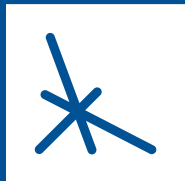


2025 Corporate Responsibility Report

ENVIRONMENTAL • SOCIAL • GOVERNANCE



HEALTHCARE
REALTY



I am honored to have been appointed President and CEO of Healthcare Realty in April 2025. Healthcare Realty is the largest, pure-play owner, operator and developer of medical outpatient buildings in the United States. We have the essential ingredients of what is needed to be a successful real estate company: great employees, great assets, great locations, and great tenants. We are also fortunate to be in a real estate subsector that is benefiting from strong demographic tailwinds, which should drive outperformance for years to come.

2025 is a seminal year in the history of the organization as we embark on some significant and positive changes. In July 2025, we unveiled a [Strategic Plan](#) to deliver superior returns and create value for all stakeholders. The Strategic Plan consists of five key action items:

1. Improved corporate governance
2. Revamped asset management platform to empower employees who manage and lease our portfolio
3. Portfolio optimization plan to maximize our earnings potential
4. Targeted capital allocation prioritizing re-investment into our existing assets
5. Financial flexibility through de-levering and extending maturities

The successful execution of the Strategic Plan will establish Healthcare Realty as the leading outpatient medical REIT and the landlord of choice for health systems.

Our sustainability practice – environmental, social and governance (ESG) initiatives – is a pillar of our business. This Corporate Responsibility Report is the first of my tenure – but it's the company's seventh since establishing its corporate responsibility program in 2019. This year's report includes detail about our achievements and progress on stated ESG goals.

On the environmental front, we improved our GRESB score to 76, ranking second among six peer companies. We made meaningful progress on our environmental goals which is detailed in this report. We have revised our core values to inspire a winning culture and mentality throughout the organization. Modifications to our Core Values are highlighted below:

HEALTHCARE REALTY 1.0	HEALTHCARE REALTY 2.0
Respect	Respect
Camaraderie	Teamwork
Entrepreneurship	Financial Discipline
Excellence	Winning Mentality

On the governance front, in July, the size of our Board of Directors was reduced from 12 to 7 members. The reduction was part of a thoughtful effort to better align the size of the Board with other companies in the REIT industry, while maintaining the Board's commitment to operating with best practices of corporate governance. The reduction impacts our near-term Board composition metrics; however, we anticipate reestablishing our diversity goals over the coming years.

I am confident in the direction we are headed, our team, and the innumerable ways our Core Values are expressed every day in the dedication and accomplishments of our team members. We are well-positioned to leverage these strengths to create long-term value for our shareholders, tenants, employees, partners, and communities in the years to come.

Sincerely,

Peter A Scott
President and Chief Executive Officer



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Who We Are

Healthcare Realty is a publicly-traded Real Estate Investment Trust (REIT) that owns and operates outpatient medical facilities throughout the United States. As the first REIT to specialize in medical outpatient buildings, the Company has built a well-regarded medical real estate portfolio affiliated with market-leading healthcare systems.

Our Values

In 2025, we modified our Core Values to inspire a winning culture and mentality for every employee. Our values are not slogans. They are the foundation of our culture.

Respect

We recognize and appreciate the worth of every individual and seek to earn the same from others.

Teamwork

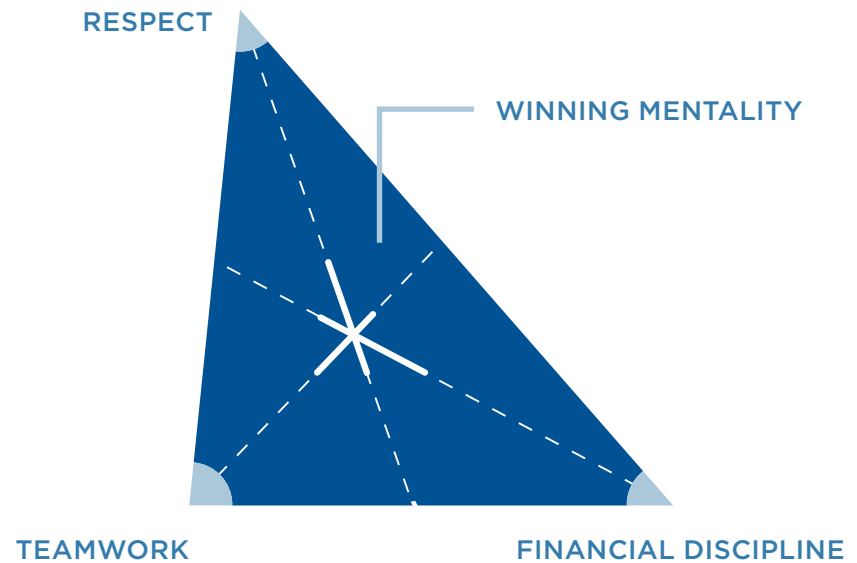
We pursue a common purpose with drive and mutual trust.

Financial Discipline

We are focused on making sound financial decisions to deliver superior results to our stakeholders.

Winning Mentality

We have high expectations and apply a long-term, quality mindset to everything we do.

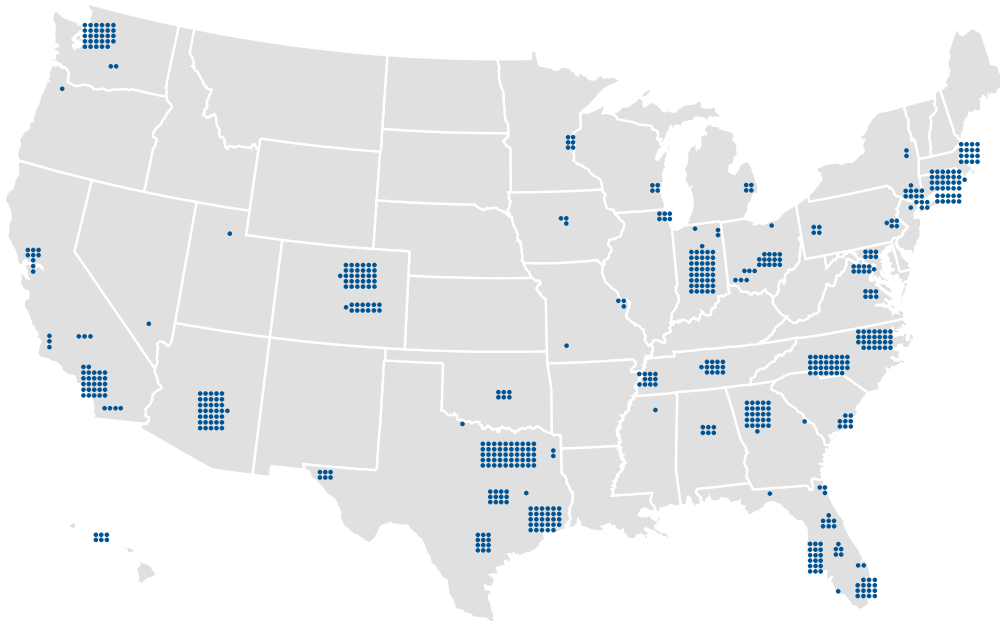




Company Overview

Since its formation over 30 years ago, Healthcare Realty has distinguished itself as the first REIT to specialize in medical outpatient buildings, creating a superior real estate portfolio aligned with market-leading health systems.

