub>2</sub> e / SF)	2021	2020	Corporate Office (directly managed)	4.6	Unavailable	Portfolio (indirectly managed)	8.0	7.9				
Estimated GHG Emissions Intensity (kg CO <sub>2</sub> e / SF)	2021	2020													
Corporate Office (directly managed)	4.6	Unavailable													
Portfolio (indirectly managed)	8.0	7.9													
GRI 401: Employment															
3-3	Management of Material Topics	Please see STORE Capital's Social Section in our Corporate Responsibility Report.	<a href="#">Social Section, Corporate Responsibility Report pp. 40-59</a>												

GRI Standard	Disclosure Title	Description	Source															
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits standard for full-time employees are life insurance, health care, disability and invalidity coverage, parental leave, retirement provision, stock ownership, paid vacation, and paid volunteering time off.	<a href="#">N/A</a>															
401-3	Parental leave	<table><tr><th colspan="5">Parental Leave Metrics</th></tr><tr><td>Total number of employees that were entitled to parental leave, by gender.</td><td>Total number of employees that took parental leave, by gender.</td><td>Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</td><td>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>Return to work and retention rates of employees that took parental leave, by gender.</td></tr><tr><td>117 ; 65 males/ 52 females</td><td>2 females ; 0 males</td><td>2 females/100%</td><td>100%/females</td><td>100% retention rate</td></tr></table>	Parental Leave Metrics					Total number of employees that were entitled to parental leave, by gender.	Total number of employees that took parental leave, by gender.	Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	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.	Return to work and retention rates of employees that took parental leave, by gender.	117 ; 65 males/ 52 females	2 females ; 0 males	2 females/100%	100%/females	100% retention rate	
Parental Leave Metrics																		
Total number of employees that were entitled to parental leave, by gender.	Total number of employees that took parental leave, by gender.	Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	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.	Return to work and retention rates of employees that took parental leave, by gender.														
117 ; 65 males/ 52 females	2 females ; 0 males	2 females/100%	100%/females	100% retention rate														
GRI 403: Occupational Health & Safety																		
3-3	Management of Material Topics	Please see STORE Capital's Employee Health and Safety (EHS) Program section of our Corporate Responsibility Report, Social Responsibility and Human Capital Development section in our Proxy Statement, and Section 8 on Health and Safety in our Code of Business Conduct and Ethics.	<a href="#">Employee Health and Safety (EHS) Program, Corporate Responsibility Report pp. 58-59 &amp; Proxy Statement p. S-7 &amp; Code of Business Conduct and Ethics p. 5</a>															
403-1	Occupational health and safety management system	STORE values the health and safety of our employees and operates an Employee Health and Safety (EHS) Program as part of our human capital management system in accordance with applicable law and Company policy.	<a href="#">Employee Health and Safety (EHS) Program, Corporate Responsibility Report pp. 58-59</a>															



