

INDUSTRIAL GRADE IMPACT

STAG INDUSTRIAL
2022 ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT



STAG
INDUSTRIAL

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A MESSAGE FROM OUR CEO

While social and environmental responsibility have not always been a given in corporate culture, “doing well by doing good” has always been integral to the STAG culture. We have long understood that doing right by our employees, our communities and our stakeholders is good for business. Since releasing our inaugural environmental, social and governance (ESG) report last year, this synergy has become even more clear.

This year, we are pleased to share how our expansion of resources and dedication to carrying out these efforts have enabled us to focus on data, transparency and progress toward our ESG goals. Despite the challenges of the last several years—a global pandemic, political and social upheaval and, more recently, economic uncertainty—STAG has pushed forward with a focus on strategic growth and meaningful implementation of ESG initiatives.

ENVIRONMENT

Since our last report, STAG has submitted our first formal disclosure through CDP (formerly the Carbon Disclosure Project) to promote economic and environmental sustainability by measuring and holding ourselves accountable for our environmental impact. In tandem with having formally set science-based targets for decarbonization across our operations through the Science-Based Targets Initiative (SBTi) in 2021, this further formalizes our intention to achieve carbon neutrality and expands our commitment to corporate transparency.

In appreciation of the important role the real estate industry plays in the global context of decarbonization, STAG has also taken steps to align our efforts with United Nations Sustainable Development Goals (UN SDGs), joining organizations worldwide in a shared pathway for peace and prosperity for all people and the planet.

To further promote data accessibility and transparency for stakeholders, STAG has also taken the important steps of engaging a third-party data acquisition and tracking provider, completing a greenhouse gas inventory and investing in credible, verifiable carbon offsets and tracking renewable energy credits.

SOCIAL

On the ground in our communities, STAG has continued our commitment to being a responsible corporate citizen. Each year, STAG has found an organization to partner with and dedicate a day to giving back to the community. This past year, we joined CitySprouts, a STAG partner of seven years, to help build garden beds and classrooms, plant seeds and provide tools to four inner-city schools for future projects. Additionally, our Charitable Action Fund, established in 2020 to reflect our ongoing financial engagement with the communities in which we operate, has maintained multiyear contributions to nonprofit organizations that promote child welfare, youth empowerment, equality and social justice.

As a real estate investment trust focused on industrial properties for which most tenants maintain operational control under triple-net leases, we recognize the importance of tenant engagement and education in achieving meaningful ESG results.

Every year, STAG conducts a survey of our customers (tenants) to solicit feedback on our buildings and management, and on tenants’ business. We believe the insights we gain from these annual surveys are integral to maintaining an excellent tenant experience and satisfaction. Additionally, as part of these surveys, we inform tenants about our ESG initiatives and solicit their interest in participating in building-level opportunities to improve sustainability. Lastly, we reinforce “doing well by doing good” by making a charitable donation for every survey response we receive.

STAG also emphasizes our sustainability programs with direct outreach to existing and prospective tenants and their advisors. We find this outreach creates a virtuous cycle by attracting companies for whom sustainability is also a top priority.

GOVERNANCE

We continue to maintain an outstanding governance structure, reflected in our ISS QualityScore of 2 (out of 10, with 1 being best) on Governance generally, with a 1 (out of 10) on the Audit & Risk Oversight sub-component. The ISS scoring system is relative, indicating we are doing well among our peers. In addition, three of our eight independent directors are women or minorities, or both. We also implemented a succession plan this year that impacted the Chief Executive Officer, Chief Financial Officer, Chief Investment Officer and Chief Operating Officer positions. All of our executives, whether new or tenured in their roles, share an interest in measured sustainability that promotes stockholder returns.

As STAG continues to strive for excellence in addressing environmental, social and governance issues, we thank our stakeholders, staff and communities for the role they each play in our success. Our collective commitment to innovation, transparency and engagement are not only critical building blocks of growth, but values embedded in our culture.



BILL CROOKER

President, Chief Executive Officer,
and Director

STAG INDUSTRIAL



WHO WE ARE

STAG Industrial, Inc. (NYSE: STAG) is a real estate investment trust focused on the acquisition, ownership and operation of industrial properties throughout the United States. As the only pure-play industrial REIT active across the entire domestic industrial real estate market, we take a thoughtful approach to creating and enhancing the value of our properties for the benefit of our stakeholders and business objectives. Our greatest differentiators include:



Scalable platform able to address a large opportunity in an attractive asset class, focused on cash flow maximization



Relative value investment strategy driven by a robust quantitative process



Provide opportunities to add additional value at the asset level



Widely diversified portfolio across geography, tenants, industry and lease maturity



Investment-grade balance sheet with low leverage and high liquidity

For most of our properties (approximately 99%), tenants have entered triple-net (NNN) leases, where they are responsible for all aspects of and costs related to the building and its operation during the lease term, including utilities, taxes, insurance and maintenance costs, but typically excluding roof and building structure. By targeting this type of property, STAG has developed an investment strategy that helps investors find a powerful balance of income plus growth.

Although our tenants maintain operational control of the properties under these NNN leases, we seek to:



Identify, assess and manage environmental risks and opportunities at our properties



Collaborate with our tenants on sustainable strategies to optimize property performance



Partner with our tenants to improve the efficiency of our properties through the implementation of strategic environmentally focused property practices and solutions



BY THE NUMBERS*

NYSE:

STAG

ENTERPRISE VALUE:

\$8.4B

SQUARE FEET:

111.7M

NUMBER OF STATES:

41

NUMBER OF BUILDINGS:

562

OCCUPANCY RATE:

99%PORTFOLIO UNDER
NNN LEASE:**99%**LED LIGHTING
CONVERSIONS TO DATE:**22.7M SF**GRESB PUBLIC
DISCLOSURE:**A**
(OF A TO E, WITH A
BEING BEST)

GREEN LEASE LEADER:

GOLDPROPERTIES COVERED
BY GREEN LEASES:**10%**

ISS QualityScore

ISS GOVERNANCE
QUALITYSCORE:**2**
(OF 10, WITH 1 BEING
BEST)HOSTED SOLAR
IN PLACE:**25.6MW**HOSTED SOLAR
IN PROCESS:**4.76MW**ORGANIZATIONS SUPPORTED
BY CHARITABLE ACTION FUND:**6**DONATIONS
AND FUNDRAISINGS:**\$490K**

VOLUNTEER HOURS:

677

*As of December 31, 2022



"Now more than ever, STAG is committed to integrating ESG into our business objectives for long-term growth and impact. We are grateful to our stakeholders and shareholders for joining us on our ESG journey."

— Bill Crooker, President, Chief Executive Officer and Director, STAG

INDUSTRIAL GRADE IMPACT

STAG is committed to a comprehensive corporate responsibility program that embeds environmental, social, governance (ESG) and resilience strategies and targets into our business to improve the performance and sustainable development of our portfolio, ultimately creating lasting value for our stakeholders and shareholders. Pathways to achieving these targets are laid out in this report.

Last year, we announced that since 2021, we have been operationally carbon neutral, meaning we neutralized our scope 1 and scope 2 greenhouse gas (GHG) emissions where we have operational control. We also formalized our net zero commitment by establishing a long-term GHG reduction goal approved by the Science-Based Targets Initiative (SBTi) in alignment with their 1.5-degree Celsius pathway.

