Getty Realty

2025

CORPORATE
RESPONSIBILITY
REPORT

Getty Realty

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# Message to Our Stakeholders

Getty's 4th annual Corporate Responsibility Report details our Company's ongoing commitment to maintaining effective environmental, social and governance (ESG) practices. Importantly, we believe that our ESG practices truly reflect how we conduct ourselves with our internal and external stakeholders, while also serving to enhance the Company's efforts to achieve our strategic objectives, which are to produce durable rental income from our in-place portfolio and grow and diversify our portfolio by acquiring new convenience and automotive retail properties.

As I reflect on our accomplishments during the past year, I believe our success can in large measure be attributed to Getty's "Rules of the Road," which is our internal framework that defines our strategy, our values, and the promises and commitments we make to the Company, each other, and our stakeholders. For our team of 31 dedicated employees, success starts with following a ***set of core values*** which govern how we conduct ourselves including (i) operating with integrity, (ii) constantly pursuing excellence, (iii) embracing communication and collaboration and (iv) thinking strategically. As a Company, we ***promise to support our employees*** by creating transparent and inclusive work environments, maintaining programs to reward and develop high achieving employees, and embracing technology to enhance our employees' experiences at Getty. Most importantly, we believe Getty's Rules of the Road create alignment across our organization regarding our ***strategy*** of being experts in originating, underwriting, and executing real estate transactions in our target sectors, and using our ***knowledge, relationships and track record*** to achieve our growth objectives.

Key highlights in this year's report which demonstrate the interconnected nature of Getty's Rules of the Road and our ESG practices and the benefit this combination brings to Getty to help us achieve our strategic goals include:

- **Enhancing Our Relationships:** We conducted our 3rd annual tenant outreach survey to further understand the sustainability initiatives that have been implemented, or may be implemented, at our properties. We are pleased that we achieved significant participation, with tenants representing approximately 63% of our annualized base rent responding to our outreach.

- **Enhancing Our Acquisition Underwriting:** We incorporated a climate-related risk index component into our environmental due diligence underwriting process for our acquisitions to ensure we understand and account for potential future climate-related physical risks prior to acquiring a property.

- **Enhancing Processes and Implementing Technology to Support Our Employees:** We introduced more efficient transaction processes and implemented a software platform that helps us underwrite, process and close transactions to enhance our ability to execute our focused investment strategy.

- **Enhancing our Governance Practices to Align with Stakeholders:** We adopted a human rights policy outlining our commitment to respecting and protecting human rights within our business environment, and we adopted a stock ownership policy for our Board of Directors and executive management team, reinforcing our commitment to aligning leadership interests with shareholders through meaningful equity ownership.

I also want to highlight the success of the Getty Gives Program, which serves as a pathway for us to deepen our relationships with the communities in which we live and work and continues to be a shining example of how we can support and empower our employees. As part of Getty Gives, we annually support two non-profit organizations with a donation of $10,000 each. In 2024, our team nominated several deserving charitable organizations and ultimately selected Lawyers Alliance for New York, which provides legal services for nonprofit organizations and social enterprises aimed at improving the quality of life for underserved communities in New York City, and the Springpoint Foundation, which helps to enrich the lives of seniors in New Jersey and Delaware. The Getty Gives program also matches employee donations, and to date we have matched $16,000 in donations to more than 35 charitable organizations supported by our team members. Additionally, we held a company-wide volunteer event and collaborated with the team at Rethink Food to transform surplus food into meals for distribution to underserved communities. Finally, I am proud that Gavin Orman, our Assistant General Counsel, received the prestigious 2024 Cornerstone Award from the Lawyers Alliance for New York, which celebrates outstanding contributions of pro bono legal assistance to nonprofit organizations in New York City. Overall, we view the contributions of our employees through our Getty Gives program as one of the most successful and visible practices implemented through our broader ESG program, and we look forward to growing its impact over time.

I would like to personally thank our Board of Directors and all our partners and stakeholders who contributed to our ESG efforts in 2024. We believe this report highlights our continued evolution as we make progress on several ESG-related initiatives. Finally, I want to thank our team at Getty and recognize their efforts to accelerate our growth by prioritizing collaboration and efficiency, thinking strategically, and constantly striving for excellence.

Best Regards,

**Christopher J. Constant**
President and Chief Executive Officer


# About Getty Realty Corp.

Getty Realty Corp. is a publicly traded, net lease real estate investment trust (REIT) specializing in the acquisition, financing, and development of convenience, automotive, and other single tenant retail real estate. Headquartered in New York City, our team of 31 dedicated professionals reflect the broad capabilities of our business and our commitment to effectively serve our stakeholders.

We focus our investment activities on freestanding retail properties that are located in high-density metropolitan areas, exhibit strong underlying real estate characteristics, including access, visibility, and synergies with nearby retailers, and are leased to national and regional tenants offering goods and services tied to convenience and automobility.

Our portfolio includes convenience stores, express tunnel car washes, automotive service centers (gasoline and repair, oil and maintenance, tire and battery, and collision), and certain other freestanding retail properties, including drive-thru quick service restaurants and automotive parts retailers. Our 1,118 properties as of December 31, 2024 are located in 42 states across the United States plus Washington, D.C., and our tenants operate under a variety of national and regional brands.

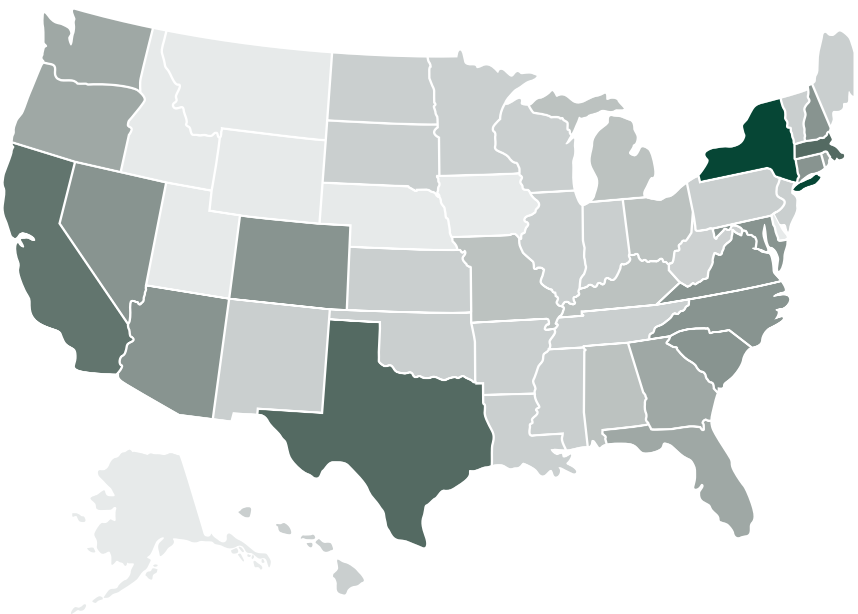
We acquire new properties through sale leaseback transactions, development funding for new-to-industry construction, and the acquisition of properties with in-place leases, and also selectively redevelop assets within our existing portfolio. Over the last decade, we have invested almost $1.7 billion to acquire or redevelop more than 630 properties.

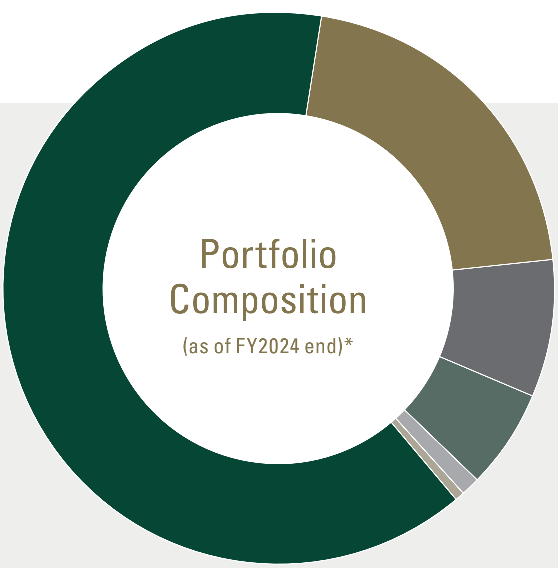
We seek to grow and diversify our portfolio through accretive investments and active asset management. Our objective is to generate sustained earnings growth, which in turn drives sustained growth of cash dividends to common stockholders, and to do so over the long term without negatively altering our risk profile. We place a premium on establishing lasting relationships with tenants and regularly seek to form new relationships with operators in our targeted retail sectors. We believe that a relationship-driven approach mitigates risk and drives efficiencies for originating and underwriting new investment opportunities given our familiarity with the underlying tenant credit and business operations.

## National Footprint with Concentrations in High Density Metropolitan Areas

% of ABR

16% 0%






- **64%** Convenience Stores
- **21%** Express Tunnel Car Washes
- **8%** Legacy Gas & Repair
- **6%** Auto Service Centers
- **1%** Drive Thru QSRs
- **<1%** Auto Parts & Other

*Percentages are % of total annualized base rent

## Portfolio Snapshot

(as of FY2024 end)

| | | |
|---|---|---|
| 1,118<br>Properties in 42 States plus Washington D.C. | 99.7%<br>Occupied | 68%<br>Corner Locations |
| 60%<br>Top 50 MSAs | 10.2<br>Years Weighted Average Lease Term (WALT) | 2.6x<br>Tenant Rent Coverage |

## Financial Snapshot

(as of FY2024 end)

| | | |
|---|---|---|
| $2.6B<br>Enterprise Value | $198M<br>ABR | 1.8%<br>Annual Rent Escalations |
| 5.2x<br>Net Debt/EBITDA | 3.8x<br>Fixed Charge Coverage | 6.1%<br>Dividend Yield |

# Corporate Responsibility

We are committed to good corporate citizenship and business practices that serve all of our stakeholders. We recognize the importance of environmental, social and governance (ESG) factors and incorporate ESG considerations into our business practices and decision-making processes. We believe the growth and sustainability of our business depends on a broad array of factors, including a continuing focus on investments in our people, ethics and integrity, and support of our environmental programs.

> *"As we look ahead, we remain intensely committed to achieving our long-term goals of scaling and diversifying our portfolio, while providing a steady stream of reliable cash flows from our national portfolio of convenience and automotive retail real estate"*
>
> – Christopher J. Constant, President and Chief Executive Officer

# ESG Highlights

Our annual Corporate Responsibility Report gives us an opportunity to discuss more fully our approach to corporate responsibility and the emphasis we place on our people, our planet, and our business practices. We focus our efforts on engaging with our team, tenants, and other stakeholders, and advancing our understanding of the climate-related risks and environmental impacts associated with our portfolio. Our notable initiatives conducted in 2024 and into 2025 included:

1. **TCFD Alignment –** Continued alignment of our ESG efforts with the Task Force on Climate-related Financial Disclosures (TCFD) framework, including updating our TCFD matrix to present our approach towards identifying, assessing, and managing climate-related risks.

2. **Climate Risk Assessment –** Re-assessing our properties and updating our climate risk assessment to account for recent acquisitions and dispositions, while ensuring alignment of those efforts with the TCFD framework.

3. **Acquisition Underwriting –** Incorporating a climate-related risk index component into our environmental due diligence underwriting process for our acquisitions to ensure we understand and account for potential future climate-related physical risks prior to acquiring a property.