The majority of Healthcare Realty's properties are on the campus of, or adjacent to, leading health systems. Our buildings house essential outpatient services such as surgery, cancer treatment, imaging, and key physician groups who are crucial to a hospital's long-term mission. Our properties are well-diversified by geography, tenant size, and physician specialty.



COMPANY SNAPSHOT

As of 12/31/2024⁽¹⁾

651 Properties

38.4M Square Feet

73% On/Adjacent to Hospital Campuses

60% of NOI in Top 15 Markets

\$10.8B Enterprise Value

Member of S&P 400

BBB/Baa2 S&P/Moody's



(1) Including properties in the Company's unconsolidated joint ventures



Corporate Responsibility Strategy

Healthcare Realty incorporates sustainability in our culture, investments, and operational activities. Our commitment to corporate responsibility is integral in everything we do – as financial stewards of shareholder capital, in the services we provide to our tenants, and as contributing citizens in the communities where we live and work. Since formally establishing our sustainability program in 2019, we have achieved steady progress on our goals.

Healthcare Realty has a dedicated sustainability team that works with employees around the country. Our efforts are governed by the Company's Sustainability Principles and Policies.

Integration

Integrate leading sustainability practices in daily operations

Impact

Create long-term value for tenants, investors, employees, and the communities in which we live, work, and invest

Integrity

Conduct business with integrity and respect

Sustainability Timeline

2024

- Set ambitious sustainability goals for portfolio

2023

- Completed post-merger materiality assessment to identify stakeholder priorities

2022

- Achieved water reduction goal
- Integrated HTA properties

2021

- Achieved GHG Scope 1 and Scope 2 reduction goals
- Aligned reporting with TCFD

2020

- Established sustainability goals based on a 2016 baseline
- Completed first GRESB assessment

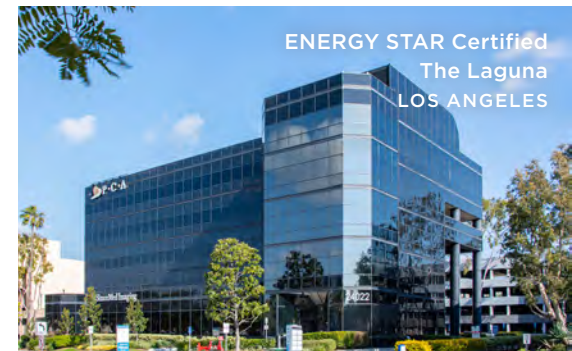
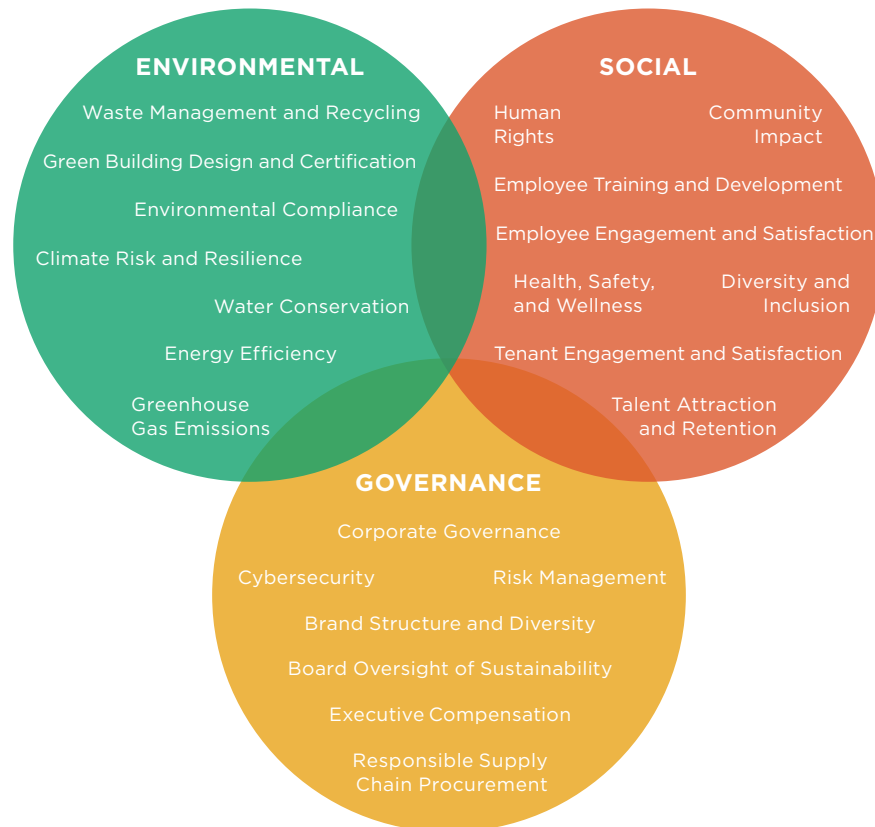
2019

- Established Sustainability Program
- Published first Corporate Responsibility Report



Corporate Responsibility Strategy

Our sustainability strategy is rooted in data-driven decisions. We prioritize performance and resilience, operating expense reduction, and strategic capital spending. Our 2023 materiality assessment reflects feedback from internal and external stakeholders and guides our priorities and strategic planning. In 2024, we established new corporate responsibility goals that reflect stakeholder priorities and emphasize long-term value.



Stakeholder Engagement

We regularly solicit feedback from employees, tenants, investors, and our Board of Directors. This dialogue influences our sustainability initiatives.