This year, STAG has continued that momentum in carrying out ESG strategies and aligning with industry best practices through initiatives focused on increasing corporate transparency, expanding portfolio-level data insights and progressing our pathways to decarbonization. Most notably:



1. STAG has aligned our ESG goals with United Nations Sustainable Development Goals (UN SDGs), affirming our focus on making a positive impact by aligning with global efforts to mitigate impacts and inequities worsened by climate change.



2. We submitted our first annual submission to CDP (formerly known as the Carbon Disclosure Project), the “gold standard” of environmental reporting global disclosure systems for investors, companies, cities, states and regions, to better disclose STAG’s environmental impact and carbon reduction goals.



3. STAG has expanded portfolio-level utility data acquisition efforts and insights by engaging a third-party data provider, WatchWire. This engagement aligns our business with industry best practices such as annual benchmarking of our portfolio in ENERGY STAR Portfolio Manager and through GRESB, with an ability to potentially achieve ENERGY STAR certification for our highest performing properties.



4. We also continued to advance our decarbonization efforts through energy efficiency, optimization, electrification and on-site renewable energy procurement.

STAG recognizes the benefits of maintaining a dialogue with our many stakeholders, which is why our management team makes a diligent effort each year to provide opportunities for feedback from investors, tenants and employees. This is done through a variety of channels, including formal surveys, events, one-on-one sessions and group meetings.

Ongoing engagement with our tenants, for example, is augmented by conducting an annual customer experience assessment via Kingsley Surveys. This third-party platform enables tenants to provide valuable feedback on both areas where we excel and areas for improvement in managing our tenant relations. Ultimately, STAG dutifully considers and aims to incorporate feedback from all stakeholder groups wherever possible to improve overall satisfaction as well as ESG practices and policies.

STAG’s commitment to social responsibility extends to all our business impacts, including employees, customers (tenants), communities, investors, suppliers and visitors. Our mission is to extend our financial resources, time, core values and principles to support and improve our communities. Our work with local nonprofit organizations empowers and supports children and young adults to realize their true potential.

To demonstrate strong corporate governance and help our stakeholders understand our ESG efforts, STAG takes a transparent approach to ESG data, strategy and policies. We work to increasingly integrate ESG topics and policies into employee education, and continue to participate in GRESB’s annual public disclosure assessment. While we disclose our GRESB performance in this report, results can also be obtained from GRESB upon request. We are also actively collaborating with our tenants and technology vendors to develop monitoring capabilities to ensure we are improving our overall sustainability performance across our portfolio. Our transparency extends to our diversity, equity and inclusion (DEI) initiatives, which exhibit our commitment to diversity at every level of the business, especially on our governing board and throughout our organization.



OBJECTIVES



EMBRACING SUSTAINABLE GROWTH AS STEWARDS OF THE ENVIRONMENT

As a growth-oriented real estate company, we aim to identify, assess and manage environmental risks and opportunities at our properties throughout the investment life cycle and mitigate our impact on the environment.



SPARKING INSPIRATION THROUGH CULTURE AND COMMUNITY IMPACT

All our employees, c-suite included, share a mission to extend our resources, time, core values and principles to connecting with and improving our communities.



GOVERNING WITH RESPONSIBILITY, TRANSPARENCY AND RESPECT

Our board of directors and leadership teams are committed to fostering a culture of respect through policies and practices that uphold corporate transparency, promote diversity, ethics, and compliance.

GOALS & TARGETS

In 2022, STAG aligned our ESG goals with six of 17 United Nations Sustainable Development Goals (UN SDGs)—a comprehensive set of goals highlighting topic areas that represent the world's shared plan to end extreme poverty, reduce inequality and protect the planet by 2030. We benchmark our progress against key performance indicators that are subject to updates as we strive to continually improve our ESG program.



Install 25 MW of community hosted solar photovoltaic (PV) panels and expand the solar program annually



Deploy renewable energy via solar PV installations across our portfolio to offset property energy use



Provide capital for and finance our tenants' initiatives to deploy efficiency retrofits at assets leased from STAG



Formalize a target to achieve net zero through Science Based Target Initiative (SBTi) and continue to monitor progress toward that target, including a growing focus on scope 3 emissions (primarily tenant emissions)



Complete CDP disclosure and continue to submit annually



Integrate climate risk into future investment decisions



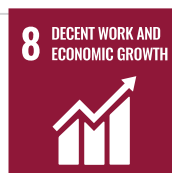
Continue to increase percentage of women and minorities on board of directors, currently at 33.3%



Continue to implement diversity, equity and inclusion (DEI) initiatives to enhance DEI in the workplace (employees and board) and community



Promote equality in the community by supporting and inspiring at-risk youth in Boston through STAG's Charitable Action Fund



Continue to provide local communities opportunities and resources for education and work through Charitable Action Fund



Provide competitive employee benefits and continue to implement comprehensive training and education



Maintain or improve Green Lease Leader Gold designation



Maintain or exceed prior year's Kingsley tenant satisfaction survey score



Exceed annual STAG employee volunteer contributions (hours or financial) through efforts of Charitable Action Committee



Develop increased transparency into scope 3 emissions (primarily tenant emissions) reduction strategy



Continue to finance tenant energy improvement projects with reimbursement from savings generated



Deploy renewable energy at our assets to offset building consumption



GRADE "A" SUSTAINABILITY



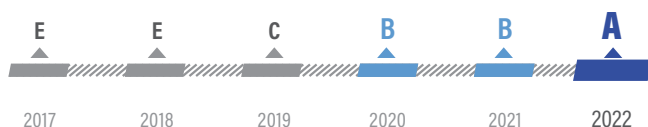
GRESB PUBLIC
DISCLOSURE SCORE:

A
(OF A TO E, WITH A
BEING "BEST")

Since 2017, STAG has submitted an annual public disclosure assessment with GRESB, the leading global real estate ESG-benchmarking rating system. Each year, our programmatic improvements have paid off with incremental score and rating increases, and we are proud to have achieved a level of "A" in 2022 for the first time.

This score improvement compares favorably to the average score of "B" for all companies rated globally by GRESB, as well as to the average score of "C" for the 10 industrial real estate companies in STAG's public disclosure peer group formulated by GRESB, among which we rank second.

Our high GRESB performance has a direct financial impact on our business: as a result of our score improvement, a sustainability-related interest rate adjustment was triggered for three unsecured term loans totaling \$650 million in principal amount, as well as the company's \$1 billion unsecured revolving credit facility, resulting in an interest rate reduction of two basis points for each instrument.



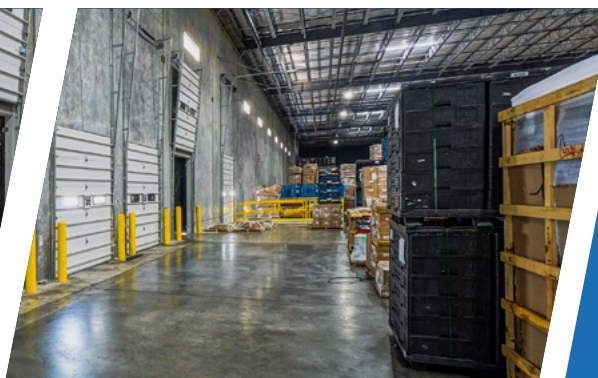
"We progressed on several ESG fronts while profitably pursuing our business as an industrial building landlord. It is rewarding to have GRESB and the terms of our commercial borrowing arrangements reflect this balanced progress."

— Jeffrey Sullivan, Executive Vice President, General Counsel and Secretary



STAG is recognized as a "Gold" Green Lease Leader by the U.S. Department of Energy and Institute for Market Transformation, a designation that is conferred only every three years. STAG was also highlighted as a Green Lease Leader industry case study for our best practices in enhancing and executing green leases.