Global Reporting Initiative (GRI) Content Index

GRI Standard	Disclosure Title	Description	Source
403-2	Hazard identification, risk assessment, and incident investigation	In accordance with STORE's company procedure STORE personnel report known hazards, risks or incidents to the Human Resources and/or applicable manager. Such hazards, risks or incidents are then inspected according to our policies and procedures and then remediated in accordance with applicable legal requirement or company policy. Any assessment will be escalated for further investigation or remediation as applicable.	<a href="#">Employee Health and Safety (EHS) Program, Corporate Responsibility Report pp. 58-59</a>
403-3	Occupational health services	STORE Capital has partnered with Marquee Health to provide our employees with a Health wellness portal. Through this site, employees have access to health improvement modules, on-demand wellness videos, personal health assessments, Wellbeing Place blog, wellness challenges, and monthly newsletters and webinars. Marquee Health offers cost-free, confidential and professional health coaching for topics such as physical activity, nutrition, weight management, smoking and tobacco cessation, stress management, sleep hygiene, heart health, finance management, healthy family habits, general health and prevention, cancer resistance, diabetes education and prenatal wellness.	<a href="#">Employee Health and Safety (EHS) Program, Corporate Responsibility Report pp. 58-59</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	STORE has a dedicated Wellness Committee that works to improve occupational health and safety opportunities for employees.	<a href="#">Employee Health and Safety (EHS) Program, Corporate Responsibility Report pp. 58-59</a>
403-6	Promotion of worker health	STORE Capital facilitates workers' access to non-occupational medical and healthcare services like biometric health screening, flu shot clinics, wellness challenges (focusing on water intake, healthy habits), a wellness website, and vaccine site setup for employees. Our Wellness Committee focuses on promoting worker health through our provided services.	<a href="#">Employee Health and Safety (EHS) Program, Corporate Responsibility Report pp. 58-59</a>
403-8	Workers covered by an occupational health and safety management system	Pertains to 100% of employees.	<a href="#">N/A</a>
403-9	Work-related injuries	NONE	<a href="#">N/A</a>
403-10	Work-related ill health	NONE	<a href="#">N/A</a>
GRI 404: Training and Education			
3-3	Management of Material Topics	Please see STORE Capital's Social Section in our Corporate Responsibility Report and our Social Responsibility and Human Capital Development Section in our Proxy Statement.	<a href="#">Social Section, Corporate Responsibility Report pp. 40-59 &amp; Proxy Statement p. S-7</a>
404-1	Average hours of training per year per employee	Each STORE employee completes an average of 10 hours of compliance, professional certification or technical related training, including but not limited to, sexual harassment, diversity and inclusion, unconscious bias and information and cyber security.	<a href="#">Employee Development &amp; Investment, Corporate Responsibility Report pp. 54-55</a>

GRI Standard	Disclosure Title	Description	Source																																																																																																														
404-2	Programs for upgrading employee skills and transition assistance programs	STORE is committed to providing employees with professional development opportunities that increase their skills, drive results, and enhance both the success of the employee and organization through our training and reimbursement program.	<a href="#">Employee Development &amp; Investment, Corporate Responsibility Report pp. 54-55</a>																																																																																																														
GRI 405: Diversity and Equal Opportunity																																																																																																																	
3-3	Management of Material Topics	STORE Capital recognizes and values the diversity of people and perspectives and are committed to excellence and inclusion. In keeping with our values, we strive for fairness and equity in our hiring practices and in our workforce diversity, at all levels. We utilize the Bloomberg Gender Equality Index, a modified market capitalization-weighted index that aims to track the performance of public companies committed to transparency in gender-data reporting.	<a href="#">Social Section, Corporate Responsibility Report pp. 40-59</a>																																																																																																														
405-1	Diversity of governance bodies and employees	<table><tr><th colspan="5">Board of Directors</th></tr><tr><th colspan="2">Gender</th><th colspan="3">Age</th></tr><tr><td>Female</td><td>Male</td><td>Under 30</td><td>30-50</td><td>Over 50</td></tr><tr><td>33%</td><td>67%</td><td>0%</td><td>11%</td><td>89%</td></tr><tr><td>3</td><td>6</td><td>0</td><td>1</td><td>8</td></tr></table> <table><tr><th colspan="8">Ethnicity - Board of Directors</th></tr><tr><td>Asian (excluded Indian/South Asian)</td><td>Black/African American</td><td>Caucasian/White</td><td>Hispanic/Latin American</td><td>Indian/South Asian</td><td>Middle-Eastern/North African</td><td>Native American/Alaskan Native</td><td>Native Hawaiian/Other Pacific Islander</td></tr><tr><td>0%</td><td>11%</td><td>78%</td><td>0%</td><td>0%</td><td>11%</td><td>0%</td><td>0%</td></tr><tr><td>0</td><td>1</td><td>7</td><td>0</td><td>0</td><td>1</td><td>0</td><td>0</td></tr></table> <p>Board ethnicity categories in accordance with Institutional Shareholder Services (ISS) definitions</p> <table><tr><th colspan="5">Employees</th></tr><tr><th colspan="2">Gender</th><th colspan="3">Age</th></tr><tr><td>Female</td><td>Male</td><td>Under 30</td><td>30-50</td><td>Over 50</td></tr><tr><td>45%</td><td>55%</td><td>35%</td><td>46%</td><td>19%</td></tr><tr><td>53</td><td>65</td><td>41</td><td>54</td><td>23</td></tr></table> <table><tr><th colspan="7">Ethnicity - Employees</th></tr><tr><td>Hispanic or Latino</td><td>White</td><td>Black or African-American</td><td>Native Hawaiian or Pacific Islander</td><td>Asian</td><td>American Indian or Alaskan Native</td><td>Two or More Races</td></tr><tr><td>10%</td><td>82%</td><td>0%</td><td>0%</td><td>5%</td><td>0%</td><td>3%</td></tr><tr><td>12</td><td>96</td><td>0</td><td>0</td><td>6</td><td>0</td><td>4</td></tr></table> <p>Data as of December 31, 2021 Employee ethnicity categories in accordance with EEO-1 form</p>	Board of Directors					Gender		Age			Female	Male	Under 30	30-50	Over 50	33%	67%	0%	11%	89%	3	6	0	1	8	Ethnicity - Board of Directors								Asian (excluded Indian/South Asian)	Black/African American	Caucasian/White	Hispanic/Latin American	Indian/South Asian	Middle-Eastern/North African	Native American/Alaskan Native	Native Hawaiian/Other Pacific Islander	0%	11%	78%	0%	0%	11%	0%	0%	0	1	7	0	0	1	0	0	Employees					Gender		Age			Female	Male	Under 30	30-50	Over 50	45%	55%	35%	46%	19%	53	65	41	54	23	Ethnicity - Employees							Hispanic or Latino	White	Black or African-American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	10%	82%	0%	0%	5%	0%	3%	12	96	0	0	6	0	4	
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12	96	0	0	6	0	4																																																																																																											