Employees

- HR@Work – Healthcare Realty’s intranet
- LinkedIn
- Employee engagement surveys
- Town Hall meetings
- Code of Business Conduct and Ethics Incident Violation Reporting
- Social engagement activities including book clubs, virtual exercise classes, team-building outings, and Company-wide wellness challenges
- Educational sessions, including lunch-and-learn sessions, department-specific training, and helpful reference guides



Communities

- Company-organized volunteer opportunities
- Paid volunteer hours
- Employee charitable donation matching program
- Company donations to non-profit organizations



Investors

- One-on-one meetings
- Participation in industry conferences
- Investor tours
- Earnings calls
- Public reporting including SEC filings, quarterly supplemental reports, Corporate Responsibility Report, and GRESB survey
- Investor presentations that disclose financial performance information



Tenants

- Tenant satisfaction surveys
- Building-specific online tenant centers
- Tenant appreciation events and holiday celebrations
- Ongoing communication with tenants, including leasing, property, and maintenance requests



Sustainability Disclosure and Frameworks

Healthcare Realty discloses sustainability information through globally recognized frameworks and standards aimed at transparency and consistency with industry peers. We use a third party to verify energy, water, greenhouse gas emissions, and waste performance data. This verification statement can be found on [page 54](#).



GRESB

Healthcare Realty earned a score of 76 on its 2025 GRESB assessment, ranking second out of a peer group of six real estate companies. We received a rating of “A” on GRESB’s Public Disclosure score, showcasing our continued transparency on sustainability practices.



Task Force on Climate-Related Financial Disclosures (TCFD)

Healthcare Realty’s climate-related disclosures are in alignment with TCFD recommendations. Our physical climate assessments include multiple scenario analysis. These disclosures can be found on [page 26](#).



Sustainability Accounting Standards Board (SASB)

Information in this report aligns with the ISSB’s SASB framework for real estate. Our SASB disclosure tables can be found on [pages 52-53](#).



Sustainable Development Goals (SDGs)

Our sustainability key performance indicators align with the United Nations SDGs. Our goals and progress can be found on [pages 11-13](#).





Environmental Goals



Goal

15% reduction in energy use by 2032 over a 2022 baseline

Status

Performance



30% reduction in Scope 1 and 2 emissions by 2032 over a 2022 baseline

2032 Target

🟢 On Track

In 2024, our GHG emissions and water consumption decreased compared to the 2022 performance. Energy consumption remained steady at .2%. As we continue to implement efficiency standards and operational best practices, we anticipate our environmental performance to steadily improve against our goals. Year-over-year performance data can be found on [page 15](#).



20% reduction in water use by 2032 over a 2022 baseline

Increase utility coverage to 90% by year-end 2024

2024 Target

🟢 Achieved

In 2024, we achieved our 2023 utility data target, increasing whole-building portfolio coverage to 100%.



Obtain green building certifications, including Leadership in Energy and Environmental Design (LEED), ENERGY STAR, Institute of Real Estate Management Certified Sustainable Property (IREM CSP), or other similarly recognized third-party certification) for at least 11% of the portfolio by 2025

2025 Target

🟢 On Track

10.9% of the portfolio, or 72 green building certifications totaling 6.3M SF, were in place at year-end 2024.

10 LEED certifications

59 Energy Star certifications

3 IREM certified sustainable properties





Social Goals



Goal	Status	Performance
Evaluate employee benefits package annually to ensure it is competitive and meets employee needs	Ongoing Target ✔ Achieved	Healthcare Realty's benefits are reviewed annually by an employee-led committee and are benchmarked against companies of similar size.
Offer at least \$19 per hour wages to all full-time employees	Ongoing Target ✔ Achieved	All full-time employees were paid \$19 per hour or more in 2024.
Conduct annual employee survey	Ongoing Target ✔ Achieved	In 2024, Healthcare Realty conducted an employee survey. The results of this survey are found on page 30 .
100% participation in workplace safety training for the engineering department	Ongoing Target ✔ Achieved	In 2024, all engineering personnel participated in safety training, totaling over 1,100 hours.
Conduct annual training on environmental, social, and governance topics	Ongoing Target ✔ Achieved	Healthcare Realty conducts training on a variety of topics throughout the year, including sustainability, culture, technology, and business conduct.





Governance Goals



Goal	Status	Performance
Maintain board diversity by having women and/or racially diverse representation for at least one-third of the Board of Directors	Ongoing Target ⊗ Below Target	The size of our Board of Directors was reduced from 12 to 7 members to better align the Board with other companies in the REIT industry. The reduction impacts our near-term Board composition metrics; however, we anticipate reestablishing our diversity goals in the coming years.
100% employee participation in annual review of Code of Business Conduct	Ongoing Target ✔ Achieved	All employees are required to read and acknowledge the Code of Business Conduct and Personnel Manual annually.
100% company participation in cybersecurity training	Ongoing Target ✔ Achieved	All employees are required to participate in semiannual cybersecurity training. More information on cybersecurity can be found on page 48 .
Maintain Institutional Shareholder Services (ISS) Prime status	Ongoing Target ✔ Achieved	We regularly monitor investor and shareholder reports to ensure that our disclosures are current and accurate.





Environmental

Healthcare Realty is committed to reducing our environmental impact by prioritizing operational efficiencies, strategic capital planning, and reducing utility consumption.



Environmental Performance Highlights

The following tables highlight our year-over-year performance and our progress on our established GHG emissions, energy, and water goals. In 2024, we made substantial year-over-year progress over our 2023 usage. Progress on our established goals includes decreases in GHG emissions and water.

Year-Over-Year Results⁽¹⁾

Energy Use (MWh)	Scope 1 & 2 Greenhouse Gas Emissions (MTCO ₂ e) ⁽²⁾	Water Use (kGal)																														
Change ▼ 6.4% <table> <tr> <th></th><th>2024</th><th>2023</th></tr> <tr> <td></td><td>786,657</td><td>840,557</td></tr> </table>		2024	2023		786,657	840,557	Change ▼ 10.0% <table> <tr> <th></th><th>2024</th><th>2023</th></tr> <tr> <td>Scope 1</td><td>23,063</td><td>25,573</td></tr> <tr> <td>Scope 2</td><td>468,097</td><td>520,146</td></tr> <tr> <td>Subtotal</td><td>491,160</td><td>545,719</td></tr> </table> Change ▼ 2.4% <table> <tr> <th></th><th>2024</th><th>2023</th></tr> <tr> <td>Scope 3</td><td>111,597</td><td>114,376</td></tr> </table>		2024	2023	Scope 1	23,063	25,573	Scope 2	468,097	520,146	Subtotal	491,160	545,719		2024	2023	Scope 3	111,597	114,376	Change ▼ 2.8% <table> <tr> <th></th><th>2024</th><th>2023</th></tr> <tr> <td></td><td>723,504</td><td>744,492</td></tr> </table>		2024	2023		723,504	744,492
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	2024	2023																														
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Long-Term Targets⁽¹⁾