In the last two years, we have scaled our green lease program for all new leases and now cover 10% of our portfolio, and we continue to expand these efforts. Critically, our green lease language facilitates collaborative communication around utility data between STAG and our tenants, allowing us to gain significant insight into property performance that helps move our sustainability initiatives forward, including better measurement of scope 3 greenhouse gas emissions. STAG uses these insights to track and identify future capital, efficiency and renewable projects that provide value for our tenants and our shareholders while helping us meet our sustainability goals.



ISS QualityScore **2**

Institutional Shareholder Services (ISS) QualityScore is a data-driven scoring and screening solution that empowers companies and investors to target long-term and sustainable growth by providing high-quality data, analytics and insight on company governance disclosure, risk and performance. Scores indicate decile rank among relative index and region, and was designed to help institutional investors review quality factors and assess risk in the areas below. The rankings range from 1-5, with 1 being best.



AUDIT & RISK
OVERSIGHT

1



COMPENSATION

2



GOVERNANCE

2



SHAREHOLDER
RIGHTS

3



BOARD
STRUCTURE

5

INDUSTRY PARTNERSHIPS & RECOGNITION

STAG's collaboration, partnership and participation with industry organizations helps advance our progress on ESG objectives and initiatives. STAG has participated in and supported efforts led by the following organizations:



CDP

(formerly the Carbon Disclosure Project)



**Green Lease
Leaders**



GRESB

(formerly the Global Real Estate Sustainability Benchmark)



**Institute for Market
Transformation**

(IMT)



**Institutional Shareholder
Services**

(ISS)



NAREIT

(National Association of Real Estate Investment Trusts)



NAREIM

(National Association of Real Estate Investment Managers)



**Science-Based Targets
Initiative**

(SBTi)



**U.S. Department
of Energy**

(DOE)



ENERGY STAR

INDUSTRIAL GRADE SUSTAINABILITY

STAG has an ongoing commitment to environmental stewardship for the good of our business and the earth. In our last report, we recognized the implications of reports issued by the United Nations Intergovernmental Panel on Climate Change (UN IPCC) and the Task Force on Climate-related Financial Disclosures (TCFD), which detail the crucial role the business community must play in mitigating the risks that climate change poses to our future. We followed suit by setting reduction targets for greenhouse gas emissions in line with what climate science indicates is necessary and by achieving carbon neutrality across operations, and with a commitment to reduce those emissions outside of our operational control (scope 3 emissions, primarily from tenant energy use and activities).

In 2022, we continued to focus on activating strategies to meet these long-term goals and targets. Chief among them has been our crucial effort to acquire portfolio-level utility data, which often poses a challenge for owners of assets with triple-net leases where tenants maintain operational control and pay utility bills directly. The age-old adage that “you can’t manage what you don’t measure” holds especially true for the power of utility data to unlock deeper resource management, risk mitigation and portfolio-level resilience. We have been diligent in this effort because we believe that the mitigation of environmental risk exposure and the maximization of environmental opportunities are imperative to the sustainable development and resilience of our portfolio, combining to generate long-term value for our stakeholders.

ACHIEVING CARBON NEUTRALITY

Under the Greenhouse Gas (GHG) Protocol’s market-based methodology, STAG achieved operational carbon neutrality in 2021, primarily through energy efficiency, optimization and on-site renewables. Remaining scope 1 and scope 2 emissions were neutralized through the generation or purchase of credible and verifiable renewable energy certificates (RECs) and carbon offsets. We plan to decelerate our use of RECs and carbon offsets as we increase investments and efforts in energy efficiency, electrification and on-site renewables.

SCIENCE-BASED TARGETS

To formalize this deeper commitment, STAG has set a long-term goal in alignment with, and approved by, the Science-Based Targets Initiative (SBTi), the world’s most widely respected organization tasked with the responsibility of vetting science-based emissions reduction targets from the private sector. STAG formally committed to reducing absolute scope 1 and scope 2 greenhouse gas emissions 50% by 2030 from a 2018 baseline, and to measure and reduce scope 3 emissions, which primarily come from our tenants’ energy use. As mandated by SBTi, STAG’s greenhouse gas inventory and management practices follow the rules and standards of the GHG Protocol and the accomplishment of its targets, excluding the use of carbon offsets.



TARGETS



Become 100% carbon neutral across operations by eliminating scope 1 and scope 2 greenhouse gas emissions through efficiency, grid optimization, on-site renewables, renewable energy credits (RECs) and carbon offsets



Reduce corporate absolute scope 1 and scope 2 greenhouse gas emissions 50% by 2030 from a 2018 baseline, in alignment with SBTi's 1.5-degree Celsius pathway, as part of our greater goal to achieve net zero prior to accounting for carbon offsets



Build a framework to measure and reduce scope 3 emissions, such as those associated with STAG's NNN-leased buildings (i.e., tenant activity)

"As a mission-based non-profit that runs the global environmental disclosure system, CDP greatly values the support of STAG Industrial, Inc. STAG has demonstrated its commitment to transparency around its environmental impacts and strategies for action by disclosing its environmental data through CDP in 2022. Disclosure not only provides the foundation for environmental action, but brings tangible business benefits for shareholders, customers and employees alike."

— Dexter Galvin, CDP Global Director, Corporations & Supply Chains, 2022



PATHWAYS*



Continue to reduce corporate scope 1 and 2 emissions by engaging with the landlords of our corporate offices and focusing on key strategies across our portfolio, such as energy efficiency and operational improvements



Convert remainder of STAG portfolio to carbon-free power by purchasing verifiable and credible RECs, following the GHG Protocol's scope 2 guidance and market-based methodology



Disclose STAG's greenhouse gas inventory annually with CDP (formerly known as the Carbon Disclosure Project)



Engage tenants through improving property-level efficiency and through a culture of data sharing and collaboration using the U.S. EPA's ENERGY STAR Portfolio Manager platform

1. * All STAG leases are NNN operating leases where STAG's tenants fully control the operations and associated environmental metrics for each property. As a result, STAG reports GHG emissions for whole building data for all of its owned portfolio properties, whether occupied or not. Acquisitions and dispositions are accounted for the period during which STAG owns the property.
2. The Greenhouse Gas Protocol supplies the world's most widely used greenhouse gas accounting standards and provides guidance, tools and training for business and government to measure and manage climate-warming emissions
3. STAG utilizes a baseline year of 2018 in alignment with the SBTi's small-medium enterprise pathway.
4. Notes on STAG Greenhouse Gas Inventory and Carbon Neutrality Claims:
 - a. Scope 1 emissions represent fugitive emissions from AC and refrigerants within STAG's corporate headquarters and regional offices. Typically, an organization's scope 1 footprint will also include direct energy emissions resulting from natural gas used within the organization's corporate headquarters and regional offices. However, STAG's said offices instead supplement this energy with steam and electricity. Scope 2 location-based method emissions represent indirect emissions resulting from STAG's purchased electricity use within STAG's corporate headquarters and regional offices and are calculated using factors from the ENERGY STAR GHG Emissions Technical Reference Guide (October 2021) based on the Environmental Protection Agency's (EPA) 2019 eGRID emission factors for the U.S. (October 2021).
 - b. In alignment with the GHG Protocol, scope 2 market-based-method calculations for STAG claim the benefits of specified purchases and delivery of renewable energy delivered through utility specific Renewable Portfolio Standard (RPS) percentages. The remaining electricity consumption from non-renewable sources is the basis for applying STAG's purchased Renewable Energy Credits (RECs).
 - c. STAG's scope 3 emissions come from the natural gas combusted and the electricity consumed within STAG's NNN-leased portfolio buildings. Data is collected and tracked by Conservice, a third-party utility management company. Based on quarterly filings, STAG had an average of 375.25 buildings or 74 million square feet in 2018. Of that, 98 buildings (23 million square feet) provided actual data in 2018, for a 32% data coverage by square feet. For remaining buildings, STAG modeled usage by multiplying each building's square footage by average intensity metrics (kWh/SF and therms/SF) based on provided data. This extrapolation method is aligned with the GHG Protocol and typical market practices.