4. **Energy Emissions Evaluation –** Updating our estimation of Scope 3 Category 13 greenhouse gas (GHG) emissions to account for recent acquisitions and dispositions, and alignment of those efforts with the GHG Protocol.

5. **Annual Tenant Outreach Survey –** Conducting our annual Tenant Outreach Survey to seek our tenants' feedback regarding sustainability measures and initiatives implemented or that may be implemented at our properties.

6. **Human Rights Policy –** Adopting a Human Rights Policy outlining our commitment to respecting and protecting human rights within our business environment.

7. **Getty Gives Campaign –** Continuing our Getty Gives campaign and pro bono legal program to provide our employees with a formal program to support causes meaningful to them and the communities in which we live and work.

8. **Culture Committee –** Enhancing our culture and fostering employee engagement through sponsoring regularly scheduled group events.

Getty aims to develop meaningful programs that reduce environmental impact, improve the quality of life in our communities, and enhance engagement and collaboration with our stakeholders. We continuously review our ESG policies, programs, and processes to identify operational and reporting gaps, and where appropriate, will set directional priorities that align with our business strategy and stakeholder expectations.

# Climate-Related Risk Assessment

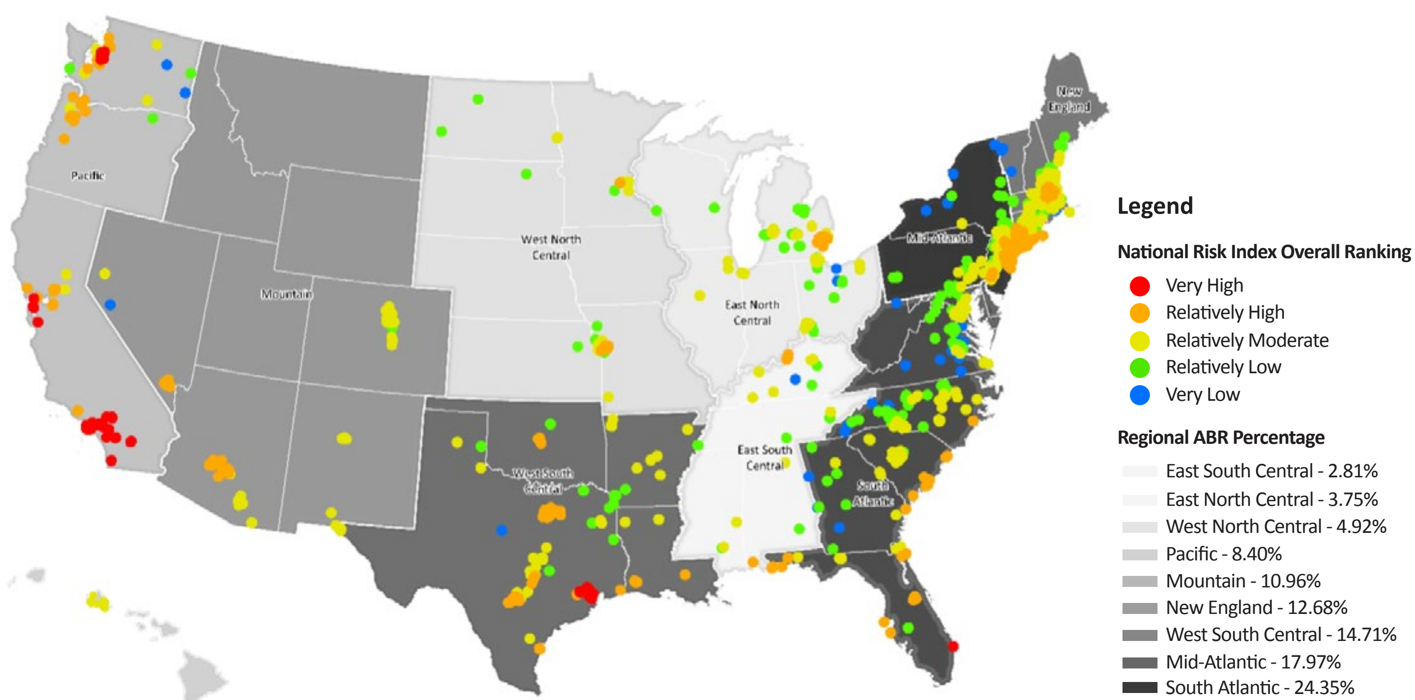
We are committed to obtaining a more formal understanding of how our business may be impacted by the effects of climate change and developing an appropriate climate strategy that mitigates potential risks and leverages opportunities. We have aligned our climate-related analysis and reporting practices with the TCFD recommendations, which were created to foster consistent climate-related financial risk disclosures for use by companies and external stakeholders.

Our initial climate risk assessment identifying the present-day physical risk profile of our properties was conducted in 2023, and over the past year we have re-assessed climate-related risks in our portfolio to account for acquisitions and dispositions completed in 2024. As part of our climate risk assessment process, we continued to employ the Federal Emergency Management Agency National Risk Index (FEMA NRI) model to identify locations most at risk for select natural hazards.

The FEMA National Risk Index is an online mapping application that identifies communities most at risk to 18 natural hazards. The application visualizes natural hazard risk metrics and includes data about expected annual losses from natural hazards, social vulnerability, and community resilience.

We screened for nine physical risks that were deemed to be potentially material to our portfolio including coastal flooding, cold wave, drought, heat wave, hurricane, riverine flooding, tornado, wildfire, and winter weather.

## Getty Property Locations and FEMA National Risk Index Overall Rating



## Select Climate Risk Assessment Findings

- 69% of our properties (representing 67% of our annualized base rent) are in communities with a lower contribution to overall risk (i.e., properties that do not have a Very High or Relatively High NRI rating).
- Heat wave and winter weather are the only physical risks that have been identified with a combined Very High/Relatively High NRI rating at >30% of our total property count.
- Overall, the percentage of our properties located in communities with a combined Very High or Relatively High NRI rating across all nine physical risks evaluated is <22%.

With 1,118 properties spanning 42 states, the geographic diversification of our portfolio helps to mitigate potential impacts of climate-related physical risks and only two states (New York and Texas) represent more than 10% each of our total annualized base rent.

Under our triple-net leases, tenants are responsible for operating the businesses conducted at our sites, keeping the properties in good order and repair, and making capital investments as they deem appropriate to optimize their business operations. As such, we do not have direct control over the environmental impact of our tenants' operations, and it is up to them to decide when and how to adopt environmentally sustainable practices and make related investments.

We conduct an annual Tenant Outreach Survey to understand how our tenants respond to environmental compliance concerns, sustainability initiatives, and what plans they may have to address climate-related risks. We also use this survey as an opportunity to assess tenants' readiness to participate in the societal low carbon transition and their awareness of the Getty Green Loans program, which help to mitigate our climate-related transition risk exposure in addition to encouraging our tenants to operate more climate resilient operations.

With the influence that we do have within our leases, we require tenants who conduct environmentally susceptible operations to have comprehensive environmental insurance to protect against environmental impacts, including climate-related physical hazards, which may arise during their tenancy. None of our tenants reported material disruptions to their business as a result of any physical climate-related events that occurred in 2024.

Starting in 2024, we have incorporated a climate-related risk index component into our acquisition due diligence underwriting process to ensure we understand and account for acute physical risks and potential future climate-related risks prior to acquiring a property.

In 2024, we qualitatively screened for climate-related transition risks and identified policy and legal risk in the form of increased disclosure requirements for climate-related information, such as GHG emissions, associated with national and state legislation as potential risks. We are managing these risks by publicly reporting our energy use and emissions and continuously monitoring the regulatory environment for changes in disclosure policy.

# Energy & Emissions Evaluation

Although tenants under our triple net lease structure are responsible for operating their businesses and making energy related investments as they feel appropriate, we are mindful of the environmental impact our properties have, such as GHG emissions from the electricity and natural gas usage of our tenants, which are classified under Category 13 of our Scope 3 emissions. Our initial Scope 3 Category 13 emissions calculation estimating each of our properties' energy usage was conducted in 2023. Over the past year, we have updated our Category 13 estimation for our portfolio to account for acquisitions and dispositions completed in 2024.

Under the terms of our triple net leases, our tenants are not required to provide actual utility data, and as a result, we estimate energy usage using the industry standard Commercial Buildings Energy Consumption Survey (CBECS) Model. The model uses a property's location, building use, building square footage, and established conversion factors to estimate emissions from annual electricity and natural gas usage for each property.

The CBECS is a comprehensive survey of U.S. commercial buildings' energy consumption by energy source (electricity and natural gas), building type, building square footage, and building region. The combined annual electricity emissions and natural gas emissions are used to estimate overall Scope 3 Category 13 Emissions as measured in metric tons of carbon dioxide equivalents ($MTCO_2e$).

The evaluation estimated our Category 13 emissions to be 51,222 $MTCO_2e$ for all of our properties as of December 31, 2024, representing a 5.7% increase compared to the prior year. The increase in our emissions is primarily due to the net increase in property count and the acquisition of larger format buildings. The average per-property Category 13 emissions for our portfolio as of December 31, 2024 is 45.82 $MTCO_2e$, representing a 3.3% increase compared to the prior year. This increase is attributed to the varying asset classes and regions where we invested in 2024.

We will continue to engage with our tenants to understand their expectations for measuring Scope 3 Category 13 emissions data. If we can obtain actual utility data from our tenants, we will compare against data collected as part of our estimation process in order to gain a more complete understanding of our baseline Scope 3 Category 13 emissions at our properties.

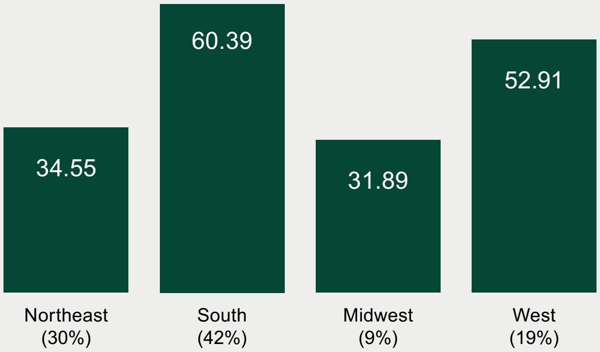
We have used an operational boundary to define our emissions sources, and as a result, we determined that we do not have Scope 1 and Scope 2 emissions since we do not own or directly control our office headquarters (as it relates to energy use) and do not have operational control over our properties. The emissions associated with energy use at our office headquarters has been reported under Scope 3 Category 8.

The charts below summarize the output from our updated evaluation.

### Average Scope 3 Emissions by Region

Average for all properties is 45.82 $MTCO_2e$

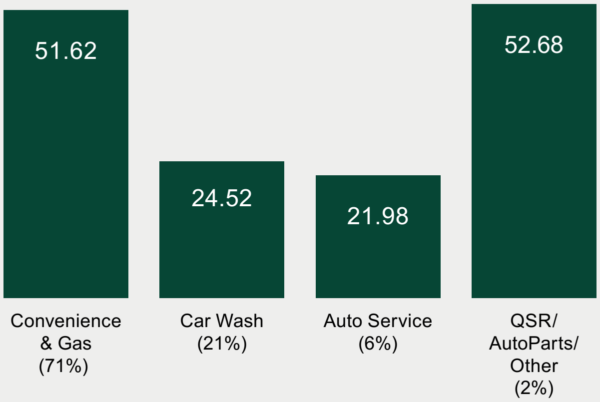
The % values represent the % of ABR in a given region




### Average Scope 3 Emissions by Asset Class

Average for all properties is 45.82 $MTCO_2e$

The % values represent the % of ABR in a given region



# Our People

## Social Responsibility & Human Capital Development

## Introduction & Commitments

We believe that our people are the foundation of our success and are committed to providing a safe and healthy workplace that allows our employees to engage professionally and personally.