Energy Use (MWh)

Change

▲ 0.2%

1M

800K

600K

400K

200K

0

2024

2023

2022

786,657

840,557

785,031

Intensity
(MWh/1,000 SF)

22.7

24.3

22.7

Scope 1 & 2 Greenhouse Gas Emissions (MTCO₂e)⁽²⁾

Change

▼ 2.1%

600K

500K

400K

300K

200K

100K

0

2024

2023

2022

Scope 1

23,063

25,573

25,359

Scope 2

468,097

520,146

476,396

Total

491,160

545,719

501,755

Intensity
(MWh/1,000 SF)

14.2

15.7

14.5

Water Use (kGal)

Change

▼ 3.2%

800K

600K

400K

200K

0

2024

2023

2022

747,009

770,160

772,069

(1) Data includes properties over which HR held operational control during the reporting year. Utility usage and emissions are calculated on a whole-building basis. HR uses estimations where actual data is not available. Additional information about our methodology can be found on page 54. (2) Scope 1 and Scope 2 emissions include direct and indirect sources of properties within our operational boundary and HR's vehicle fleet. Scope 3 emissions include direct and indirect sources at properties outside our operational boundary and controlled waste usage.



Strategic Partnerships



ENERGY STAR

Healthcare Realty has been an ENERGY STAR partner since 2004. In 2024, 85% of the portfolio was benchmarked in ENERGY STAR Portfolio Manager.



Nareit Real Estate Sustainability Council

We joined Nareit's Real Estate Sustainability Council (RESC) in 2021. This group includes sustainability professionals from peer companies who advise Nareit about industry trends.



Tradition Energy

Since 2011, we have utilized Tradition Energy to assist with energy procurement in deregulated markets. Tradition also assesses rates in evolving utility markets.



U.S. Department of Energy Better Buildings Alliance

Healthcare Realty is part of the U.S. Department of Energy (DOE) Better Buildings Alliance and Water Savings Network, partnering with DOE technical experts and industry peers to accelerate building efficiency.



Reduction Strategies

Healthcare Realty strategically deploys capital investments to reduce utility usage and improve building efficiency. In 2024, Healthcare Realty invested \$15.5 million in 451 efficiency projects supporting our energy and water management.



HVAC and Energy Management **\$12.2M**

Refrigerant upgrades, direct digital controls, real-time electricity monitoring, variable frequency drives, cooling tower upgrades/replacements, CO₂ sensors



Roofing **\$1.6M**

Reflective roofing, increased insulation



Windows and Doors **\$788K**

Energy-efficient windows, doors, solar film installations



Lighting **\$355K**

LED retrofits, occupancy sensors, lighting controls



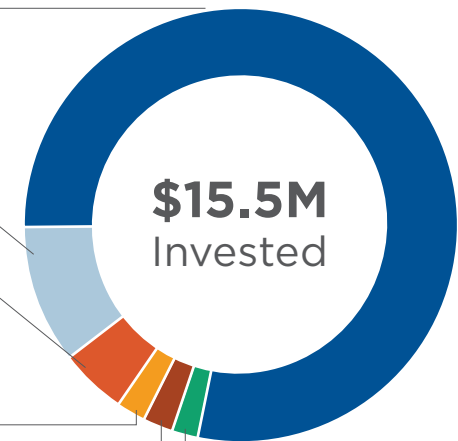
Plumbing **\$344K**

Low flow fixtures, leak detection systems



Landscaping **\$267K**

Native and drought-resistant plants, drip and smart irrigation systems



Energy Management

Healthcare Realty's energy management practices are outlined in our [sustainability principles and policies](#). We are focused on accelerating energy efficiency in our buildings with data-driven decisions on capital and expenses. Our utility data is collected from bill pay providers, utility automation, tenants, and real-time monitoring. This data is housed in a third-party energy information system, which provides our operations and engineering teams with usage data, benchmarking, and efficiency opportunities. Additional environmental data is collected through property inspections and questionnaires, energy audits, and our enterprise building automation program.

Building Automation

Implementing and updating building automation and energy management systems is critical to controlling HVAC, lighting, and energy-consuming systems. Our building automation enterprise system provides engineering teams with oversight and troubleshooting capabilities, allowing us to control energy consumption while balancing tenant and building requirements.

Electricity Monitoring

Real-time electricity monitoring and smart metering allow us to monitor and adjust building equipment in real time, optimizing electricity utilization and reducing grid demand. Adjusting utility delivery to meet peak and off-peak hours drives meaningful cost savings and reduces consumption.

SUSTAINABILITY MANAGEMENT



We have implemented a Sustainability Management System (SMS) to establish meaningful benchmarks and improve performance. Our SMS is aligned with the [Internal Organization for Standardization \("ISO"\) 14001 and 5001 standards plus ENERGY STAR® Guidelines for Energy Management](#).



Energy Management

HVAC Efficiency

Replacing heating, ventilation, and air conditioning systems at the end of their useful life provides opportunities to install high-efficiency equipment. Before replacement, we routinely upgrade compressors, variable frequency drives, heat pumps, coils, and heat exchangers with energy-efficient replacements. These practices allow us to derive energy efficiency throughout the equipment life cycle.

Lighting Enhancements

Prioritizing lighting retrofits and automated lighting controls has a direct impact on energy efficiency. Lighting enhancements reduce a building's energy load, improve occupancy comfort, increase tenant and patient safety, and provide better-quality lighting.

Building Envelope Improvements

Improving our buildings envelopes- roofs, doors, windows- provides an excellent opportunity to increase efficiency by reducing heat transfer and lowering HVAC demand. We increase insulation when replacing roofing, implement reflective roofing, replace windows with high-efficiency options, install window film, and reseal exterior surfaces.



INVESTING IN SUSTAINABILITY

In Ohio, our property teams installed a new 75-ton high-efficiency rooftop unit equipped with digital controls, designed to optimize building efficiency and mitigate refrigerant loss through a leak detection system.



Renewable Energy

On-Site Solar Energy

Healthcare Realty routinely assesses the feasibility of on-site solar throughout its portfolio and pursues on-site solar energy where returns are attractive. To date, we have completed two on-site solar panel projects in California and have two projects in the planning stages. Both completed projects and one additional project will be used on-site through net energy metering, and one project will be utilized off-site through the Los Angeles Department of Water and Power. Our tenants will benefit from reduced utility expenses at the properties, and patients will benefit from shaded parking under solar panels.