PORTFOLIO-SCALE ENERGY RETROFITS

We are committed to monitoring the performance of our responsible investments and measuring our progress toward improving the environmental footprint of our properties through the implementation of targeted environmental efficiency projects (e.g., reflective roofing), equipment upgrades (e.g., LED lighting and higher-efficiency HVAC systems) and hosting of carbon-free electrical generating systems (e.g., photovoltaic systems).

SOLAR PANELS

STAG continues to leverage the sizeable square footage of our portfolio's rooftops to generate clean energy. Over the past year, STAG has sought ways to evolve our strategy to provide renewable energy both to our customers and to larger local communities. As a result, our solar PV program has begun to take a two-fold approach:



"Hosted" Solar: STAG continues to host solar photovoltaic installations that generate solar electricity. The electricity is either purchased by the utility and distributed locally, or where there are community solar programs, residential customers and businesses receive discounted clean electricity. In some geographies such as New Jersey, these solar projects require at least 50% of the generated electricity to be sold at a discount to low and moderate income off-takers.



Amenity Solar: STAG is in the process of creating a "solar as an amenity" program through which we plan to provide green energy to STAG tenants which will reduce our tenants' scope 2 emissions, reduce STAG's scope 3 emissions and place us on a path toward decarbonization in alignment with our SBTi goal. The solar data and savings is being tracked in WatchWire and ENERGY STAR. ([Read more about this approach in the "Solar Spotlight" on page 13](#))

Through this approach, STAG is evaluating the opportunity to install up to 40 solar projects over the next several years with the potential to double the current capacity—bringing the total to 50 megawatts—over the next five years.

SOLAR BEING HOSTED:

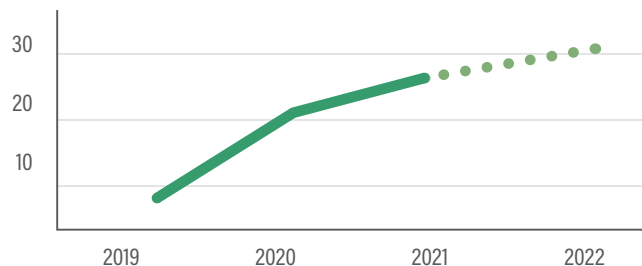
25.6MW

NATIONWIDE

SOLAR CAPACITY IN PROCESS:

4.76MW

SOLAR CAPACITY BY TOTAL MEGAWATTS



REFLECTIVE ROOFING

STAG is committed to reducing warehouse energy usage by upgrading roofing to be reflective to redirect sunlight and lower interior temperatures, while always considering the best solution for each asset and market.

CURRENT STATUS:

48%

OF PORTFOLIO

LED LIGHTING SYSTEMS

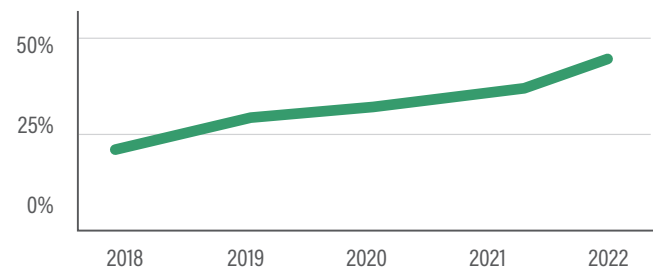
Converting outdated and inefficient lighting systems to LED fixtures reduces overall energy usage. In addition, STAG underwrites future LED capital upgrades on every building possible during acquisition.

CURRENT STATUS:

48%

OF PORTFOLIO
(22.7 MILLION SF)

LED LIGHTING AS % OF STAG PORTFOLIO



HVAC SYSTEM UPGRADES

STAG continues to upgrade HVAC systems in its buildings on a rolling basis as the opportunity arises, maintaining existing systems until it makes sense to replace older, less efficient HVAC systems with highly efficient 96% make-up air systems.

CURRENT STATUS:

\$8m

DEPLOYED SINCE 2016

"We are committed to improving our portfolio through more efficient lighting, HVAC systems and better roofing solutions to provide options that make sense for our customers, improve performance and lower risk."

— Brian LaMont, Senior Vice President, ESG, STAG

SOLAR SPOTLIGHT

Over the last two years, STAG has partnered with Black Bear Energy to analyze and facilitate opportunities to improve the viability of deploying solar projects at scale in a portfolio of primarily triple-net-leased assets. These efforts support our objectives to provide clean and affordable energy to our tenants, as well as local homes and businesses.

Based on the resulting analysis, we are in the early stages of piloting solar pathways at one of our triple-net-leased properties, one of which is expected to be operational by summer of 2023. STAG plans to deploy and retain ownership of the solar PV system installed at the property and will factor renewable energy charges into the Common Area Maintenance (CAM) costs of rent while renewable energy attributes that contribute to Renewable Energy Credits (RECs) will be maintained, or in geographies where economics dictate, STAG will consider purchasing replacement RECs. As a result, we aim for energy generated by the solar project to help offset the tenant's scope 2 emissions and STAG's scope 3 greenhouse gas emissions and support our environmental goals and targets.

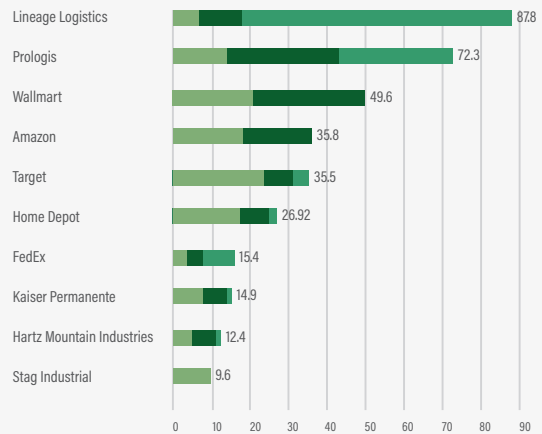


SOLAR MEANS BUSINESS

In 2022, the Solar Energy Industries Association (SEIA) released its ninth Solar Means Business report tracking solar and energy storage adoption by businesses across the U.S. ranging from the nation's largest brands to small businesses.

STAG was recognized as 10th among the top 20 companies for on-site solar capacity installed since 2020.

ON-SITE SOLAR CAPACITY INSTALLED SINCE 2020*



MEGAWATTS (MW)

* Source: SEIA.



"STAG has made meaningful progress on their solar program over the last year. The hard work of their team has paid off with many large projects online and many more slated to start construction in 2023. Over the next twelve months they will expand their program scope with the inclusion of amenity solar projects bringing the benefit of low-cost renewable energy to their tenants. Black Bear is honored to work alongside STAG as they continue to lead the way."

— Drew Torbin, CEO, Black Bear Energy

ROAD TO RESILIENCE

Through efforts spearheaded by our Corporate Responsibility Committee, we aim to facilitate sound environmental outcomes and grow portfolio-level resilience by regularly assessing our carbon footprint, understanding climate risks to our business and actively managing and monitoring the environmental performance of our properties.