We maintain multiple policies to guide our approaches regarding ethical behavior and positive work experiences. Our Business Conduct Guidelines, Employee Handbook, and our recently adopted Human Rights Policy govern our professional conduct and ethics with respect to our people, our partners, our health and safety, and other important security topics. These policies support us in fostering an inclusive and supportive work environment that is free from discrimination and harassment.

We support company-wide and individual volunteerism and provide team members with work schedule flexibility to support causes and organizations that are meaningful to them. Additionally, we promote and fund professional development opportunities through in-person trainings, online learning resources, and external classes and seminars requested by our employees, as well as higher-education tuition reimbursement.


# Employee Health & Wellness

Getty remains dedicated to the prioritization of empathy and flexibility to support the safety, health, and security of each member of our team and has worked to ensure that all our employees are able to meet their personal and family needs, as well as their professional goals. Our headquarters adheres to health and safety best practices and has adopted a permanent hybrid work policy which provides all employees with the flexibility to work from home up to two days per week.

Through our professional employer organization, Insperity®, we maintain an Employee Assistance Program that offers on-demand resources to all our employees for every aspect of their health, including 24/7 telemedicine options, no-cost counseling sessions, free or discounted access to fitness programs, financial coaching, and continuing education among other vast offerings.

## Health & Wellness Highlights

- Expansive paid time-off benefits and flexible work schedules
- Programs for paid parental leave and adoption assistance reimbursement
- Comprehensive medical and dental insurance with substantially all premiums paid by the Company
- Life, AD&D, and disability insurance with all premiums paid by the Company
- Company-funded healthcare reimbursement accounts and pre-tax employee-funded flexible spending accounts
- Purposely designed physical work environment with sit-stand desks, ergonomic chairs, healthy snack options, collaborative workspaces, and privacy booths

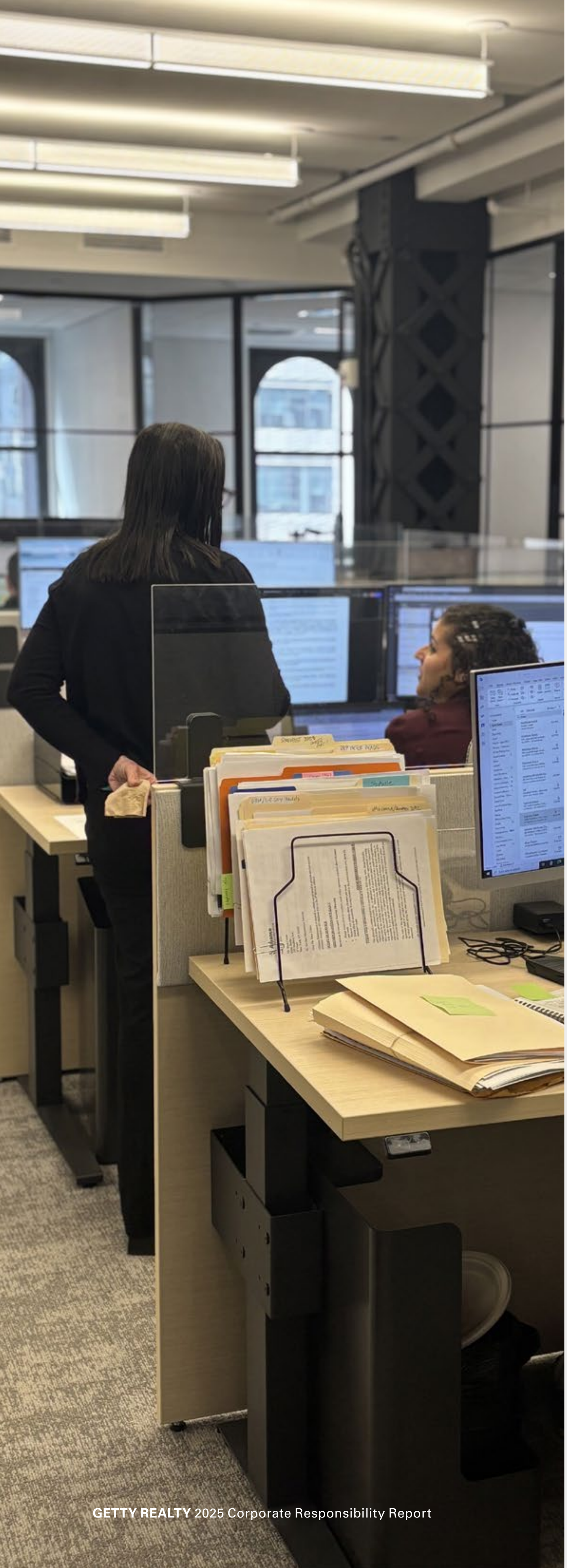
# Employee Benefits & Compensation

In addition to programs that support their health and wellness, our team members are provided with a comprehensive compensation and benefits package, including competitive base salaries, cash and equity incentive awards, multiple retirement savings programs, and commuter benefits programs.

Further, we encourage the professional development of our employees through in-person trainings and online learning resources and regularly support and pay for external education programs requested by our employees, as well as higher-education tuition reimbursement, if doing so will advance their work-related skills or professional development.

## Employee Benefits & Compensation Highlights

- Cash and equity incentive awards for all team members
- Profit sharing program and 401(k) plan with partial Company match
- Holiday and anniversary share programs that award Company common stock to eligible employees
- Company-funded commuter reimbursement account and pre-tax employee-funded commuter benefits program
- Company-funding for professional development and qualified tuition reimbursement
- Comprehensive health and wellness benefits as highlighted above



# Workforce Composition

We aim to foster an inclusive work environment and expect our workplace to be free from discrimination and harassment on the basis of color, race, sex, national origin, ethnicity, religion, disability, sexual orientation, gender identification or expression, and any other legally-protected status.

Our Business Conduct Guidelines, Employee Handbook, and our recently adopted Human Rights Policy govern our professional conduct and ethics with respect to our people, our partners, our health and safety, and our information technology security.

## Employee Composition Metrics

### Workforce

**100%**
of our overall workforce are full time employees

### Gender

| 38% | 62% |
|---|---|
| women | men |

### Ethnicity

| 14% | 86% |
|---|---|
| diverse | caucasian |

### Age

| 14% | 41% | 45% |
|---|---|---|
| <30 Years | 30-50 Years | >50 Years |

# Getty Gives

We appreciate the important role that our team and the Company can play in the communities in which we live and operate. We support individual volunteerism and provide team members with work schedule flexibility to support causes and organizations that are meaningful to them. Getty Gives includes corporate donations to charitable organizations selected by our employees, company matching for employee charitable donations, additional paid time off for employee volunteer opportunities, and our pro-bono legal services program.

We are extremely proud of the support and dedication our team members have demonstrated in their efforts to support causes dear to them and to engage with their communities. In the years ahead, we will seek to expand our corporate citizenship and philanthropic efforts by evaluating additional opportunities to support organizations selected by our team through corporate volunteerism.


## Corporate Giving

Each year, we select at least two eligible causes proposed by team members and make corporate donations to each cause allowing them to use the donations to support their missions. In 2024, our program led to corporate donations to Lawyers Alliance for New York and Springpoint Foundation, reflecting our commitment to uplifting local communities where we own properties and the communities where our team members live.

Lawyers Alliance FOR NEW YORK
Connecting Lawyers, Nonprofits, and Communities

**Lawyers Alliance for New York –** provides legal services for nonprofit organizations and social enterprises aimed at improving the quality of life primarily for underserved communities in NYC. They help organizations to provide housing, stimulate economic opportunity, improve urban health and education, promote community arts, and operate and advocate for vital programs that benefit low-income New Yorkers of all ages. Our Legal Department led by our Assistant General Counsel, Gavin Orman, conducts a pro bono program that has included representation of not-for-profit organizations referred to us through Lawyers Alliance for New York. For more information about the organization, please visit https://lawyersalliance.org.

SPRINGPOINT FOUNDATION

**Springpoint Foundation –** supports the overall mission of Springpoint Senior Living, an organization enriching the lives of seniors in New Jersey and Delaware with 29 communities offering both affordable housing and full-service continuum of care including assisted living, memory care, skilled nursing, and independent living. The mission of Springpoint Foundation is to make a sincere and meaningful difference to the residents, families, and communities they serve through their four core programs: resident financial assistance, spiritual care, tomorrows leaders internship program, affordable housing, and Springpoint Strong. For more information about the organization, please visit https://springpointsl.org.

*"...we are so grateful that Gavin was able to lend us his expertise."*

– Valerie Payne, Executive Director, Rebuilding Together NYC

*"Thank you for helping us create a better world, one person at a time."*

– Micheal Oakes, Chief Philanthropy Officer, Springpoint Foundation


### Employee Matching

Each year, we match employee donations to eligible charitable organizations in amounts up to $1,000 per employee. Since the beginning of our program, we have matched more than $16,000 in contributions made by our team members to more than 35 different charitable organizations serving a wide range of causes.

### Volunteer Days

Each year we sponsor volunteer days to engage with and support our local communities including continuing to partner with Rethink Food in a company-wide volunteer event, where we work alongside the Rethink Food team to transform surplus food into meals for distribution to underserved communities.

rethink
rethink food nyc inc 501c3

**Rethink Food –** Rethink Food is a local New York nonprofit organization that connects community-based organizations with local restaurants, kitchens, and corporations to provide meals for food-insecure communities. Rethink Food exists to bridge the gap between excess food and food-insecure communities by partnering with local establishments to deliver more than 40,000 nutritious and culturally celebrated meals per week across New York City and Miami at no cost to communities. For more information about the organization, please visit https://www.rethinkfood.org.

> *"On behalf of the entire Rethink team, thank you for the generous donation! We are deeply appreciative and we look forward to extending your impact this way."*
>
> – Janie Roy, Rethink Food

### Getty Pro Bono Legal Services

We maintain a pro bono legal services program to advance the public interest by serving organizations in need and at the same time provide opportunities for personal philanthropic fulfillment to in-house members of our legal team. We consider in-house pro bono activity to be an important part of our commitment to philanthropic initiatives and are committed to continuing efforts to help our communities through pro bono legal engagement.

This past year, our legal department continued to provide pro bono services to Rebuilding Together NYC, a nonprofit organization dedicated to empowering low-income residents through the preservation of affordable housing and the development of life-sustaining careers in construction trades.

The significant contributions of our in-house legal team to pro bono efforts are highlighted by teammate Gavin Orman's receipt of the prestigious 2024 Cornerstone Award from the Lawyers Alliance for New York, celebrating his exceptional legal assistance to nonprofits in New York City. This achievement places our Company among a distinguished group of organizations whose in-house legal teams are committed to advancing the public interest through pro bono initiatives.