Global Reporting Initiative (GRI) Content Index

GRI Standard	Disclosure Title	Description	Source
GRI 413: Local Communities			
3-3	Management of Material Topics	STORE Capital initiated a Tenant Outreach Program to support our tenants with property-level sustainability solutions. Our commitment to environmental sustainability and the mitigation of environmental risks in connection with the development of our property portfolio begins before we acquire a real estate asset and is evident throughout the property acquisition process. Both our Tenant Outreach Program and acquisition due-diligence process contribute to managing the impacts of our operations on the community. STORE Capital also supports the Urban Land Institute's efforts to promote the integration of arts and culture in community revitalization in metro Phoenix, AZ. STORE Capital also contributes to our community and many communities across the country through multiple investments and associated career opportunities	<a href="#">Real Estate Acquisition Process, Environmental Awareness, Corporate Responsibility Report pp. 14-27 &amp; Community and Charitable Giving, Corporate Responsibility Report p. 56</a>
413-1	Operations with local community engagement, impact assessments, and development programs	Please see our Real Estate Acquisition Process and Environmental Awareness Sections in our Corporate Responsibility Report.	<a href="#">Real Estate Acquisition Process, Environmental Awareness, Corporate Responsibility Report pp. 14-18</a>
413-2	Operations with significant actual and potential negative impacts on local communities	Please see our Real Estate Acquisition Process and Environmental Awareness Sections in our Corporate Responsibility Report.	<a href="#">Real Estate Acquisition Process, Environmental Awareness, Corporate Responsibility Report pp. 14-18</a>
GRI 308 & 414: Supplier Environmental & Social Assessment			
3-3	Management of Material Topics	STORE Capital has adopted a Vendor Code of Conduct that outlines standards for fair and ethical business practices, safe labor conditions, respect for human rights and environmental stewardship as applicable to the vendors we engage in the course of our business.	<a href="#">Environmental Awareness, Supply Chain, Corporate Responsibility Report pp. 14-18</a>
308-1	New suppliers that were screened using environmental criteria	To advance our commitment to environmental sustainability, we engage with our vendors on the topic of sustainability and encourage them to adopt initiatives of their own.	<a href="#">Supply Chain, Corporate Responsibility Report p. 70</a>
308-2	Negative environmental impacts in the supply chain and actions taken	No significant issues with non-compliance.	<a href="#">N/A</a>
414-1	New suppliers that were screened using social criteria	STORE Capital expects its vendors to champion the same values and standards that we require each of our employees to live up to every day. Our Vendor Code of Conduct covers: Anti-Corruption, Dealing with STORE Capital Employees, Reporting Illegal Behavior, Confidentiality of Information, Treatment of Employees, Working Conditions & Wages, Human Rights, Anti-Discrimination, Anti-Harassment, Environmental Sustainability, Ethical Business Practices, Bribery, Extortion, Fraud.	<a href="#">Supply Chain, Corporate Responsibility Report p. 70</a>