PORTFOLIO LEVEL DATA INSIGHTS

In 2022, in line with our risk management and resilience strategies, we engaged third-party data provider WatchWire to assist with acquiring and monitoring aggregated portfolio-level utility data. The system is enhanced by our partnership with Conserve, which sends regular updates to the data feeds in WatchWire, ensuring up-to-date insights into the energy usage of STAG's buildings. Collaboration with tenants is key to the success of this initiative, as it requires STAG to seek transparency into building-level usage data.



ENGAGING TENANTS IN ENVIRONMENTAL MANAGEMENT

We believe that effective collaboration with our tenants on sustainability initiatives is vital to the implementation of our environmental strategies. Through collaborative engagement, we strive to accomplish the following priorities at our portfolio properties:

- Encourage tenants to track energy, water, waste and greenhouse gas emissions data in ENERGY STAR Portfolio Manager by requesting they share this data with us so that we may measure, benchmark and reduce our scope 3 emissions over time
- Reduce or eliminate the use of gas while increasing the use of electricity and energy from renewable energy sources
- Deploy construction materials and features designed to increase the overall energy and water efficiency of our buildings
- Utilize lease provisions that are environmentally friendly and that incentivize tenants to adopt energy efficient practices to promote sustainability
- Leverage impacts by leasing roof space to increase overall renewable energy production at our properties

PROJECT SPOTLIGHT

ZERO INTEREST FINANCING RETROFIT PROGRAM

In our ongoing effort to partner with and be a trusted advisor to our tenants, STAG developed an efficiency retrofit program that offers tenants the ability to upgrade building lighting or HVAC equipment without upfront capital costs. Specifically, for those interested, STAG works with tenants to identify ways to improve efficiency and lower operating costs through retrofits that STAG pays for upfront, implements and then charges back the costs over time at zero interest such that the savings from the retrofit meet or exceed the monthly costs. Once the retrofits have been paid for, all savings accrue to the tenant.

Rolled out in 2017, initial interest in the program has resulted in 40 conversions across STAG properties. Additional conversions take place as part of acquisitions or tenant move-in. In evidence of STAG's good faith relationship with its tenants, many conversations around the cost of such conversions lead to early lease renewals or extensions rather than payback.



TENANTS GET:



Upgraded lighting with fewer disruptions or costs associated with lighting failures (bulbs burning out) and without having to manage the process



Streamlined installation of highly efficient HVAC systems without advance expenditure



Lower energy costs without capital outlay



Net savings in overall costs even after paying for lighting in monthly CAM billings over amortization period

STAG GETS:



Deeper engagement with tenants as trusted partner and real estate solutions provider



Flexibility to wrap program benefits into lease renewal negotiations



Improved asset value by virtue of physical enhancements and overall tenant retention



Support for sustainability goals



Enhanced leadership brand

INDUSTRIAL GRADE RESPONSIBILITY

STAG is committed to our social responsibility to address the interests, safety and wellbeing of all our stakeholders, including investors, employees, tenants, communities, suppliers and visitors. Through various engagement channels and policies, we aim to uphold our value proposition to our most important asset: our people.

Internally, STAG employs tailored strategies to engage with our employees, tenants and stockholders to promote education, improve satisfaction and advance ESG initiatives. Externally, we put our core values and principles in action through dedicated community outreach and engagement with organizations focused on supporting equality and social justice for underserved children and young adults in America. Through our efforts, we aim to brighten the future of the next generation and improve the communities in which we live, work and serve.

CULTURE OF CONNECTION

ENGAGING OUR EMPLOYEES

STAG recognizes the value our team members create and their roles in the success of our business and the authenticity of our culture. We provide competitive benefits, comprehensive training, ongoing educational opportunities and outlets to provide feedback to continue to attract talent, engage and retain our team members and, ultimately, cultivate a satisfying and positive work environment.

On a regular basis since 2016, STAG has engaged a third party to administer an employee survey that provides our team members an opportunity to share perspectives on processes, levels of engagement and satisfaction, and other valuable feedback. We move this feedback forward to ensure continuous improvement: since STAG's initial public offering in 2011, our team has tripled in headcount while maintaining a low attrition rate with an average employee tenure of 6.08 years.

ENGAGING OUR TENANTS

Each year, STAG conducts a tenant survey through a third party, Kingsley, to provide an opportunity for tenants to submit feedback not communicated during on-site visits. STAG uses the survey to understand tenant perspectives on a range of topics, including satisfaction with management overall, management and for problem resolution, STAG's perceived commitment to sustainability, renewal intentions, building functionality and security.

We also use the survey as an opportunity to educate and encourage tenants to participate in our Zero Interest Financing Retrofit Program, in which STAG works with tenants to identify opportunities to improve efficiency and lower operating costs through retrofits that STAG will pay for up front. ([See more on this program on page 15.](#))

Furthermore, we translate tenant engagement into broad community support by making a charitable donation for every survey response we receive. Recent contributions ranged from \$10 to \$50 per response, with 2022 donations going to education nonprofit DonorsChoose. ([See more on DonorsChoose on page 20.](#))

STAG is proud to have received a 2022 Kingsley Excellence Award for Tenant Satisfaction for 49 properties that received a response rate greater than 30% and exceeded the Kingsley Index in "Overall Satisfaction."

ENGAGING OUR STOCKHOLDERS

STAG provides institutional investors with opportunities to provide feedback directly to our management team throughout the year. We host formal events, one-on-one sessions and group meetings, as well as attend investor conferences to connect with stockholders on a range of topics, including business strategies and performance and ESG topics, such as corporate governance and executive compensation.

Through these efforts, we aim to provide visibility and transparency into our business, performance and corporate practices while soliciting input on issues that are important to investors and their expectations for the company. We consider these engagements valuable opportunities to assess emerging issues that may affect our business and allow stockholder feedback to inform our decision making, enhance our public disclosures and help shape our practices.








TENANT SATISFACTION SURVEY HIGHLIGHTS

Results from our annual Tenant Engagement survey help us identify year-over-year improvements as well as opportunities to improve and deepen customer engagement.

In 2022, indicators for tenant “overall satisfaction” and “management satisfaction” were higher than in the prior year, and the number of tenants who would recommend our properties to others, a metric determined by the industry-standard Net Promoter Score question, remained greater than average and exceeded the Kingsley Index benchmark. STAG properties also exceeded the Kingsley Index in several key performance indicators, including overall satisfaction and renewal intentions.

We discovered that tenants are satisfied with specific aspects of our approach, such as service delivery, our commitment to sustainability and building functionality, while there are opportunities to boost communication response times and the sharing of best practices across third-party asset managers.

STAG construction teams follow a prompt response protocol following each survey and meet with asset managers on action items curated after carefully reviewing all tenant comments.

Indicator	STAG Score	Kingsley Index
Overall Satisfaction	3.98	4.05
Renewal Intentions	3.95 	3.85
STAG's Commitment to Sustainability	3.87 	3.69
Building Functionality	4.12 	4.04
Security	3.69 	3.39



CHARITABLE ACTION FUND

As a key part of our commitment to good corporate citizenship, STAG extends financial resources, time and the enactment of our core values to support and improve the lives of people in communities in which we invest, live, work and serve.

In 2020, we established the STAG Industrial Charitable Action Fund (the “fund”) in cooperation with the Boston Foundation to promote equality and enable children and young adults— particularly those at risk—to reach their potential.