> *"Gavin's dedication and service to the needs of underprivileged communities inspire us all."*
>
> – Joshua Dicker, EVP, General Counsel and Secretary


# Culture Committee

Our Culture Committee works to enhance our culture and foster employee engagement through sponsoring company events and outings. The Culture Committee includes a cross departmental group of members who meet regularly to identify and schedule opportunities to interact with each other, including lunch and learn sessions, in-office team-building challenges, holiday celebrations, museum visits, indoor and outdoor tourist attractions, a book club, and other activities. We believe our social engagement efforts provide an enjoyable and rewarding environment for our team to engage professionally and personally and further enhance the employee experience. We are extremely proud of our team's engagement and support in helping to create a strong company culture.

*"I look forward to the culture committee events. It is a great way to strengthen the spirit of collaboration by getting to better know our employees on a personal level and the charitable functions are evidence of our continued commitment to giving back to those organizations which our team supports."*

– Mark Olear, EVP, Chief Operating Officer

*"As a new member to Getty, our Culture Committee organized several events early in my tenure that allowed me to quickly get acquainted with my new colleagues, both in and out of the office. Because of the committee's efforts, the engagement from the team was inspiring and really excites me about my future with the organization."*

– Ryan Morris, Sr. Director of Acquisitions

## Professional Development

Getty encourages the professional development of our employees through in-person training and online learning resources that advance their work-related skills. We regularly support and pay for external education programs requested by our employees and have a qualified tuition reimbursement program with several of our team members pursuing a juris doctorate, masters in real estate, or certified public accountant certification.

> *"Getty's commitment to professional development empowers employees to advance their career aspirations while seamlessly integrating into their daily responsibilities, fostering both personal growth and professional excellence."*
>
> – Eugene Shnayderman, VP, Chief Accounting Officer and Controller

## Getty's Rules of the Road

Our team members remain dedictated to embracing Getty's "Rules of the Road" which was a framework developed in 2022 to formalize our strategy, our values, and the promises and commitments we make to the Company, each other, and our stakeholders. Throughout the last year, it was clear that the Rules of the Road have had a positive impact on our business.

From a **strategy** standpoint, we demonstrated that relationships matter as evidenced by diversifying our tenant base with seven new tenants in 2024 and expanding more meaningful relationships with nine existing tenants.

Our Company's commitment to our **values** were evident as we effectively collaborated across departmental groups on several key projects, including a material reorganization of our in-house use of technology to support our property acquisition process and asset management.

As a Company, we **promise** to support our employees by creating a transparent and inclusive work environment and embracing technology to enhance their work experience.

We believe our team members' **commitments** to evolve and adapt under challenging business conditions remains one of our best assets, as demonstrated by our diversification of property acquisitions where we achieved one of the most balanced years of growth in our history.

We will continue to value our Rules of the Road as we accelerate our Company's growth and push ourselves to improve by embracing challenges, persisting through obstacles, and seeking opportunities to drive change.

> *"Although the past year presented a challenging acquisition environment, we were able to execute on our acquisition strategy as a result of the strong relationships we have developed with our proven partners over the years."*
>
> – RJ Ryan, Senior Vice President of Acquisitions

# Our Planet

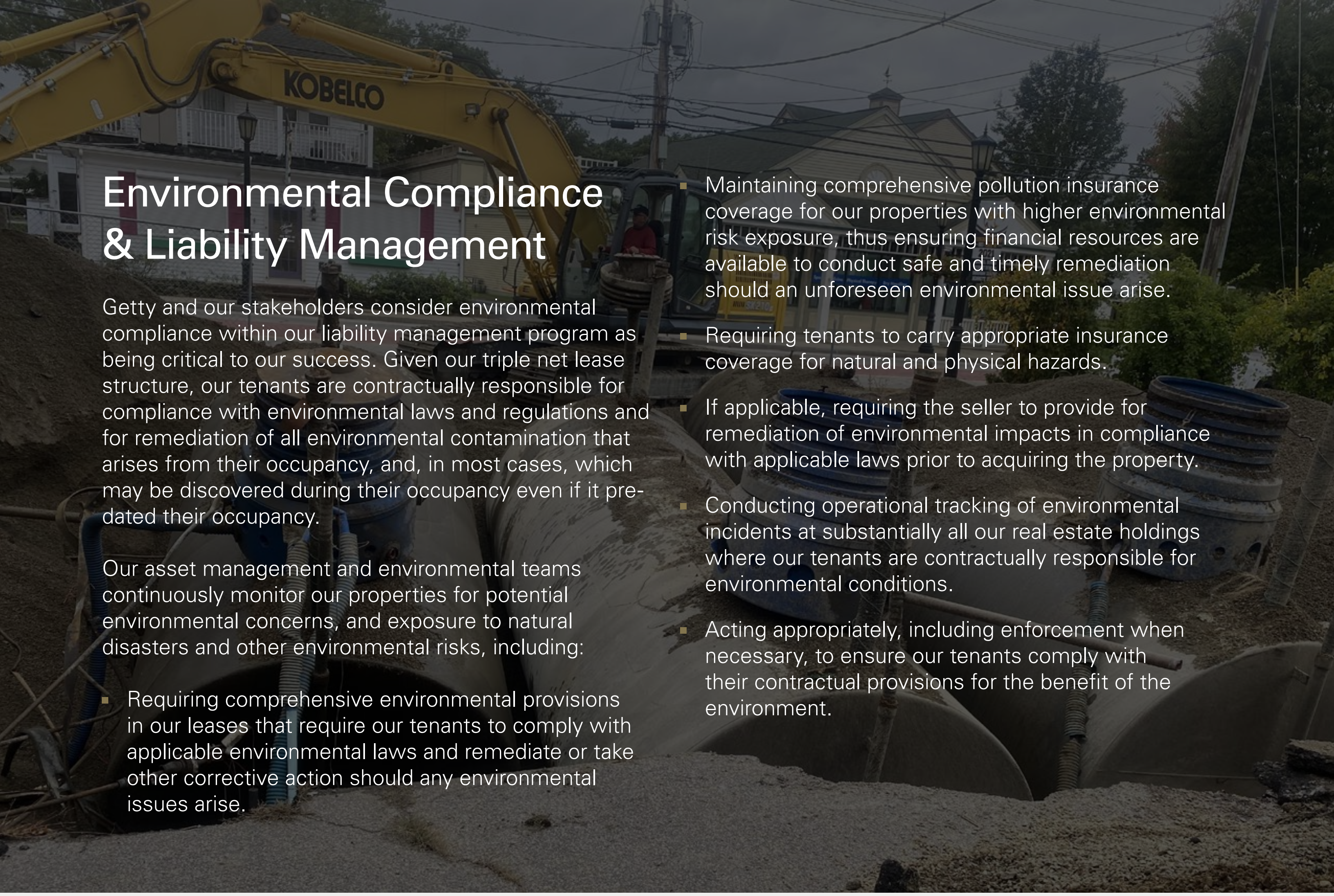
## Environmental Stewardship



## Introduction & Commitments

We place a high priority on the protection of our assets, communities, and the environment and actively work to minimize the environmental impact of our business and operations. We employ full-time environmental experts who perform due diligence to support our investment activity and actively manage a program to oversee legacy environmental remediation for which we are responsible. In addition, our leases require tenants to comply with environmental laws and regulations, and, for operations with environmental susceptibility, to have insurance to protect against environmental impacts that arise during their tenancy.

We also emphasize sustainability at our corporate headquarters where we utilize energy efficient computer equipment, filtered water machines to reduce single-use plastic bottles, and timed or sensor-controlled HVAC and lighting systems, among other sustainability practices.




# Environmental Compliance & Liability Management

Getty and our stakeholders consider environmental compliance within our liability management program as being critical to our success. Given our triple net lease structure, our tenants are contractually responsible for compliance with environmental laws and regulations and for remediation of all environmental contamination that arises from their occupancy, and, in most cases, which may be discovered during their occupancy even if it pre-dated their occupancy.

Our asset management and environmental teams continuously monitor our properties for potential environmental concerns, and exposure to natural disasters and other environmental risks, including:

- Requiring comprehensive environmental provisions in our leases that require our tenants to comply with applicable environmental laws and remediate or take other corrective action should any environmental issues arise.
- Maintaining comprehensive pollution insurance coverage for our properties with higher environmental risk exposure, thus ensuring financial resources are available to conduct safe and timely remediation should an unforeseen environmental issue arise.
- Requiring tenants to carry appropriate insurance coverage for natural and physical hazards.
- If applicable, requiring the seller to provide for remediation of environmental impacts in compliance with applicable laws prior to acquiring the property.
- Conducting operational tracking of environmental incidents at substantially all our real estate holdings where our tenants are contractually responsible for environmental conditions.
- Acting appropriately, including enforcement when necessary, to ensure our tenants comply with their contractual provisions for the benefit of the environment.

We maintain a dedicated team to actively manage a program to oversee legacy environmental liabilities at owned or historically owned properties where we retain responsibility for remediation due to state regulatory requirements, and to ensure we maintain compliance with environmental laws and regulations.

We have long-standing partnerships with select Environmental, Health, Safety and Sustainability (EHS&S) consulting firms to ensure continuity in the management of our environmental program, and who share in our environmental stewardship practices and goals. We expect our EHS&S consulting firms to adhere to our policies and procedures that place the health and safety of workers and the protection of the environment as priorities. We have developed an experienced program that ensures we collectively put the health and safety of our workers and the protection of human health and the environment first.

We have had measurable success in ensuring regulatory compliance and decreasing our known environmental liabilities year over year. Over the last 12 years, we have decreased our known environmental liability reserve by 85%, and over that time we have received more than 530 No Further Action (NFA) spill closures from state regulatory agencies demonstrating our protectiveness of the environment. Through closure of these spill cases, we have demonstrated that our legacy contamination at these properties has been remediated to the satisfaction of the regulatory agency and that any residual impacts no longer represent a material threat to human health or the environment.

> *"Legacy environmental liability management has been a hallmark of our active environmental program and we have made great progress over the years extinguishing our retained environmental liabilities."*
>
> – Brad Fisher, AVP and Director of Environmental


# Environmental Due Diligence

Our acquisition due diligence process entails a comprehensive environmental review and analysis conducted by experts in convenience and automotive retail real estate. This process incorporates environmental site assessments (Phase I ESAs), and, where appropriate, Phase II ESAs, to assess the environmental condition of the properties under consideration for investment. This examination includes identification of actual and potential releases of hazardous substances, chemical or waste storage, and other environmental concerns or risks. Additionally, it involves evaluating whether the property and the operations thereon comply with environmental standards.

As further guided by the results of our climate risk assessment, we evaluate the physical risk profile of a considered asset and incorporate this evaluation in our environmental due diligence underwriting process to ensure we understand and account for potential future climate-related risks prior to acquiring a property.

We will not acquire a property unless we are satisfied with the results of our environmental due diligence and, post-acquisition, our leases require our tenants to comply with all environmental laws, rules, and regulations.

# Getty Green Loans

We appreciate that many of our tenants have completed "green" projects at our properties with their own capital and/or have taken advantage of government and other subsidies for qualifying renewable energy technologies and projects. While we have always supported and encouraged these tenant investments, as part of our commitment to sustainability, we have implemented our "Getty Green Loans" program to provide low-cost loans to our tenants for the express purpose of investing in environmental and sustainability projects.