GRI Standard	Disclosure Title	Description	Source
414-2	Negative social impacts in the supply chain and actions taken	No significant issues with non-compliance.	<a href="#">N/A</a>
GRI 418: Customer Privacy			
3-3	Management of Material Topics	In order to respond to the threat of security breaches and cyberattacks, we have developed a program, under the leadership of our Senior Vice President of Information Technology, that is designed to protect and preserve the confidentiality, integrity and continued availability of all information owned by, or in the care of, STORE. This program also includes a cyber-incident response plan.	<a href="#">Cybersecurity, Corporate Responsibility Report p. 71</a>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	The organization has not identified any substantiated complaints.	<a href="#">N/A</a>



Real Estate Standard Sustainability Disclosure Topics & Accounting Metrics

SASB Appendix							
Disclosure Topic	Accounting Metric/ Subtopic Description	Unit of Measure	Code	Response			
Energy Management	Energy consumption data coverage as a percentage of total floor area, by property subsector	Percentage (%) by floor area	IF-RE-130a.1	100% coverage provided through estimated energy consumption within and outside the organization. Energy consumption was estimated using 2012 CBECS average energy intensity values by principal building use. In some instances, CBECS' property types may not align with property types defined by STORE. For example, the CBECS property type "Office" includes medical offices that do not utilize diagnostic equipment and "Warehouse and Storage" includes construction materials wholesalers. A complete overview of CBECS' property types may be found on their website. All portfolio properties include triple-net leases, actual energy data and the portion generated from renewable was not available. For buildings that included natural gas as an energy source, the duplicate CBECS electricity subcategories of space heating, water heating, cooking, and other were excluded to avoid duplicate usage.			
	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Gigajoules (GJ), Percentage (%)	IF-RE-130a.2	All energy consumption outside of the organization from downstream leased properties owned during the reporting year was estimated using the U.S. EIA's Commercial Buildings Energy Consumption Survey (CBECS) 2012. The average energy intensity usage by square foot was applied based on the building's principal activity type as determined by CBECS.			
	Estimated energy use by property subsector		2021		2020		
		Estimated energy use (GJ)	Data coverage	Estimated grid electricity percentage	Estimated energy use (GJ)	Data coverage	Estimated grid electricity percentage
	Education	223,260	100%	66%	188,421	100%	67%
	Food Sales	28,549	100%	85%	26,778	100%	84%
	Food Service	758,380	100%	61%	708,679	100%	60%
	Health care - Outpatient	167,098	100%	76%	162,537	100%	76%
	Mercantile - Retail (other than mall)	842,942	100%	79%	772,839	100%	80%
	Office	210,900	100%	76%	185,685	100%	77%
	Other	5,385,555	100%	69%	4,478,096	100%	68%
	Public assembly	417,989	100%	69%	397,030	100%	69%
	Service	285,882	100%	53%	264,231	100%	55%
Warehouse and Storage	477,040	100%	64%	406,109	100%	64%	
Total	8,797,597	100%	69%	7,590,405	100%	68%	
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Percentage (%)	IF-RE-130a.3	Like-for-like percentage change in energy consumption between 2020 and 2021 is unchanged as the same CBECS energy intensity data was used for both reporting years.			
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	N/A	IF-RE-130a.5	STORE Capital proactively reaches out to our customers to explore energy efficiency and carbon emissions reduction opportunities. We share best practices and offer educational resources, consultation, and vendor partnership opportunities. Please see STORE Capital's Environmental Section in our Corporate Responsibility Report to learn more about how STORE reduces energy consumption in our portfolio.			