Through this fund, we allocate grants to six nonprofit organizations that focus on child welfare, youth empowerment, equality and social justice. These grants are part of an ongoing commitment to contribute to the same organizations for at least five consecutive years, a donation strategy that allows for better planning and long-term impact than a single contribution.

CHARITABLE ACTION FUND PARTNERSHIPS



Boston's leading provider of emergency shelter, Heading Home arranges transitional and permanent housing for low-income families and individuals. In addition to financial support, STAG contributes volunteer hours to various events and projects hosted by Heading Home.



The oldest childcare agency in America, The Home for Little Wanderers helps build stable lives and hopeful futures for children who are abused, neglected or at-risk. STAG contributes to the construction and development of the children's facilities, including playgrounds and educational environments.



Big Brothers Big Sisters (BBBS) of Eastern Massachusetts partners with under-resourced families to provide their children, ages five to adulthood, with transformational, one-to-one professionally supported relationships with caring adult mentors, so that their children can thrive. In 2022, STAG donated \$50,000 to BBBS—a fungible donation that allowed the agency to “match” children with mentors and deliver critical support for vulnerable and often socially isolated youth. STAG has worked with BBBS for seven years.



A three-year program for families raising babies born into low-income circumstances, Room to Grow provides proactive support and critical resources to expectant parents. STAG's contribution is directed toward the purchase or donation of essential goods and clinician support for families.



A coalition of Black and Brown executives in Massachusetts, the New Commonwealth Racial Equity and Social Justice Fund works with community organizations and coalitions to address and eliminate systemic racism and racial inequity. STAG's contributions support the organization's operations in line with their mission.



The Policing Project partners with communities and police to promote public safety and social justice through transparency, equity and democratic engagement. STAG's contributions support the organization's operations in line with their mission.

IMPACT IN ACTION

CHARITABLE ACTION COMMITTEE

In conjunction with STAG executive officers, the fund is overseen by our Charitable Action Committee (the "committee"), which was formed to further promote quality interaction with our local community in Boston. The committee is managed by volunteer employees with differing seniorities and responsibilities, and works throughout the year to coordinate campaigns, fundraisers and events to support several local and national charities, including, but not exclusive to, organizations supported by the fund.



ANNUAL IMPACT DAY: CITYSPROUTS

Each year, STAG dedicates a day for the full team to volunteer together and give back to the community in partnership with a local nonprofit. Our Impact Days provide a dual opportunity for team and community building, creating quality connections both inside and outside the workplace.

This year's event was organized with CitySprouts, a local organization committed to increasing equity in science education and expanding children's access to nature no matter their circumstances. On a summer day in August, 56 STAG team members and four CitySprouts volunteers built garden classrooms at four Boston schools in the Roxbury, Massachusetts, area. Attendees included executives Bill Crooker (CEO), Jeff Sullivan (EVP, General Counsel), Matts Pinard (CFO), Jaclyn Paul (CAO) and Mike Chase (CIO).

The work included building new garden beds and planters, weeding the areas, picking up trash and planting new seeds. STAG also purchased garden tools for each site, which will be used to help maintain the gardens. Donations were raised to support the facilitation of the event, including the materials needed to build new gardens and refurbish old ones, and to directly support future operations for CitySprouts.

IMPACT BY THE NUMBERS



56

VOLUNTEERS



336

VOLUNTEER
HOURS



\$7,500

CONTRIBUTED

"We are full of gratitude for STAG's generosity. Thank you so much for building and expanding our school gardens. We are excited to keep you posted on these gardens—and more—once children return to school in September. You've made a world of difference to them!"

– Jane Hirschi, Founder and Managing Director, CitySprouts

TEAM REFLECTIONS

"The sense of camaraderie that was built during this event will be felt within the office and beyond. The cherry on top is knowing that it will be children receiving the benefits of our work."



ROWAN MCFEELY

Senior Vice President of Financial
Underwriting, STAG

"From hauling dirt to clearing gravel paths, every sweat drop was worth it knowing it was going toward a community that we all cherish. My favorite part was seeing the finished product and knowing the kids would make the most of it!"



KURT FLIONIS

Senior Vice President of Credit, STAG

"Exposing young children to the nutrients behind the foods they eat is so important for their minds and bodies, and for us to clean up the garden so that these kids can collect and eat what they have grown was very empowering."



GINA FINELLI

Financial Analyst, STAG





NATIONAL CAMPAIGN: DONORSCHOOSE

Each year, teachers spend an average of \$500 out-of-pocket on supplies for their classrooms.

Founded by a schoolteacher, DonorsChoose is a non-profit organization and crowdfunding platform focused on empowering public school teachers and district administrators across the country to request much-needed resources for their students and classroom projects.

This year, STAG partnered with DonorsChoose to conduct a \$100,000 campaign over two weeks to impact schools nationwide with a two-fold approach:

1. Employees were allotted a specific dollar amount from STAG-issued gift cards to donate to school projects in states where STAG owns property. Through the web-based DonorsChoose platform, STAG team members were able to select specific equity-focused projects to fund, which are posted by teachers across the country and focus on core classroom needs.
2. STAG initiated a corporate-funded "flash fund" campaign to satisfy the most urgent, equity-focused school projects in some of the largest home markets for its employees—Boston, Dallas and Chicago.

STAG's support of DonorsChoose helps drive our Charitable Action Committee's mission to improve the lives of children, while giving us the opportunity to execute this mission on a national scale in the areas where STAG invests and operates. As a result, we were able to provide resources to schools in all 41 states in which STAG has a presence, and 98% of projects funded were to schools where a majority of students were from low-income households.



IMPACT BY THE NUMBERS



73

EMPLOYEE PARTICIPANTS



\$100,000

DOLLARS DONATED

\$40,000

DONATED DIRECTLY BY EMPLOYEES

\$60,000

DONATED EVENLY IN HOME MARKETS



597

PROJECTS FUNDED



474

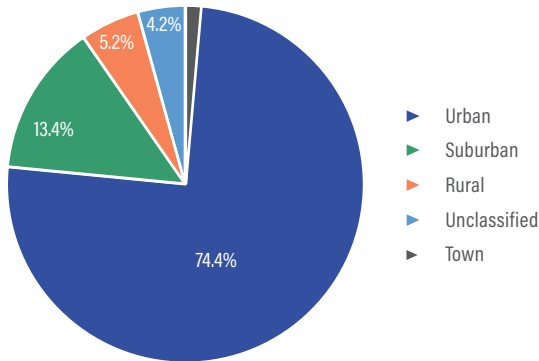
SCHOOLS SERVED



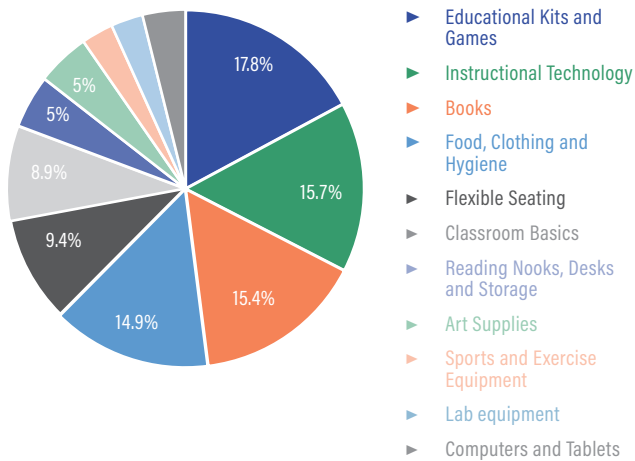
588

TEACHERS SUPPORTED

METRO TYPE



RESOURCES



NOTES FROM THE CLASSROOM

"In a special education classroom, we strive to grow each student's independence. With these books, my students will be supported in learning how to communicate their emotions in a healthy, productive way."