As a net lease landlord, we trust our tenants to identify the investments they deem appropriate to successfully operate their businesses at sites we own. The Getty Green Loans program has generated interest from our tenants, and with this program we hope to reinforce our position as a business partner, while providing additional incentive to our tenants to prioritize green projects as they continue to enhance their operations and our properties.

# Sustainability at Our Properties

Under our triple-net leases, tenants are responsible for operating the businesses conducted at our properties, keeping the properties in good order and repair, and making capital investments as they deem appropriate to optimize their business operations. As such, it is our tenants who control the environmental impact of their operations, including energy efficiency, water usage, and waste and recycling practices, and decide when and how to adopt environmentally sustainable practices and make related investments.

# Tenant Outreach Survey

We maintain an ongoing partnership with an outside EHS&S consulting firm to conduct our annual Tenant Outreach Survey. The survey is intended to seek our tenants' input regarding sustainability measures and initiatives that have been or may be implemented at our properties and gather information regarding our tenants' current ESG policies and practices.

The results of the Tenant Outreach Survey will continue to assist us in identifying potential ESG opportunities that support our business and our tenants' businesses.

For 2024, survey responses were received from tenants covering 628 of our properties representing approximately 56% of our portfolio and approximately 63% of our annualized base rental income as of December 31, 2024. Collectively since 2022, survey responses were received from tenants covering 723 of our properties representing approximately 74% of our annualized base rental income as of December 31, 2024.

Based on our evaluation of the compiled survey results, the below specified percentage of participating respondents indicated that they have implemented or plan to implement within the coming one to two years the following sustainability measures at one or more of our properties. A review of the survey results indicates that year over year our tenants have increased the implementation of energy efficiency measures within the buildings at our properties.

Approximately 13% of our top 25 tenants by property count (representing 8.7% of our annualized base rent as of December 31, 2024) have stated emission reduction targets with numerous other tenants reporting on their sustainability practices and future initiatives but without direct mention of emissions reduction targets.


**Energy Efficiency Initiatives**

| 93% | 46% | 75% | 64% | 43% | 54% | 32% |
|---|---|---|---|---|---|---|
| LED Lighting | Motion Sensor Lights | Programmable Thermostats | High Efficiency HVAC | Energy Efficient Windows | Energy Efficient Coolers | Electric Vehicle Chargers |

**Waste, Water, and Energy Management Initiatives**

| 54% | 36% | 29% | 57% | 36% | 43% | 71% |
|---|---|---|---|---|---|---|
| Waste Reduction Measures | Waste Reduction Goals | Water recycling Programs | Water-Saving Activities | Water Reduction Goals | Energy Reduction Goals | EHS Training Programs |

*These percentages reflect the proportion of respondents who are acting on any given sustainability initiative, rather than indicating the rate of implementation of the specific sustainability measure across all properties covered by their tenancies.

Based on ongoing communications with our tenants, we are pleased to learn that several of our tenants have been pursuing state and federal grants and/or already partnered with vendors to support electric vehicle (EV) charger installations at more than 40 of our properties, with 10 of those properties already with active EV chargers installed. We are committed to supporting our tenants with their installation of EV chargers and we look forward to pursuing additional opportunities to directly engage with our tenants in this endeavor.


# Tenant Spotlight

What started as a single car wash in Greenwich, CT resulted in the founding of Splash Car Wash in 1981 which today includes over 65 locations throughout the Northeast operating as express tunnel car washes, full-service hand washes, and car detailing and oil change facilities. After more than 40 years in business, Splash Car Wash has transformed into a major automotive care operation employing more than 1,000 people and washing over five million vehicles each year.

Splash Car Wash is one of our Top 25 tenants (as a percent of annualized base rent) and ranks 20 on The Car Wash Advisory™ list of "Top Car Wash Companies of 2024" based on property count.

Splash Car Wash's new-to-industry facilities are designed with an emphasis on energy efficiency and sustainability, including the following highlights incorporated into both new constructions and renovations:

- Utilization of computer-controlled systems and high-pressure nozzles and pumps that help to minimize water usage and reduce electrical consumption.
- Employing recycling systems designed to purify and recycle much of the water used in washing vehicles.
- Pre-treatment of excess-generated water prior to discharge into municipal sewer systems.
- Incorporation of environmentally friendly soaps and chemicals during the wash process.
- Setting portfolio-wide water, energy, and waste reduction goals.

In addition to their commitment to the environment, Splash Car Wash takes great pride in their community outreach efforts. Since their initial fundraising event in 1985, Splash Car Wash has raised over $3 million for many local organizations, charities and associations throughout Connecticut, New York, Massachusetts, and Vermont.

Splash Car Wash has consistently been recognized as a leading car wash operator and top place to work from various notable area organizations and publications including The 2024 Top Workplace Winner by USA Today and a 2024 Best Car Wash Winner by Best of Gold Coast Connecticut. Additionally, the company has been awarded the U.S. Chamber of Commerce's prestigious "Blue Chip Enterprise Award."

> *"Splash has been dedicated to being the most environmentally-friendly provider of car wash services as an alternative to the negative impact of home washing. We feel a connection to every community we serve and support hundreds of local organizations and schools to give something back to the communities that support our business."*
>
> – Mark Curtis, Chairman, Splash Car Wash

# Redevelopment Program

Getty maintains a robust redevelopment program that repositions select properties within our portfolio to uses other than traditional gas stations, including modern convenience stores or alternative property uses such as drive-thru quick-serve restaurants (QSRs), auto parts stores, or other retail uses. An ancillary benefit of our redevelopment program is that it provides us with the opportunity to redevelop certain properties into a less environmentally sensitive use and allows for additional economic growth in communities where our properties are located.

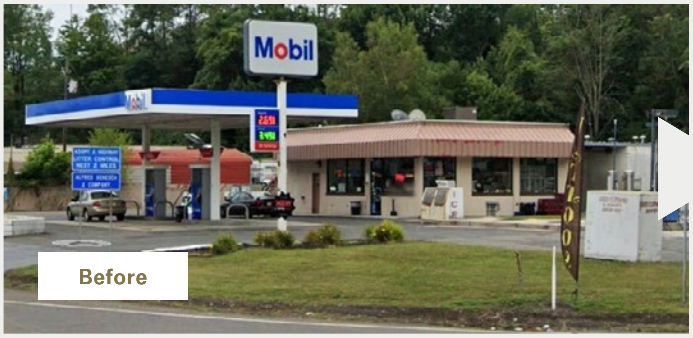
We engaged with Chipotle under a long-term lease to redevelop a former gas station property in Barrington, Rhode Island into a new 2,250 SF QSR. This redevelopment allowed us to fully remediate the property to meet state regulations and resulted in a lower environmental footprint than the previous property use.

We engaged with QuikTrip under a long-term lease to redevelop a former gas station property (and an acquired adjacent property) in Cedar Park, Texas into a new 5,312 SF state-of-the-art convenience store. This renovation provided us with an opportunity to remediate the property to meet state regulations and upgrade the fueling system to reduce future operational risks.

We also engaged with AutoZone under a long-term lease to redevelop a former gas station property in Pottsville, Pennsylvania into a new 7,382 SF auto parts retail facility. This redevelopment resulted in a beneficial use for the community with a lower environmental footprint than the previous property use.








## Sustainability at Our Corporate Headquarters

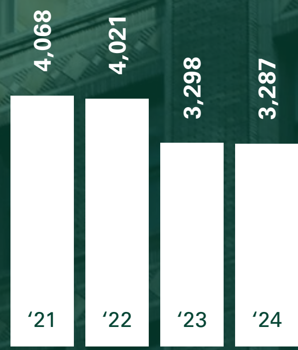
We emphasize sustainability at our leased corporate office space in New York City, and through our policies and operations we are committed to minimizing our office's environmental footprint. Our sustainability measures and initiatives include:

- Energy efficient computer equipment, filtered water machines to promote water conservation and eliminate single use plastics, and timed or sensor-controlled HVAC and lighting systems.
- Our office policies include various recycling programs (such as aluminum, paper, plastic, and printer ink cartridges), no plastic cups, dishware, or utensils, and a commitment to reduce paper use and use recycled paper where possible.
- Our commuter benefits program encourages the use of public transportation or ride sharing and our headquarters boasts a Walk Score® ranking of 99, a Transit Score® rating of 100, and a Bike Score® ranking of 82, making it a highly walkable, transit-friendly, and bike-accessible location, leading to reduced use of single occupancy vehicles in commuting by our employees.
- We track our energy use at our leased office space and report any use changes year over year.
- Our building has an ENERGY STAR® rating of 81, meaning that its efficiency rating is within the top 20% of office buildings nationwide.

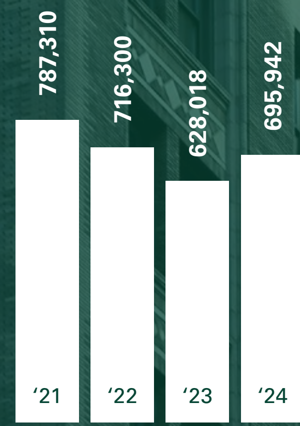
More than 93% of our employees walk or use mass transit (Metro-North Rail Road, Long Island Rail Road, New Jersey Transit, subway, or bus) to commute to and from our New York City office, and as a result of our efforts, we collectively avoided over 90,000 pounds of carbon emissions in 2024 as calculated using the New York Metropolitan Transit Agency (MTA) Avoided Carbon Calculator and other sources. These simple actions help to lower emissions and reduce local air pollution demonstrating our commuter's commitment to a better environment.

**Electricity Consumption**
(kWh)*

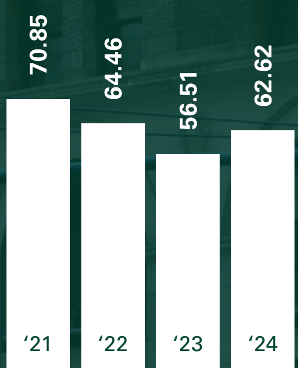

**Natural Gas Consumption**
(therms)



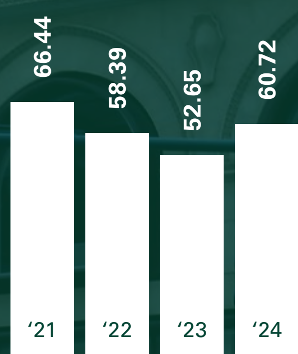

**Energy Use**
(kBTU)




**Space Efficiency**
(kBTU/square foot)




**Category 8 Emissions**
Emissions (MTCO$_2$e)




*January-April 2021 estimated for gas; July 2021 estimated for electricity

*December 2024 estimated for gas

With our landlord’s support, we annually construct a full picture of our leased corporate headquarters’ environmental footprint in order to compare energy usage and efficiency year over year (Scope 3 Category 8 emissions). For the years 2021 through 2024, we report full year energy metrics comprising 12 months of sub metered electricity consumption and a square footage adjusted percentage of natural gas used for heating to develop an annualized estimate of energy efficiency within our leased space.

Since our baseline was established in 2021, a comparison of actual energy consumption data per square foot indicates that although our electric and natural gas consumption increased by 11% between 2023 and 2024, overall, our electricity and natural gas consumption per square foot has decreased by 12% since 2021. In addition, our Scope 3 Category 8 emissions have decreased 9% indicating a reduced energy consumption for our leased office space since our baseline was established in 2021. We will continue to work internally and with our landlord to implement measures where practical and feasible to reduce energy consumption within our office space.