Real Estate Standard Sustainability Disclosure Topics & Accounting Metrics

SASB Appendix												
Disclosure Topic	Accounting Metric/ Subtopic Description	Unit of Measure	Code	Response								
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	Percentage (%) by floor area	IF-RE-140a.1	All portfolio properties have triple-net leases, and water withdrawal data was not available. Water consumption data outside of the organization was estimated using 2012 CBECS average water intensity consumption by principal building use. The 2021 corporate office water consumption was estimated by allocating the building's total water consumption based on STORE's leased portion. Water consumption data for the corporate office in 2020 was not available. In some instances, CBECS' property types may not align with property types defined by STORE. For example, the CBECS property type "Office" includes medical offices that do not utilize diagnostic equipment and "Warehouse and Storage" includes construction materials wholesalers. A complete overview of CBECS' property types may be found on their <a href="#">website</a> .								
	(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	Thousand cubic meters (m³), Percentage (%)	IF-RE-140a.2	All portfolio properties have triple-net leases, and water withdrawal data was not available. Water consumption data outside of the organization was estimated using 2012 CBECS average water intensity consumption by principal building use. The 2021 corporate office water consumption was estimated by allocating the building's total water consumption based on STORE's leased portion. Water consumption data for the corporate office in 2020 was not available. In some instances, CBECS' property types may not align with property types defined by STORE. For example, the CBECS property type "Office" includes medical offices that do not utilize diagnostic equipment, and "Warehouse and Storage" include construction materials wholesalers. A complete overview of CBECS' property types may be found on their <a href="#">website</a> .								
	Estimated water consumption (m³) by property subsector	2021				2020						
		Total Estimated Water Consumption Data Coverage (Total Floor Area Square Footage)	Data Coverage as a % of total floor area	Estimated Total Water Consumption (thousand cubic meters)	Estimated Water Consumption within "High" or "Very High" Baseline Water Stress (Total Floor Area in Square Footage)	Estimated water consumption percentage within "High" or "Very High" Baseline Water Stress	Total Estimated Water Consumption Data Coverage (Total Floor Area Square Footage)	Data Coverage as a % of total floor area	Estimated Total Water Consumption (thousand cubic meters)	Estimated Water Consumption within "High" or "Very High" Baseline Water Stress (Total Floor Area in Square Footage)	Estimated water consumption percentage within "High" or "Very High" Baseline Water Stress	
		Education	4,274,865	100%	258	976,773	23%	3,645,641	100%	211	954,586	26%
		Food Sales	138,374	100%	10	37,334	21%	138,374	100%	8	37,334	25%
		Food Service	3,702,588	100%	239	402,997	10%	3,443,508	100%	229	343,750	10%
		Health care - Outpatient	2,118,608	100%	135	500,978	22%	2,058,974	100%	135	453,392	20%
		Mercantile - Retail (other than mall)	13,884,128	100%	946	2,652,339	18%	12,781,948	100%	865	2,162,433	16%
		Office	3,177,183	100%	202	937,962	31%	2,784,722	99%	190	858,352	31%
Other		44,503,193	100%	3,127	6,339,309	14%	36,583,864	100%	2,589	5,707,369	16%	
Public assembly		6,881,241	100%	439	2,645,417	39%	6,514,813	100%	406	2,616,065	40%	
Service	6,163,697	100%	417	1,031,088	17%	5,837,243	100%	396	1,046,578	18%		
Warehouse and Storage	15,328,903	100%	1,052	1,761,016	11%	13,039,914	100%	894	1,667,598	13%		
Total	100,172,780	100%	6,824	17,285,213	17%	86,829,000	100%	5,924	15,847,457	18%		
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Percentage (%)	IF-RE-140a.3	Like-for-like percentage change in water consumption between 2020 and 2021 is unchanged as the same CBECS water intensity data was used for both reporting years.								
	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	IF-RE-140a.4	Please see GRI 303: Water and Effluents to learn more on how STORE Capital utilized the World Resources Institute's (WRI) Aqueduct Water Risk Atlas tool to assess our portfolio water consumption as it relates to water stress and water risk. Please see STORE Capital's Environmental Section in our Corporate Responsibility Report to learn more about how STORE reduces water consumption in our portfolio.								