– Mrs. Cox, Grades Pre-K to 2, Dallas, TX

"The students will be thrilled! We are approaching our Patterns of Earth and Sky unit. Giving students the investigational tools to figure out the 'why' of science phenomena should be a right for every student!"

– Ms. Huizar, Grades 3-5, Los Angeles, CA

"Thank you for helping to create movie magic in our school library. My students love being creative, and it is always amazing to see their finished video projects. These green screens and props will help us expand the stations where students can create projects."

– Mrs. Gamble, Grades 6-8, Cottondale, AL



COMMUNITY BUILDING BLOCKS

In addition to company-wide social impact events, the Charitable Action Committee organized a variety of volunteer activities attended by STAG team members throughout 2022.

Women's Forum Service Day with Dignity Matters

Members of STAG's Women's Forum shared their time and energy at a warehouse for Dignity Matters, Inc. this past summer to help sort, package and label hundreds of feminine products, which will be supplied to homeless or disadvantaged women and girls in Massachusetts. By supplying such necessities, Dignity Matters helps women and girls stay healthy, regain self-confidence and live with basic dignity.

In addition to volunteer hours, the Women's Forum made a \$1,000 contribution to the organization. STAG attendees included ten members of the Women's Forum, including Jaclyn Paul, Chief Accounting Officer, and Andrea Gillespie, Director of Human Resources.

"STAG's Women's Forum has been fortunate to build a partnership with this outstanding organization. Our first volunteer event was a great success as we were able to assist with organizing hundreds of products to be distributed to women in need throughout greater Boston. Thank you to Meryl and Lora from Dignity Matters for welcoming us and sharing with us the great work the organization does throughout our communities."



JACLYN PAUL
Chief Accounting Officer, STAG

Day of Yoga and Gift-Wrapping with Lucy's Love Bus

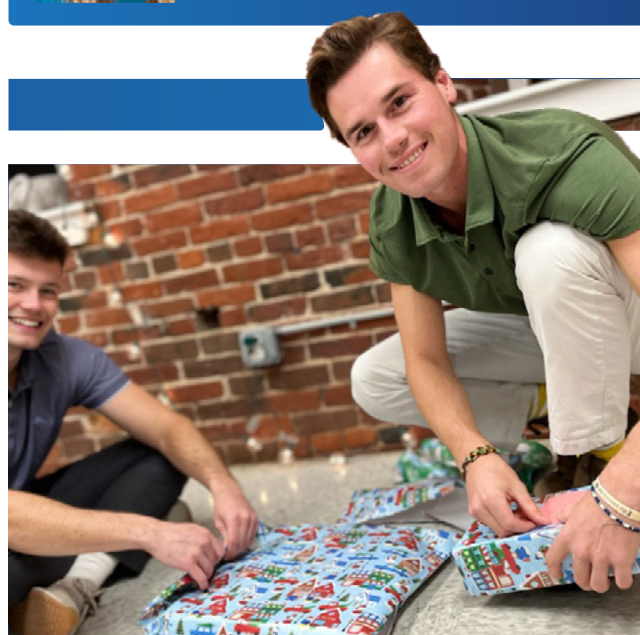
Lucy's Love Bus (LLB) works with children and young adults (and their families) who have been diagnosed with cancer and other life-threatening illnesses. This year, Lucy's helped 234 children with cancer gain access to integrative therapies they could not otherwise afford.

This fall, nine STAG team members participated in a holiday gift-wrapping event that was kicked off with a restorative yoga and meditation session led by one of LLB's Board Members – a meditation she often does with patients. Grounded and connected by the session, volunteers then wrapped more than 50 gifts donated to LLB for participating children. STAG took inventory of each gift to ensure each child received a gift relevant to their age and interests. STAG has worked with Lucy's Love Bus for more than four years.

"We continue to be amazed by the unending generosity of the STAG Industrial team. We were so excited that a group of "Staggies" was willing to make the trek to our office in Amesbury to be elves for a day, wrapping donated presents for patients [at Massachusetts General Hospital]! We look forward to many more opportunities for Lucy's Love Bus and STAG to bring joy to children with cancer!"



JACKIE WALKER
Executive Director, Lucy's Love Bus



Brothers Big Sisters Casino Night

In spring 2022, four STAG team members attended a Casino Night hosted by Big Brothers Big Sisters of Eastern Massachusetts (BBBSEM), which was partially sponsored by STAG and catered to young professionals ages 21-35. Attendees participated in an assortment of casino games replete with professional game operators and raised more than \$10,000 for BBBSEM's operations. As a partner of the organization for more than seven years, STAG was the top event sponsor and looks forward to continuing to contribute to their mission.

Fill-A-Truck with Room to Grow

For the second year in a row, STAG collaborated with Room to Grow to sponsor a "Fill-a-Truck" event, a collection drive for much needed clothing and baby items to support families that participate in the Room to Grow program. At the culmination of the drive, two members of STAG's team joined Room to Grow volunteers to assist with sorting donations, scanning them for rips or stains and loading bags onto the truck as they were filled. The final tally counted more than 100 giant trash bags of donations collected, excluding equipment that was not bagged, such as strollers, baby jumpers, carriers and other large items.

"The Big Brothers Big Sisters Casino Night was a splendid example of how much STAG cares about sponsoring events that can lead to positive change for under-resourced families. It was also a great opportunity to network with other business professionals who wish to achieve the same goal of improving conditions for communities in need!"



SAM WAMAKIMA
Junior Financial Analyst, STAG

"You've helped make this incredible event a success as over 100 bags filled with donations were collected from all the locations, combined. Additionally, we received some epic equipment and urgently needed items at each location! BIG shoutout to those who came through and donated. Spreading the word, whether by volunteering or donating, helped us tremendously!"



LIZ-DESIR SERI
Associate of Community Engagement,
Room to Grow



INDUSTRIAL GRADE LEADERSHIP

STAG believes transparency is key to strong corporate governance and aims to provide our stakeholders with insight into our policies, practices and committee structures that serve to reduce risks and leverage opportunities.

Consistent with our commitment to good corporate citizenship, it is our priority to provide constructive, inclusive and equitable workplaces that honor and promote human rights and further our environmental sustainability initiatives at STAG and throughout our supply chain. We are therefore committed to conducting our business with high ethics, honesty and in a manner that considers the interests of all our stakeholders: tenants, shareholders, employees, service providers, partners, local communities and the public at large.

CORPORATE GOVERNANCE

MANAGEMENT OF SUSTAINABILITY PRACTICES

STAG upholds governance guidelines that provide a framework for our senior leadership teams to report on sustainability efforts to our Chief Executive Officer and to our Board of Directors on a regular and ongoing basis.

STAG's Corporate Responsibility Committee, which consists of our General Counsel and senior leadership within our asset management, construction management and investor relations teams, guides environmental stewardship efforts. Separately, our Charitable Action Committee, which consists of employees, coordinates our community outreach and engagement work.

Additionally, this year we named Brian LaMont, who previously served as Senior Vice President of Capital and Construction, Senior Vice President of ESG. His role, which is the first ESG-focused role at STAG, is dedicated to advancing and coordinating our ESG efforts.