Energy Procurement

As utility costs continue to rise, energy procurement plays a critical role in managing electricity and natural gas prices in deregulated markets. We partner with Tradition Energy, an energy procurement company, to ensure we benefit from competitive energy pricing. Beginning in June 2024, 18 properties in Texas totaling 1.9 million square feet are powered by Green-e certified renewable energy. In 2024, 21,960 MWh of RECs were retired in association with these properties, equating to 3,102 passenger vehicles driven annually.



Water Efficiency

Physician practices and high-intensity outpatient services like dialysis, oncology, and surgery centers are heavy water users. Healthcare Realty is committed to a 20% reduction in building water consumption by 2032 over a 2022 baseline. Progress on this target can be found on [page 15](#). At year-end 2024, 82% of the portfolio was benchmarked for water usage in ENERGY STAR Portfolio Manager.

Water reduction and savings efforts:

- Replacing existing fixtures with low-flow and touchless fixtures in common areas and tenant spaces
- Installing .5-gallon aerators in tenants and common area sinks
- Utilizing leak detection systems to minimize water loss
- Implementing regular inspections and preventive maintenance of water-use systems, including irrigation systems, toilets, chilled-water HVAC systems, and cooling towers
- Installing high-efficiency and drip irrigation systems across the portfolio
- Replacing water-intensive landscaping with drought-tolerant, native vegetation, and xeriscaping



WATER CONSERVATION IN COLORADO

In 2024, we completed multiple landscaping projects across Colorado, focusing on water conservation and aesthetic enhancements. These projects reduced irrigation needs, lowered water-related expenses, and improved the visual appeal of our buildings. Improvements included installing xeriscaping and optimizing existing irrigation systems for efficiency. Materials and plants were selected to withstand the region's extreme climate and support local biodiversity.



Waste Diversion

We monitor and benchmark waste produced at our properties and regularly assess recycling needs. At year-end 2024, 67% of the portfolio was benchmarked for waste, recycling, and composting.

Reducing building waste:

- Dedicated recycling containers throughout our properties
- Purchase of consumable materials with recycled content
- Water bottle filling stations to discourage single-use plastics
- Right-sizing waste services for cost efficiency
- E-waste services to discard electronics
- Recycling light bulbs and batteries
- Reusing or donating furniture and construction materials from renovation projects
- Waste standards in construction contracts



E-WASTE RECYCLING

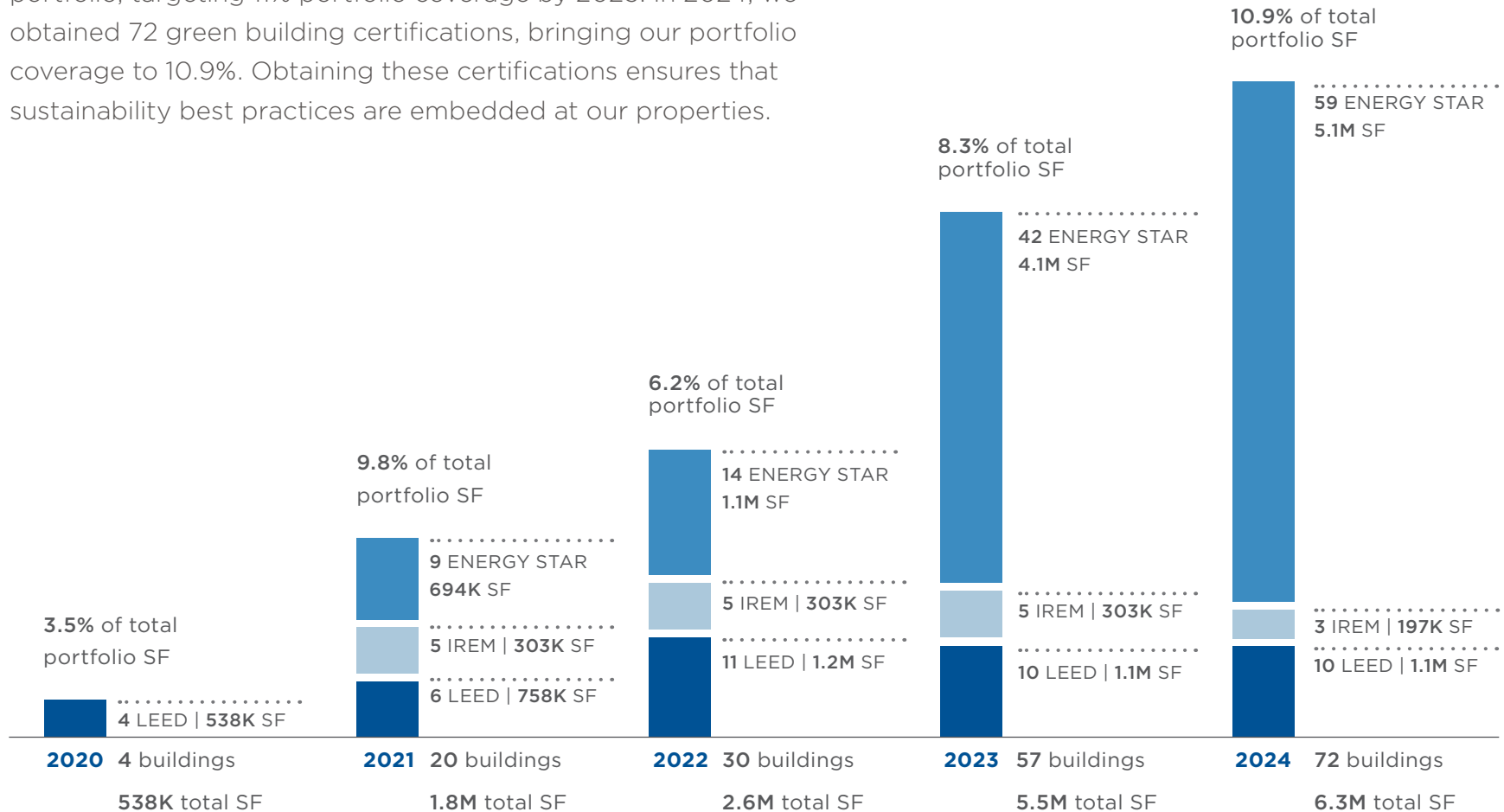
Our Indianapolis team partnered with RecycleForce to host an electronics waste recycling event. Tenants could drop off old or unused electronics for proper disposal and recycling. The drive diverted nearly 425 pounds of electronic waste from landfills. Building tenants appreciated the opportunity to purge old equipment.