# Real Estate Standard Sustainability Disclosure Topics & Accounting Metrics

SASB Appendix				
Disclosure Topic	Accounting Metric/ Subtopic Description	Unit of Measure	Code	Response
Management of Tenant Sustainability Impacts	Percentage of customers that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	Percentage (%) by floor area	IF-RE-410a.2	99.9%
	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of customers	N/A	IF-RE-410a.3	As STORE Capital is a triple-net lease REIT, without direct control of physical locations, our primary strategy includes educating ourselves and our customers on evolving environmental strategies, soliciting feedback, and gathering environmental data from our customers. This includes developing relationships between our customers and ESG vendor partners, and supporting our tenants in the implementation of green programs including energy efficiency and carbon reduction programs. Please see STORE Capital's Environmental Section in our Corporate Responsibility Report to learn more about how STORE supports our tenants in the implementation of green programs.
Climate Change Adaptation	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	N/A	IF-RE-450a.2	STORE Capital has analyzed water-related physical climate change risks utilizing the World Resources Institute's (WRI) Aqueduct Water Risk Atlas tool. STORE Capital is in the process of thoroughly examining other financially material physical and transitional climate risks to align with the recommendations set out by the Taskforce on Climate-Related Financial Disclosures (TCFD). Complete TCFD disclosures are planned for inclusion in all relevant financial and ESG disclosures in 2022.



Real Estate Standard Sustainability Disclosure Topics & Accounting Metrics

Table 2 Activity Metrics			
Activity Metric	Unit of Measure	Code	Response (STORE Capital)
Number of assets, by property subsector	Number	IF-RE-000.A	In some instances, CBECS’ property types may not align with property types defined by STORE. For example, the CBECS property type “Office” includes medical offices that do not utilize diagnostic equipment, and “Warehouse and Storage” include construction materials wholesalers. A complete overview of CBECS’ property types may be found on their <a href="#">website</a> .
Leasable floor area, by property subsector	Square Feet	IF-RE-000.B	In some instances, CBECS’ property types may not align with property types defined by STORE. For example, the CBECS property type “Office” includes medical offices that do not utilize diagnostic equipment, and “Warehouse and Storage” include construction materials wholesalers. A complete overview of CBECS’ property types may be found on their <a href="#">website</a> .



# Real Estate Standard Sustainability Disclosure Topics & Accounting Metrics

Table 2 Activity Metrics					
Activity Metric	Unit of Measure	Code	Response (STORE Capital)		
Percentage of indirectly managed assets, by property subsector	Percentage (%) by floor area	IF-RE-000.C	In some instances, CBECS’ property types may not align with property types defined by STORE. For example, the CBECS property type “Office” includes medical offices that do not utilize diagnostic equipment, and “Warehouse and Storage” include construction materials wholesalers. A complete overview of CBECS’ property types may be found on their <a href="#">website</a> .		
			Percentage of indirectly managed assets by property subsector (CBECS)	2021	2020
			Education	100%	100%
			Food Sales	100%	100%
			Food Service	100%	100%
			Health care - Outpatient	100%	100%
			Mercantile - Retail (other than mall)	100%	100%
			Office	99%	99%
			Other	100%	100%
			Public assembly	100%	100%
			Service	100%	100%
			Warehouse and Storage	100%	100%
			Occupancy rate	Percentage (%)	IF-RE-000.D

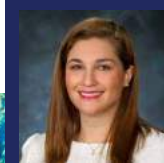


“STORE Capital gained significant momentum over the last year in numerous elements of its ESG program, including increasing the scale of carbon reduction technologies like electric car chargers, various initiatives to attract and retain a top-tier diverse employee base and further increasing the diversity and independence of the members of our Board of Directors. One of the most significant steps is the addition, in March of 2022, of a highly skilled and experienced dedicated ESG professional in Sotiria. We are more excited than ever to continue to address the ESG-driven interests of our stakeholders.”



**Chad Freed**  
General Counsel & Executive  
Vice President

“I’m excited to join STORE Capital as it’s first dedicated ESG professional and continue to make strong partnerships with our customers to advance sustainability related initiatives and create long-term value for our stakeholders. The STORE Capital Team has established an impressive foundation of ESG throughout the organization. With increased interest from our stakeholders and new directives from the SEC, now is the perfect time to invest in the Company’s sustainability strategy.”



**Dr. Sotiria Anagostou**  
Director, ESG Programs and  
Reporting





For More Information, email  
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