BRIAN LAMONT
Senior Vice President of ESG, STAG

CORPORATE GOVERNANCE PRACTICES



Annual election of directors and designation of lead independent director



Majority voting standard for election of directors (with a director resignation policy)



Regular executive sessions of independent directors



Annual board and committee self-evaluations, assisted by outside counsel



Stockholder ability to amend bylaws



No stockholder rights plan without stockholder approval or ratification



Stock ownership guidelines for executive officers



Stock ownership for directors



Anti-hedging and anti-pledging policies



Code of business conduct and ethics for employees and directors

COMMITTEE STRUCTURE & OVERSIGHT

Our business is managed through the oversight and direction of a Board of Directors, with nine independent directors and only one member—our Chief Executive Officer—who is not independent. The Board has established and oversees an investment committee, an audit committee, a compensation committee and a nominating and corporate governance committee, with the latter three composed exclusively of independent directors, as required of a public company. STAG's nominating and corporate governance committee specifically oversees the company's ESG measures.

Further, in 2022, STAG implemented a succession plan that impacted the Chief Executive Officer, Chief Financial Officer, Chief Investment Officer and Chief Operating Officer positions. Management succession planning by the Board of Directors determined that as of July 2022, Benjamin Butcher, STAG's previous Chairman of the Board and Chief Executive Officer, became Executive Chairman of the Board, and Bill Crooker, previously President, was appointed Chief Executive Officer and joined the Board of Directors. Our Board of Directors also appointed Matts S. Pinard to the role of Executive Vice President, Chief Financial Officer and Treasurer, roles previously filled by Bill Crooker.



DIVERSITY, EQUITY AND INCLUSION

STAG is committed to cultivating a diverse, equitable and inclusive company culture and business approach. We believe diversity in the workplace contributes to improved positivity and productivity, and we seek to foster a team that possesses a wide range of experiences, backgrounds and skills. All levels of management are committed to building and supporting DEI within the workplace, including STAG Chief Executive Bill Crooker, who is a proud signatory of CEO Action for Diversity and Inclusion.

CEO **ACTION** FOR DIVERSITY & INCLUSION



MICHELLE S. DILLEY
Independent Director



JIT KEE CHIN
Independent Director

BOARD OF DIRECTORS

STAG recognizes the benefits of having a diverse Board of Directors. We view increasing diversity at the board level as essential to maintaining our competitive advantage and supporting the attainment of our strategic objectives. In 2018, as a result of our board of directors seeking to identify one or more qualified female candidates for appointment to the board, Michelle S. Dilley was unanimously appointed. Shortly thereafter in 2020, we welcomed Jit Kee Chin. Both members provide invaluable expertise, oversight and perspective. With two of our independent directors being women and one of our male directors being a man of color, women and minorities currently represent 30% of our board.

DIRECTORS SNAPSHOT

NO. OF DIRECTORS:

10

INDEPENDENT:

80%

AVERAGE AGE*:

61

AVERAGE TENURE:

9 YEARS

CEO EXPERIENCE*:

50%

CFO EXPERIENCE*:

50%

MINORITIES:

20%

WOMEN:

20%

AUDIT COMMITTEE
FINANCIAL EXPERTS:

80%

* Average Age, CEO and CFO Experience statistics apply exclusively to Independent Directors



HEALTH AND WELLNESS AT STAG CORPORATE OFFICES

We believe that promoting physical and mental health and wellbeing in the workplace through sustainable social and environmental practices leads to greater employee satisfaction and retention, as well as a safer, more vibrant and more productive environment for our team.

STAG has a dedicated Wellness Committee that promotes mental and physical health enhancing practices through organizing education and activities around various quarterly themes, such as nutritional health, skin care, meditation and sleeping habits. Additionally, the committee hosts quarterly physical fitness challenges in both individual and team formats that drive personal and collective motivation to be more active. STAG believes that physically and mentally healthy employees leads to improved success of our company.

STAG's corporate offices, certified by both LEED and ENERGY STAR, embody this commitment to wellbeing.



Boston Headquarters Office
LEED Gold for Existing Buildings
2015, 2018, 2021 ENERGY STAR Certified



Dallas Corporate Office
LEED Gold, Core and Shell
2014-2022 ENERGY STAR Certified



POLICIES IN PRACTICE

HUMAN RIGHTS

We believe that demonstrating strong financial performance while also promoting awareness and respect for fundamental human rights is an essential part of our vision, values and plan for long-term value creation, business continuity and corporate success. Although many of STAG's policies evidence our commitment to the respect and promotion of human rights, we continuously seek to address and improve our approach to the advancement of this global issue. We strive to conduct our business in a manner that is consistent with: International Labour Organization's Declaration on Fundamental Principles and Rights at Work; UN Guiding Principles on Business and Human Rights; and Universal Declaration of Human Rights.

VENDOR CODE OF CONDUCT

STAG engages in a Vendor Code of Conduct that promotes fair and ethical business practices to ensure the safety and well-being of workers across the global supply chain. In alignment with STAG's own business practices, we expect vendors will not discriminate in hiring, compensation, training, advancement or promotion, termination, retirement or any other employment practice based on race, color, national origin, gender, gender identity, sexual orientation, military status, religion, age, marital or pregnancy status, disability or any other characteristic other than the worker's ability to perform the job. We expect that our service provider partners will treat workers with respect and dignity and encourage them to adopt diversity and inclusion policies and practices of their own outlining their commitment to anti-violence, anti-discrimination and anti-harassment in the workplace.

CODE OF CONDUCT AND ETHICS

STAG's Code of Business Conduct and Ethics ("the Code") ensures employees comply with the laws and regulations applicable to our business and maintain the highest standards of ethical conduct company wide.

WHISTLEBLOWER POLICY

Our Whistleblower Policy for Reporting Violations, Complaints or Concerns supplements the Code by providing employees a risk-free and anonymous pathway to report any suspected violations or concerns as to compliance with laws, regulations, the Code or other company policies, or any complaints or concerns around the business conduct.

ADDITIONAL POLICIES

- [Stock Ownership Policy](#)
- [Audit Committee Charter](#)
- [Compensation Committee Charter](#)
- [Code of Business Conduct and Ethics](#)
- [Nominating and Corporate Governance Committee Charter](#)
- [Investment Committee Charter](#)
- [Corporate Governance Guidelines](#)



LOOKING AHEAD

STAG Industrial's commitment to sustainability is aligned with our business objective to enhance stockholder value over time by achieving sustainable long-term growth. We believe making progress toward our environmental, social and governance goals is intrinsically connected to our ability to deliver value to STAG's investors, tenants, employees and communities.

Thus, in the year to come, we look forward to advancing ever further toward meeting our collective and corporate goals, meeting science-based greenhouse gas reduction targets on the pathway to decarbonization.

Along the way, we welcome and value your feedback to continuously strengthen our STAG DNA.

To learn more, visit our website: www.stagindustrial.com

FORWARD-LOOKING STATEMENTS

This document contains forward-looking statements, which are based on assumptions and describe the Company's plans, strategies and expectations, and are generally identifiable by use of the words "believe," "will," "expect," "intend," "anticipate," "estimate," "should," "project" or similar expressions. You should not rely on forward-looking statements because they involve known and unknown risks, uncertainties and other factors that could materially affect actual results, performances or achievements. Factors that may cause actual results to differ materially from current expectations include, but are not limited to, the risk factors discussed in the Company's most recent annual report on Form 10-K, as updated by the Company's subsequent quarterly reports on Form 10-Q. There is no assurance that the Company will realize its expectations. The Company disclaims any obligation or undertaking to update or revise any forward-looking statement to reflect any change in the Company's expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based.





STAG
INDUSTRIAL