Green Building Certifications

Healthcare Realty continues to increase green buildings in our portfolio, targeting 11% portfolio coverage by 2025. In 2024, we obtained 72 green building certifications, bringing our portfolio coverage to 10.9%. Obtaining these certifications ensures that sustainability best practices are embedded at our properties.



Sustainable Buildings

Green Financing

The Company's \$3 billion revolving credit and term loan agreement includes a sustainability-linked interest rate discount tied to increasing the number of properties with green building certifications. Our \$150 million term loan has an interest rate discount for achieving green building certifications (LEED, Energy Star, IREM CSP, and other similarly recognized certifications). In 2024, we exceeded the minimum threshold of 9.3% portfolio coverage outlined in our credit agreement.

Building Materials

Materials in landlord-managed tenant improvement and capital projects incorporate sustainable components. We routinely include LED lighting, low flow plumbing, and efficient HVAC equipment.

- Low-emitting VOC materials – we avoid materials with known toxic ingredients such as asbestos, formaldehyde, volatile organic compounds, ash, cadmium, mercury, lead, arsenic, and phthalates
- Sustainable construction materials certified by Forest Stewardship Council (FSC), Rainforest Alliance, Cradle to Cradle, Floorscore, Green Seal, Red List Free, and Greengard
- Locally manufactured materials that contain pre-consumer and post-consumer recycled content
- Pre-selected finishes that meet our minimum sustainability standards

Healthy Buildings

We utilize the American Society of Heating, Refrigeration, and Air-Conditioning Engineers (ASHRAE) standards throughout the portfolio to maintain high-quality indoor air environments.



SUSTAINABILITY AMENITIES

We incorporate tenant-friendly, green upgrades including bike facilities, electric vehicle charging stations, and preferred parking for carpools and fuel-efficient vehicles.



Sustainable Buildings

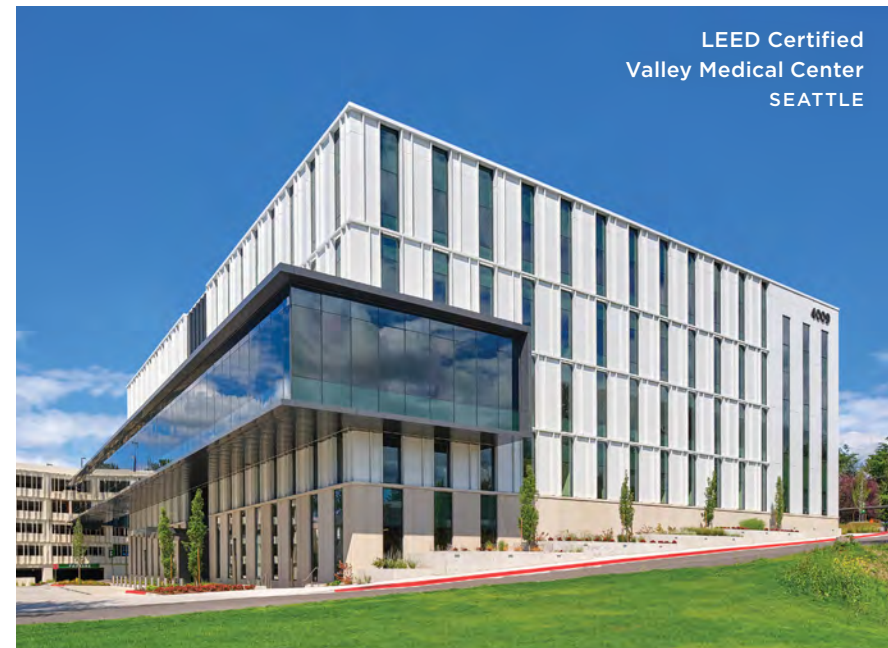
Intentional Investment in Green Buildings

We design and construct medical outpatient properties that reflect our commitment to sustainability. Our developments and redevelopments are built or retrofitted to industry-level green standards, incorporating best practices for construction and building operations post-construction.

- Site selection includes brownfield revitalization and land reuse, avoiding development on environmentally sensitive lands
- Evaluating transportation options, including access to transit and bike facilities on the property
- Pre-construction energy and water analysis and commissioning
- Implementation of energy and water efficiency technologies and strategies to mitigate consumption, including LED lighting, green roofs, smart view glass, cooling tower cycling, low flow fixtures, and drought-tolerant plants
- Enhanced indoor air quality strategies
- Waste management planning, including recycling and best practice demolition
- Use of sustainable materials with sourcing proximate to the site

ACQUISITION DUE DILIGENCE

We perform detailed due diligence before acquiring a building or portfolio, including utility data collection, physical climate risk assessments, and compliance requirements. Building acquisitions provide an opportunity to underwrite sustainability-focused capital improvements at the beginning of our ownership.





Climate Risk and Resilience



Healthcare Realty evaluates physical and transitional risks on an annual basis. We have aligned our disclosures with the Task Force on Climate-related Financial Disclosures (TCFD).

Governance

Healthcare Realty's Board of Directors provides oversight for our Corporate Responsibility strategy, policies, and performance. Each quarter, the Chief Administrative Officer, provides sustainability updates to the entire board. In 2022, the Nominating and Governance Committee assumed responsibility for Corporate Responsibility supervision. The Audit Committee regularly conducts reviews of key financial risks, including exposure to physical and climate transition risks. The senior management team is actively engaged in assessing and managing risks, including natural disasters, regulatory and market shifts, and environmental compliance.

Strategy

Climate-related risks and opportunities are considered throughout the lifecycle of our assets. We perform detailed building and site evaluations during underwriting and due diligence for building acquisitions and development. Industry best practices for property operations, including emergency response plans, are incorporated into property inspections, budgeting, insurance, and capital planning processes. We utilize physical climate risk assessments to identify assets in areas susceptible to weather events and environmental stressors.

Climate-Related Risk Management

Our sustainability, insurance, operations, development, and acquisitions teams assess and manage climate-related risk. We carry comprehensive property insurance to mitigate our exposure to flood, wind, earthquakes, and named storms.

To manage potential transition risks stemming from the cost of transitioning to a low-carbon economy, our Corporate Responsibility team actively monitors environmental regulations and public policy. We also track state and local benchmarking and building performance standards.

Metrics and Targets

Healthcare Realty remains committed to conserving natural resources and minimizing our environmental impact. In 2024, we established ambitious long-term targets for energy, water, and GHG scope 1 and 2 emissions. Performance against these targets can be found on [page 15](#).

The Company's revolving credit and term loan agreement includes a sustainability-linked interest rate discount for increasing green building certifications over a 2020 baseline. Details related to this agreement can be found on [page 24](#).