# Our Practices

## Corporate Governance & Ethical Business Practices

# Introduction & Commitments

We are dedicated to maintaining high standards for corporate governance predicated on integrity and transparency. Our Board of Directors is directly engaged with the critical initiatives that help us establish and maintain our policies related to sustainability, corporate citizenship, and effective governance. In that regard, our Board has delegated oversight of our corporate responsibility efforts to our Nominating/Corporate Governance Committee, and oversight of enterprise risk management and risk mitigation to our Audit Committee, including with respect to (i) information security and data protection, and (ii) climate-related risks in the Company's financial statements as and to the extent required by the applicable rules and regulations promulgated by the Securities and Exchange Commission (SEC) or Financial Accounting Standards Board (FASB).

The Nominating/Corporate Governance Committee's Charter codifies the Committee's role in overseeing the Company's sustainability reporting and its policies and procedures with respect to its sustainability and corporate social responsibility activities. Our Nominating/Corporate Governance Committee's Charter was recently amended to further describe the ESG oversight responsibilities of the Nominating/Corporate Governance Committee in working with management to review and discuss the Company's sustainability initiatives and practices and the Company's progress toward achieving those practices. The Nominating/Corporate Governance Committee also reviews and assesses the Company's annual Corporate Responsibility Report prior to its publication.

We provide disclosures regarding our corporate responsibility programs on our website, in our quarterly corporate profile, and in our annual Corporate Responsibility Reports.

## Corporate Governance Highlights

**We have an independent Board of Directors, including our Chairman and all of our committees**

**We hold annual elections for all of our Directors**

**We have restrictions on over-boarding, and maintain anti-hedging, and anti-pledging policies**

**We have a compensation clawback policy**

**We maintain an insider trading policy**

**We adopted a human rights policy**

**We amended and restated our bylaws to comply with universal proxy rules**

**We have no poison pill provisions**

**Our Charter and Bylaws allow stockholders the authority to amend our Bylaws**

**We have opted out of applicable provisions of the Maryland Unsolicited Takeover Act (MUTA) relating to our Board's right to self-classify**

**We adopted a stock ownership policy for our Board of Directors and executive management team, reinforcing our commitment to aligning leadership interests with shareholders through meaningful equity ownership**

# Board Composition

We value independence and believe that a wide range of perspectives, backgrounds, and experiences enhances the effectiveness of our Board, which is affirmed by our Corporate Governance Guidelines. Excluding our Chief Executive Officer who sits on our Board, all of our current Directors, including our Chairman, are independent (as defined in the listing standards of the NYSE) and all of our committees are comprised solely of independent Directors.

In evaluating director candidates, our Board considers various factors that contribute to a highly-qualified, well-rounded, and effective board of directors, including a wide range of experience, thoughts, industry expertise, and professional background. Consistent with the criteria set forth in the Nominating and Corporate Governance Committee Charter, our Board remains committed to identifying and prioritizing candidates who bring valuable insights, independent judgment, and a breadth of perspectives to support the Company's strategic direction and governance.

**Board Composition Metrics**

We are committed to fostering a Board of Directors with diverse perspectives, backgrounds, and experiences. Our Board currently consists of six Directors

83%

of our Board (all of our Directors other than the CEO) are independent

33%

of our Board are female

17%

of our Board self-identify as a racial or ethnic minority

67

Median age of our Board
(One in 40s, three in 60s, one in 80s, and one in 90s)

18

Median tenure of our Board
(One <5 years, two between 5 and 15 years, and three >15 years )

# Oversight of ESG & Risk Management

## Oversight of ESG

Getty has delegated primary oversight of its ESG efforts to our Nominating/Corporate Governance Committee who provides guidance, support, and feedback to the Board and management, with management handling our day-to-day ESG activities and updating the Nominating/ Corporate Governance Committee quarterly and on an as-needed basis.

Our Audit Committee provides oversight for ESG-related items that are relevant to their committee oversight for enterprise risk management practices and risk mitigation efforts, which includes cybersecurity, data privacy, and climate-related risks in our financial reporting as and to the extent required by applicable rules and regulations promulgated by the SEC and FASB.

Our ESG Committee is led by our Director of Environmental and includes our Chief Executive Officer, Chief Financial Officer, and General Counsel who meet periodically to guide and implement our ESG efforts including:

- Developing and implementing our ESG strategy and any actionable items.
- Monitoring progress in achieving our strategy and goals.
- Monitoring emerging ESG-related matters that might affect our business operations, performance, and reputation.
- Supporting the publication of our annual Corporate Responsibility Report.

## Risk Management

It is management's responsibility to assess and manage the various risks the Company faces and the Board's responsibility to oversee management in this effort. In exercising its oversight, the Board has delegated primary responsibility for risk assessment and risk management oversight to the Audit Committee.

The Audit Committee receives quarterly reports from management on the Company's enterprise risk management practices and risk mitigation efforts, including with respect to financial, regulatory, climate-related, and information security risks.

The Audit Committee's responsibilities include discussing with management our material risk exposures and the actions we have taken to limit, monitor, or control such risk exposures. The Audit Committee also handles the receipt, retention, and treatment of complaints regarding the Company's accounting, internal accounting controls, auditing matters, questionable financial practices, or potential violations of the federal securities laws, and protects the confidential, anonymous reporting of employees' concerns regarding any such complaints. The Audit Committee Chair reports to the full Board after each quarterly meeting on any material developments in these risks overseen by the Audit Committee and the full Board reviews these risks as they may impact the enterprise at large.

## Human Rights Policy

We adopted a Human Rights Policy confirming our commitment to respect human rights worldwide, which is informed by our core values as further elaborated in our Business Conduct Guidelines and our Employee Handbook that govern our professional conduct and ethics with respect to our people, our partners, our health and safety, and our information technology security. Our Nominating and Corporate Governance Committee provides oversight with respect to this policy.

We endeavor to conduct business operations in a manner that is free from complicity in human rights abuses. Our aim is to help increase the enjoyment of human rights within the communities in which we operate. To this end, we support and promote the principles of the Universal Declaration of Human Rights and the human rights protections set forth in the laws of the United States, and the states and communities in which we operate. We believe that all persons are entitled to be treated with dignity and respect.

As part of our commitment to human rights, we are also committed to providing our employees with a healthy, safe, and productive work environment. This work environment extends beyond physical conditions. It is one that fosters treatment of all individuals with respect and dignity, promotes equal employment opportunities and prohibits discriminatory practices. We insist that all relationships among persons in the workplace be business-like and free from harassment and bias, prejudice or discrimination based upon race, color, religion, sex, sexual orientation, age, national origin, disability, veteran status, or other status protected by law.

Our Human Rights Policy provides principles and guidelines for:

- Inclusive work environment
- Compliance with minimum age and wage and hour laws
- Freedom of association/collective bargaining
- Health & Safety
- Compensation and promotion
- Freedom from sexual and other harassment
- Supplier Code of Conduct
- Water and sanitation as fundamental human rights
- No retaliation

## Cybersecurity & Generative AI Oversight

We have developed and implemented a cybersecurity risk management program intended to protect the confidentiality, integrity, and availability of our critical systems and information. We design and assess our program based on industry standards to align closely with information security frameworks and guidelines.

Our cybersecurity risk management program is integrated into our overall enterprise risk management strategy, and shares common methodologies, reporting channels and governance processes that apply across the enterprise risk management program to other legal, compliance, strategic, operational, and financial risk areas.

Our cybersecurity risk management program also includes a comprehensive cybersecurity incident response plan. This plan was developed with support from the Audit Committee and in consultation with key stakeholders across the Company to ensure it accurately reflects their respective roles and responsibilities. The plan has been selectively disseminated throughout the organization to ensure appropriate coverage and to foster a cohesive and informed response to cybersecurity incidents.

We utilize a commercially available third-party hosted cloud network environment with systems, software, tools, and monitoring functions that provide security measures to protect its information and data and alert it to potential information security breaches. We conduct mandatory annual cybersecurity training for employees and have information security and data privacy policies and procedures in place applicable to our directors, officers, and employees.

We also periodically engage an independent third party to conduct a comprehensive cybersecurity assessment based on information security frameworks and guidelines such as the National Institute of Standards and Technology (NIST), Center for Information Security (CIS) and ISO27001. Management and the Audit Committee review the results of such assessments and engage with consultants, auditors, and other third parties to prevent, detect, mitigate, and remediate cybersecurity risks and incidents through various means. To date, we have had no cybersecurity incidents.

As part of their oversight responsibilities over enterprise risk management and risk mitigation, the Board and the Audit Committee have continued to assess evolving areas of risk, with a particular focus on the use of generative artificial intelligence (GenAI) and information technology systems or software that may incorporate GenAI capacities into the Company's business. We have adopted certain changes to our Business Conduct Guidelines and our Employee Handbook to provide guiding principles in an effort to facilitate the responsible use of GenAI technology by our employees, officers, and directors as it relates to our business and operations.

## Stock Ownership Policy

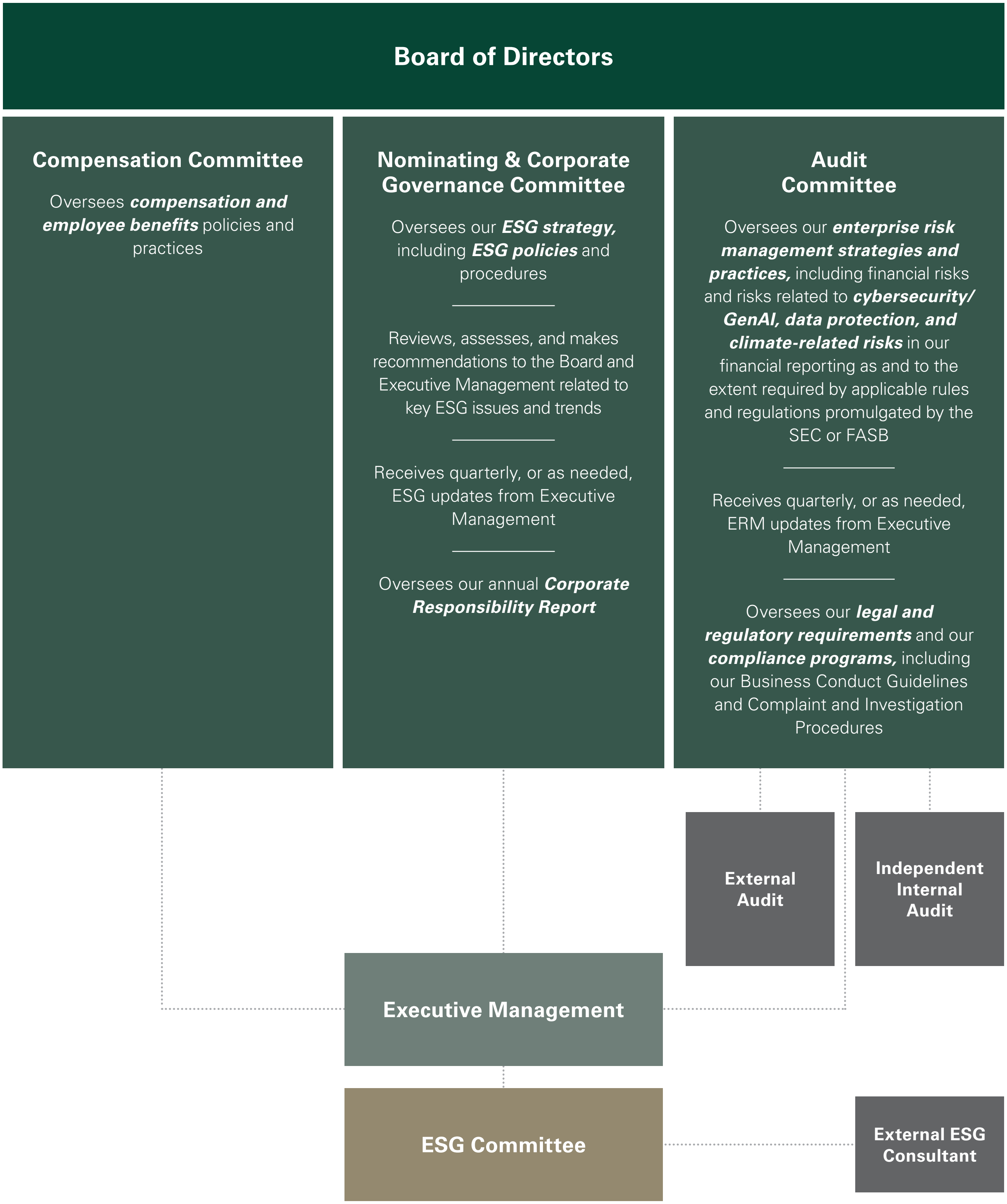
The Board adopted a Stock Ownership Policy to codify the Company's existing approach to executive and director equity ownership, reinforcing our commitment to long-term equity alignment with stockholders' interests. The policy establishes minimum ownership requirements for senior management and directors, recognizes vested restricted stock units (RSUs) toward ownership thresholds, and sets a compliance time frame consistent with industry practices. The Stock Ownership Policy provides for the following to occur within five years of a named executive officer or non-employee director first becoming subject to the policy:

- Our Chief Executive Officer is required to own Company equity, which may include vested RSUs, valued at a minimum of five times annual base salary.
- Our Named Executive Officers (NEOs) are required to own Company equity, which may include vested RSUs, valued at a minimum of three times annual base salary.
- Non-employee directors are required to own Company equity, which may include vested RSUs, valued at a minimum of five times the cash portion of their annual director compensation (excluding any annual cash retainer for committee membership or chairmanship).

As of December 31, 2024, all of our directors and the above-referenced executive officers were either in compliance with our Stock Ownership Policy or within the transition period and making progress to be compliant within the period specified by the policy.

## Board Oversight Structure

The chart below outlines our Board structure, including the ownership of ESG and risk management oversight within our organization, as well as the core ESG and risk management responsibilities of each committee of the Board.




# About This Report

## Scope of Report

Our 2025 Corporate Responsibility Report covers a wide range of environmental, social, and governance topics that are relevant to us and our stakeholders. Data presented throughout this report is for the year ended December 31, 2024, unless stated otherwise. The information in this report was gathered through internal compilation efforts, is subject to reasonable estimation where applicable, and has not been subject to any outside third party or other independent verification.

## Forward Looking Statements

Certain statements in this report constitute "forward-looking statements" within the meaning of the federal securities laws. Forward-looking statements are statements that relate to management's expectations or beliefs, future plans and strategies, future financial performance and similar expressions concerning matters that are not historical facts. In some cases, forward-looking statements can be identified by the use of forward-looking terminology such as "may," "will," "should," "expects," "intends," "plans," "anticipates," "believes," "estimates," "predicts," or "potential." Such forward-looking statements reflect current views with respect to the matters referred to and are based on certain assumptions and involve known and unknown risks, uncertainties, and other important factors, many of which are beyond our control, which could cause our actual results, performance, or achievements to differ materially from any future results, performance, or achievement implied by such forward-looking statements.

While forward-looking statements reflect our good faith beliefs, assumptions, and expectations, they are not guarantees of future performance. Unknown or unpredictable factors could have material adverse effects on our business, financial condition, liquidity, results of operations and prospects. Except as required under the federal securities laws and the rules and regulations of the SEC, we do not undertake any obligation to release publicly any revisions to the forward-looking statements that may be made herein to reflect events or circumstances after the date of this presentation or to reflect the occurrence of unanticipated events. For a further discussion of factors that could cause our future results to differ materially from any forward-looking statements, see our Annual Report on Form 10-K for the year ended December 31, 2024 and our other filings with the SEC, including, in particular, the section entitled "Risk Factors" contained therein. In light of these risks, uncertainties, assumptions and factors, there can be no assurance that the results and events contemplated by the forward-looking statements contained in this report will, in fact, transpire. Moreover, because we operate in a very competitive and rapidly changing environment, new risks are likely to emerge from time to time. Given these risks and uncertainties, potential investors are cautioned not to place undue reliance on forward-looking statements as a prediction of future results.

## Questions or Comments

Please send all questions or comments on this report to: ESG@gettyrealty.com

# Appendix A – SASB Index

SASB Standard: REAL ESTATE OWNERS, DEVELOPERS & INVESTMENT TRUSTS
Sector: INFRASTRUCTURE SECTOR

<table>
<tr><th>Topic</th><th>Metric</th><th>Code</th><th>Response</th><th>Page #</th></tr>
<tr><td rowspan="4">Energy Management</td><td>Energy consumption data coverage as a percentage of floor area, by property sector</td><td>IF0402-01</td><td>Reported for our 292 Madison Avenue Headquarters:<br><table><tr><th colspan="2">2024 Total Energy Consumption</th></tr><tr><td>Electricity (kWh)</td><td>107,651</td></tr><tr><td>Natural Gas (therms)</td><td>3,287</td></tr><tr><td>kBTU</td><td>695,942</td></tr><tr><td>kBTU/square foot</td><td>62.62</td></tr></table></td><td>Pg. 28</td></tr>
<tr><td>(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, each by property sector</td><td>IF0402-02</td><td>Reported for our 292 Madison Avenue Headquarters:<br>(100% grid electricity)<br><table><tr><th colspan="2">2024 Total Energy Consumption</th></tr><tr><td>Electricity (kWh)</td><td>107,651</td></tr><tr><td>Natural Gas (therms)</td><td>3,287</td></tr><tr><td>kBTU</td><td>695,942</td></tr><tr><td>kBTU/square foot</td><td>62.62</td></tr></table></td><td>Pg. 28</td></tr>
<tr><td>Like-for-like change in energy consumption of portfolio area with data coverage, by property sector</td><td>IF0402-03</td><td>Reported for our 292 Madison Avenue Headquarters:<br><table><tr><th colspan="2">kBTU/square foot</th><th colspan="2">kBTU/square foot</th></tr><tr><td>2021</td><td>70.85</td><td>2022</td><td>64.46</td></tr><tr><td>2022</td><td>64.46</td><td>2023</td><td>56.51</td></tr><tr><td>% Change</td><td>-9.02%</td><td>% Change</td><td>-12.32%</td></tr></table><table><tr><th colspan="2">kBTU/square foot</th><th colspan="2">kBTU/square foot</th></tr><tr><td>2023</td><td>56.51</td><td>2021</td><td>70.85</td></tr><tr><td>2024</td><td>62.62</td><td>2024</td><td>62.62</td></tr><tr><td>% Change</td><td>+10.81%</td><td>% Change</td><td>-11.62%</td></tr></table></td><td></td></tr>
<tr><td>Percentage of eligible portfolio that (1) has obtained an energy rating and (2) is certified to ENERGY STAR®, by property sector</td><td>IF0402-04</td><td>Under our triple net lease structure, our tenants are responsible for operating their businesses and making capital investments they deem appropriate to optimize their business operations.<br><br>Our 292 Madison Avenue Headquarters has an ENERGY STAR® rating of 81</td><td>Pg. 9</td></tr>
</table>

# Appendix A – SASB Index (continued)

| Topic | Metric | Code | Response | Page # |
|---|---|---|---|---|
| Energy Management | Description of how building energy management considerations are integrated into property investment analysis and operational strategy | IF0402-05 | As part of our ongoing commitment to ESG, we have implemented a "Getty Green Loans" program to provide low-cost loans to our tenants for the express purpose of investing in environmental and sustainability projects. Although we do not have any Getty Green Loans outstanding, many of our tenants have already completed environmental and sustainability projects, including upgrading to LED lighting, installing energy efficient coolers and HVAC units, and, in select cases, installing EV charging stations. | |
| 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 sector | IF402-06 | **Not Reported**<br>Under our triple net lease structure, our tenants are responsible for operating their businesses and making capital investments they deem appropriate to optimize their business operations. | |
| | (1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, each by property sector | IF0402-07 | **Not Reported**<br>Under our triple net lease structure, our tenants are responsible for operating their businesses and making capital investments they deem appropriate to optimize their business operations. | |
| | Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector | IF0402-08 | **Not Reported**<br>Under our triple net lease structure, our tenants are responsible for operating their businesses and making capital investments they deem appropriate to optimize their business operations. | |
| | Description of water management risks and discussion of strategies and practices to mitigate those risks | IF0402-09 | **Not Reported**<br>Under our triple net lease structure, our tenants are responsible for operating their businesses and making capital investments they deem appropriate to optimize their business operations. | |

# Appendix A – SASB Index (continued)

| Topic | Metric | Code | Response | Page # |
|---|---|---|---|---|
| Management of Tenant Sustainability Impacts | (1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property sector | IF0402-10 | **Not Reported**<br><br>Under our triple net lease structure, our tenants are responsible for operating their businesses and making capital investments they deem appropriate to optimize their business operations. | |
| | Percentage of tenants that are separately metered or sub metered for (1) grid electricity consumption and (2) water withdrawals, by property sector | IF0402-11 | 100% of our tenants are separately metered for electricity and water usage. | |
| | Description of approach to measuring, incentivizing, and improving sustainability impacts of tenants | IF0402-12 | As part of our ongoing commitment to ESG, we have implemented a "Getty Green Loans" program to provide low-cost loans to our tenants for the express purpose of investing in environmental and sustainability projects. | Pg. 23 |
| Climate Change Adaptation | Area of properties located in 100-year flood zones, by property sector | IF0402-13 | **Not Reported** | |
| | Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks | IF0402-14 | **Partially Reported:**<br><br>Our Audit Committee provides oversight for ESG-related items that are relevant to the committee's scope of oversight concerning enterprise risk management, which may include cyber security/GenAI, data privacy, and certain elements of climate-related risks required in SEC disclosures. | Pg. 32 |