TCFD Climate Risks and Opportunities

	Risk	Opportunity
Economic	Initial operating and capital costs to improve efficiency	Cost savings from reduced utility consumption and renewable energy
	Costs to adopt emissions technologies	Tenant and investor demand for green-certified buildings
	Change in asset valuation	Access to green financing including sustainability-linked term loans and green bonds which may reduce borrowing costs
Property	Property damage and business interruption	Savings on insurance premiums from improved risk mitigation and emergency response plans
Regulatory	Heightened federal, state and local environmental reporting obligations	Attracting investors, tenants and employees through expanded sustainability initiatives
Reputational	Perception about sustainability policies and activities	Stakeholder communication about benchmarks and achievements





Physical Climate Risk

In 2024, we utilized S&P Climanomics and our insurance provider to identify and assess weather and climate-related risk exposures, including risks from acute hazards and chronic stressors. S&P Climanomics measures multiple systemic climate scenarios and short-, medium-, and long-term time horizons from 0-50 years.⁽¹⁾

Mitigation Strategies

Healthcare Realty mitigates physical risk at the portfolio level with comprehensive insurance coverage, strategic capital planning, and sound operational practices. We work with our insurance provider to expand mitigation measures for wildfire, flood, wind, and named storms. Engineering teams routinely perform preventive maintenance and monitor building equipment. Our local management teams have implemented emergency preparation plans and work with local partners to minimize the impact of business interruptions during inclement weather.

Climate Risk	Portfolio Risk ⁽²⁾
Fluvial Basin Flooding	Low to No Risk: 97% Medium Risk: 0% Higher Risk: 3%
Coastal Flooding	Low to No Risk: 100% Medium Risk: 0% Higher Risk: 0%
Tropical Cyclone	Low to No Risk: 92% Medium Risk: 5% Higher Risk: 3%
Extreme Cold	Low to No Risk: 38% Medium Risk: 62% Higher Risk: 0%
Wildfire	Low to No Risk: 88% Medium Risk: 9% Higher Risk: 3%
Water Stress	Low to No Risk: 59% Medium Risk: 11% Higher Risk: 30%
Extreme Heat	Low to No Risk: 93% Medium Risk: 5% Higher Risk: 2%



(1) Healthcare Realty monitors climate scenarios for representative concentration pathways (RCPs) and shared socioeconomic pathways (SSPs) including RCP2.6, RCP4.5, RCP7.0, RCP8.5, SSP1, SSP2, SSP3, SSP5. ; (2) Portfolio risk includes 538 properties representing 82% of the portfolio.



Social

Supporting employees, tenants, health system partners, and engagement in our communities is important to us.

Employee Engagement

Our employees are at the heart of Healthcare Realty's success. They represent the best of our core values to one another, our physician tenants and patients, plus vendors and business partners. By supporting and investing in our team, we help our employees thrive professionally and personally.



Employee Resources

Fostering a sense of connectedness is a priority. HR@Work, the company intranet, is an important connection point for our employees who work in 69 markets in 35 states. HR@Work is a hub for employee recognition, work resources, company news, and important announcements. We utilize LinkedIn to introduce and welcome new hires, celebrate employee promotions, celebrate the winners of our employee recognition programs, and honor our colleagues who have achieved milestones.

Listening to Our Employees

In October 2024, Healthcare Realty retained Kingsley/Grace Hill, a nationally recognized firm, to conduct an employee engagement survey. All team members were encouraged to share their feedback – candidly and anonymously – so we could better understand our strengths and identify areas for improvement.

Survey scores were consistently strong about teamwork, collaboration, and respect. Employees shared positive feedback about personal impact, strong relationships with managers, and overall engagement.

Responses also highlighted areas of improvement. We responded to the feedback, improving policies to speed vacation accrual and to expand paid parental leave.

Survey Highlights

- 90% “Teammates cooperate to get jobs done”
- 85% “I feel respected by my colleagues and supervisors”
- 89% “The impact of my work is meaningful to me”
- 84% “My manager recognizes me for a job well done”
- 92% “I understand how my work contributes to company goals”



Employee Recognition

We have established three employee recognition programs that link our values with results: the Leasing Spotlight Award, the Engineering Impact Award, and the Values in Action Award. Now in its second year, the Values in Action Award is a quarterly employee-led program that recognizes employees who exemplify our company values in their work.



LEASING SPOTLIGHT AWARD

Lisa De La Rosa, Director of Leasing was awarded for her work on a major lease on our White Plains campus. In early 2023, when Lisa was working as a Director of Real Estate, she saw the potential in approaching the hospital to lease the vacant space in our building. Lisa's initiative and perseverance led to fruitful discussions about redeveloping the building to suit the hospital's needs.



ENGINEERING IMPACT AWARD

Lewis Montgomery, Carlos Ortiz, and Steven Buntrock - our engineering team in Arizona - were awarded for their work on installing new safety guardrails on the roof of one of our properties. This work resulted in cost savings for the company and ensured the safety of our team members and vendors.



VALUES IN ACTION AWARD

Ivette Santiago, Property Manager in Hartford, Connecticut, was selected for the award based on her consistent demonstration of Healthcare Realty's core value of Excellence, as seen in her attention to detail, her proactive approach to problem-solving and customer service, and the efficiency with which she manages her buildings. The award also highlights Ivette's relationship-building with tenants, vendors, and team members, showcasing her collaborative spirit.



Employee Retention

Healthcare Realty attracts, retains, and promotes top talent. Our employees are committed to advancing our mission and we are committed to their well-being. We offer competitive compensation and benefits, invest in employees' professional development, and promote an inclusive and supportive work environment.

At year-end 2024, the average employee tenure for the Company was 4.6 years. Out of 550 employees, 77 employees had tenure of 10 or more years, and 18 employees have worked for the company for over 20 years.

We are proud of our paid internship program for college students. The program includes rotations through different departments and allows participants to gain valuable working experience. Post-graduation, we have hired several interns. The program is a valuable way to cultivate talented employees.

PROMOTIONS

129 employees were promoted in the past three years. On average, 66% of the employees promoted were women or racially diverse. In 2024, we promoted 38 employees, 63% were women or racially diverse.



Nilai Sheth - Nashville
Promoted to: Senior Analyst, Corporate Finance



Yelda Saricetin - Scottsdale
Promoted to: Senior Space Planner



Garreth Daniels - Chicago
Promoted to: Associate Vice President, Director of Real Estate





Employee Benefits

We offer a competitive benefits program for employees and their families.