# Appendix B – Task Force on Climate-Related Financial Disclosures (TCFD) Matrix

| Pillar | Topic | Response |
|---|---|---|
| Governance | Disclose the organization's governance around climate-related risks and opportunities. | **a. Describe the board's oversight of climate-related risks and opportunities.**<br><br>Our Board of Directors is directly engaged with the critical initiatives that help us establish and maintain our policies related to sustainability, corporate citizenship, and effective governance, including the management aspects of climate-related risks and opportunities. In this regard, our Board has delegated oversight of our ESG efforts, including oversight of the Company's reports, policies and practices concerning environmental sustainability to our Nominating/Corporate Governance Committee. The Nominating/Corporate Governance Committee provides guidance, support, and feedback to the Board and management.<br><br>Our Audit Committee oversees ESG-related items that are relevant to the committee's oversight for enterprise risk management practices and risk mitigation efforts, which includes climate-related risks in the Company's financial statements as and to the extent required by the applicable rules and regulations promulgated by the Securities and Exchange Commission (SEC) or Financial Accounting Standards Board (FASB). The Audit Committee provides guidance, support, and feedback to the Board and management, and reports to the Board of Directors on a quarterly basis. The Audit Committee Chair reports to the full Board after each quarterly meeting on any material developments in the risks overseen by the Audit Committee, and the full Board reviews these risks as they may impact the enterprise at large. |
| | | **b. Describe management's role in assessing and managing climate-related risks and opportunities.**<br><br>We have established a dedicated ESG Committee led by our Director of Environmental and comprised of several executive management team members that meet regularly. The ESG Committee manages our day-to-day ESG activities, including areas around climate-related risks and opportunities. Our ESG Committee handles engagement with our outside third-party ESG consultant to support our ESG efforts and climate-related strategy. The ESG Committee updates the Audit Committee and Nominating/Corporate Governance Committee quarterly and on an as-needed basis including on any material issues related to climate and sustainability risks, practices, and opportunities. |
| Strategy | Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material. | **a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.**<br><br>We have identified the physical risks of coastal flooding, cold wave, drought, heat wave, hurricane, riverine flooding, tornado, wildfire, and winter weather as climate-related risks that could potentially impact our portfolio over short-term, medium-term, or long-term.<br><br>We have identified climate-related policy and legal transition risk to our business, in the form of increased disclosure requirements for climate-related information, such as GHG emissions, as potential medium and long-term risks.<br><br>For the time horizons used in our analyses and management process, we define short-term risks to be between present and 2027, medium-term risks to be between 2028 and 2032, and long-term risks to be between 2033 and 2053. |

# Appendix B – Task Force on Climate-Related Financial Disclosures (TCFD) Matrix (continued)

<table>
<tr><th>Pillar</th><th>Topic</th><th>Response</th></tr>
<tr><td rowspan="2">Strategy (continued)</td><td rowspan="2">Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.</td><td>b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.<br><br>We are committed to building a more formal understanding of how our business might be impacted by the effects of climate change and developing an appropriate climate strategy that mitigates potential risks and leverages opportunities. Starting in 2023, we completed a climate risk assessment of our entire portfolio, using the Federal Emergency Management Agency (FEMA) National Risk Index (NRI) model, to identify the present-day physical risk profile of our properties, including an evaluation of acute physical risks deemed potentially material to our business. In 2024, we re-assessed our portfolio and updated our climate risk assessment to account for acquisitions and dispositions conducted in 2024.<br><br>Under the triple net nature of our leases, we do not have direct control over the environmental impact of our tenants’ operations, and it is up to them to keep the properties in good order and repair, make capital investments as they deem appropriate, and decide when and how to adopt environmentally sustainable practices and make related investments. As such, any impacts of climate-related physical risk events are not deemed material to our financial performance and position as it is our tenants who are responsible for addressing any damage associated with a physical risk event. Our tenants have not notified us of any material damage to our properties as a result of a climate-related event in 2024.<br><br>Similarly, our tenants are responsible for investments associated with transition risks, such as on-boarding EV charging infrastructure and implementing energy-saving technologies and activities at our properties. At this time, we consider the short-term financial impact of identified transition risks to be low.<br><br>We have developed programs to address the potential impacts of climate-related risks. A central element of our climate strategy includes our tenant engagement through our annual tenant outreach survey. Through the survey, we seek to better understand how our tenants respond to environmental compliance concerns, the sustainability initiatives they implement, and what plans they may have to address climate-related risks and opportunities.<br><br>Another component of our climate strategy is our Getty Green Loans program, which offers low-cost loans to our tenants for the express purpose of investing in environmental and sustainability projects. This program supports our tenants’ participation in the societal low carbon transition and improves our resilience to identified transition risks.<br><br>As part of our acquisition due diligence process, we evaluate a property’s physical risk profile using the FEMA NRI model. We have incorporated a climate-related risk index component into our acquisition due diligence underwriting process to ensure we understand and account for potential future climate-related physical risks prior to acquiring a property.</td></tr>
<tr><td>c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.<br><br>At this time, we have not yet conducted a scenario analysis or incorporated a scenario analysis in our business strategy.</td></tr>
</table>

# Appendix B – Task Force on Climate-Related Financial Disclosures (TCFD) Matrix (continued)

<table>
<tr><th>Pillar</th><th>Topic</th><th>Response</th></tr>
<tr><td rowspan="2">Risk Management</td><td rowspan="2">Disclose how the organization identifies, assesses, and manages climate-related risks.</td><td>a. Describe the organization's processes for identifying and assessing climate-related risks.<br><br>Starting in 2023, we completed a climate risk assessment to identify the present-day physical risk profile of our owned and leased properties including an evaluation of acute physical risks deemed potentially material to our business. In 2024, we re-assessed our portfolio and updated our climate risk assessment to account for acquisitions and dispositions conducted in 2024. We employed the FEMA NRI model to complete our climate risk assessment process. We screened our properties for nine physical risks that were deemed to be potentially material to our portfolio including coastal flooding, cold wave, drought, heat wave, hurricane, riverine flooding, tornado, wildfire, and winter weather.<br><br>As part of our acquisition due diligence process, we evaluate a property's physical risk profile using the FEMA NRI model. We have incorporated a climate-related risk index component into our acquisition due diligence underwriting process to ensure we understand and account for potential future climate-related physical risks prior to acquiring a property.<br><br>Climate-related policy and legal transition risks are assessed alongside other forms of regulatory changes at the national and state level as part of our ESG Committee's efforts, with quarterly reporting to our Audit Committee for further review of potential material risks.</td></tr>
<tr><td>b. Describe the organization's processes for managing climate-related risks.<br><br>Our ability to manage climate-related risks associated with our portfolio is limited under the triple net nature of our leases. As such, we do not have direct control over the environmental impact of our tenants' operations, and it is our tenants who decide when and how to adopt environmentally sustainable practices and make related investments.<br><br>The diversification of our portfolio helps to mitigate climate-related physical risks. Only two states make up more than 10% of our total annualized base rent, and with 1,118 properties spanning 42 states plus Washington DC, climate-related physical risks to our business are minimized.<br><br>The identified climate-related transition risks are primarily managed through our public reporting of GHG emissions (see the Metrics and Targets disclosure in this TCFD matrix), and engagement with our tenants on sustainable practices at our properties. As described in the Risk Management (a) disclosure above, we continuously monitor the regulatory environment for changes in climate-related disclosure policies.</td></tr>
</table>

# Appendix B – Task Force on Climate-Related Financial Disclosures (TCFD) Matrix (continued)

| Pillar | Topic | Response |
|---|---|---|
| Risk Management (continued) | Disclose how the organization identifies, assesses, and manages climate-related risks. | **c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.**<br><br>Getty views risk assessment and management as core and critical responsibilities of the management team. Our Board of Directors oversees these efforts broadly and has delegated primary responsibility for risk assessment and management oversight to the Audit Committee. The Audit Committee receives quarterly reports from management on our enterprise risk management practices and risk mitigation efforts, including with respect to climate-related risks. The Audit Committee's responsibilities include discussing with management our material risk exposures, whether such risk exposures have increased or decreased, and the actions we have taken to limit, monitor or control such risk exposures. The Audit Committee Chair reports to the full Board after each quarterly meeting on any material developments in these risks overseen by the Audit Committee and the full Board reviews these risks as they may impact the enterprise at large. |

# Appendix B – Task Force on Climate-Related Financial Disclosures (TCFD) Matrix (continued)

<table>
<tr><th>Pillar</th><th>Topic</th><th>Response</th></tr>
<tr><td>Metrics and Targets</td><td>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</td><td>a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.<br><br>We monitor the percentage of our portfolio exposed to high physical risks based on findings from our climate risk assessment and utilize energy consumption and intensity as well as GHG emissions metrics to continuously track our environmental footprint and climate-related risks and opportunities.<br><br>Metrics from the FEMA NRI are used to assess and manage physical climate-related risks of our portfolio as of December 31, 2024:<br><br>▪ 69% of our properties (representing 67% of our annualized base rent) are in communities with a lower contribution to overall risk (i.e., properties that do not have a Very High or Relatively High NRI rating).<br>▪ Heat wave and winter weather are the only physical risks that have been identified with a combined Very High/Relatively High NRI rating at >30% of our total property count.<br>▪ Overall, the percentage of our properties located in communities with a combined Very High or Relatively High National Risk Index rating across all nine physical risks evaluated is <22%.<br><br>Tenant survey responses are used to track readiness and progress of our tenants against identified transition risks:<br><br>▪ Almost all of our tenants were surveyed in 2024, and the responses represented 63% of the portfolio by annualized base rent.<br>▪ Awareness of the Getty Green Loans program increased in 2024, from 6% to 25% of respondents with 5% of respondents indicating they plan to participate in the program.<br><br>Additionally, we have incorporated a climate-related risk index component into our acquisition due diligence underwriting process to ensure we understand and account for potential future climate-related physical risks prior to acquiring a property.</td></tr>
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# Appendix B – Task Force on Climate-Related Financial Disclosures (TCFD) Matrix (continued)

| Pillar | Topic | Response |
|---|---|---|
| Metrics and Targets (continued) | Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material. | **a. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.**<br><br>Scope 1 and Scope 2 – We do not have Scope 1 and Scope 2 emissions since we do not control (as it relates to energy use) or own our office headquarters, and do not have operational control over any of our owned properties that we lease to tenants under a triple net lease structure.<br><br>Scope 3 Category 8 – With our landlord's support, we are able to construct a full picture of our leased corporate headquarters' energy usage (electricity and natural gas) year over year. In 2024, our energy use in our leased space was 695,942 kBTU, equating to a Space Efficiency of 62.62 kBTU per square foot. Our leased corporate headquarters emissions from electricity consumption were 43.26 metric tons of carbon dioxide equivalents ($MTCO_2e$) and our emissions from natural gas consumption were 17.46 $MTCO_2e$, resulting in total emissions of 60.72 $MTCO_2e$ in 2024.This represents a 9% decrease in our Scope 3 Category 8 emissions since we established our baseline in 2021.<br><br>A comparison of actual energy consumption data in our leased headquarters year-over-year indicates that we were able to decrease our electric and natural gas consumption by 12% between 2021, when we established our baseline, and 2024.<br><br>Scope 3 Category 13 – Since we do not have operational control over our properties under the triple-net nature of our leases, we do not have access to actual utility data needed to calculate actual Scope 3 Category 13 emissions as it relates to a property's energy usage. As such, starting in 2023 and continuing into 2024, we completed an estimation of our leased properties' Scope 3 Category 13 emissions using the industry standard Commercial Buildings Energy Consumption Survey (CBECS) Model to estimate our properties' electricity and natural gas usage. The evaluation concluded that our estimated Scope 3 Category 13 emissions were 51,222 $MTCO_2e$ for all of our leased properties as of December 31, 2024, representing a 6% increase compared to the prior year due to the net increase in property count and the acquisition of larger format buildings. |
| | | **a. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.**<br><br>We currently do not have any climate-related targets. |

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