Health and Wellness

- Health, dental, and vision insurance on the first day of employment
- Health Savings Account annual funding in January
- 100% of long-term disability and life insurance premiums paid
- Claims resolution advocates for employees
- Employee Assistance Program (EAP) provides free counseling and well-being coaching for all employees, regardless of benefit selection
- Employee wellness program

Financial Wellness

- Auto-enrollment in 401(k) with Company match on the first day of employment
- Dollar-for-dollar match on 401(k) contributions up to \$2,800 annually
- Flexible spending accounts, dependent care accounts, and health savings accounts
- Financial literacy courses from the Company's 401(k) provider
- Annual cash incentive program

Professional Development

- Tuition reimbursement up to \$3,000 annually
- Reimbursement for professional certifications, including Certified Public Accountant, and property management and leasing designations, including Certified Property Manager (CPM), Real Property Administrator (RPA), and Chartered Financial Analyst
- Education reimbursement up to \$1,500 annually for Building Owner and Manager (BOMA) or Institute of Real Estate Management (IREM) courses
- Encourage participation in industry events

Family and Personal

- College savings program
- Work/life balance encouraged by flexible, hybrid, and remote work schedules
- Paid parental leave for primary and secondary parents
- Eight hours of paid time off to complete volunteer activities
- Charitable donation matching program
- Minimum of 29 days/232 hours per year of Paid Time Off and Holidays, increasing with tenure



Employee Training and Development

Healthcare Realty is committed to supporting the career development of our team members. We encourage employees to pursue educational opportunities, offering a program that pays for the cost of training materials and enrollment fees for professional certification programs, as well as tuition reimbursement toward college and advanced degrees.

Break to Educate

We frequently host lunch-and-learn sessions called “Break to Educate.” Department managers teach a skill or lead a discussion on a job-specific topic. Past sessions have included tenant retention strategies, professional etiquette, safety training, effective tenant communication, project management training, and improving energy efficiency.

Quarterly Town Hall

In response to employee feedback, we launched a quarterly town hall with the CEO. The Teams meeting provides an opportunity for employees to connect with company leaders. The meeting covers previous quarter results, progress on annual goals, overall company happenings, and ample time for questions and answers. We want to build connections among employees and illustrate how their hard work directly contributes to company performance.

Engineering Conference

Our engineering teams meet regularly to discuss challenges and successes in their department. Topics include fire safety strategies, building maintenance standards, reducing utility costs, capital expenditure planning, improving indoor air quality, and managing building automation systems.



EMPLOYEES EARNING MASTER’S DEGREES

Three members of Healthcare Realty’s Accounting team completed master’s degree programs in 2024, using their employee tuition reimbursement benefit to help with the cost.

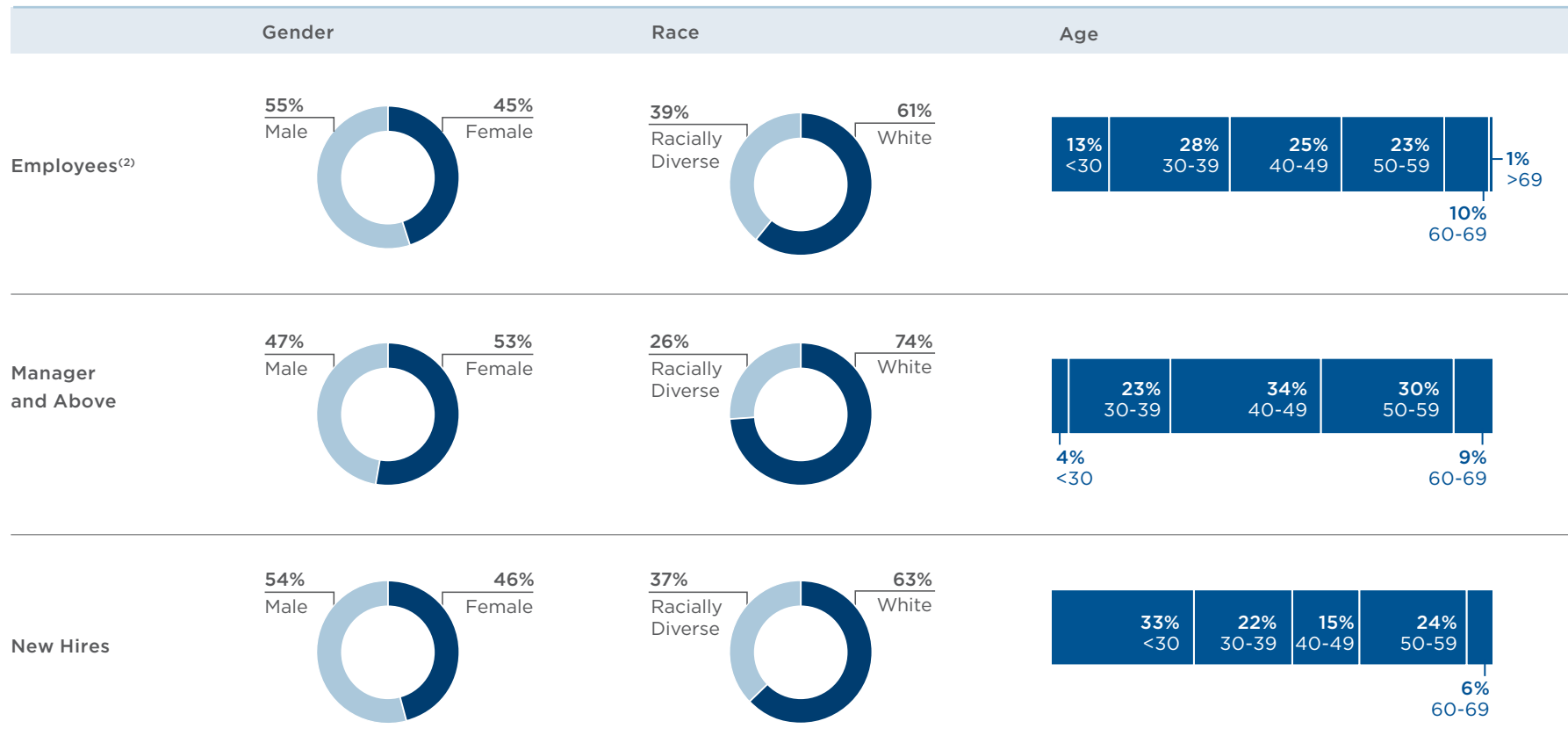
Husna Siddiqui said, *“I’ve come a long way since moving to the United States from Afghanistan in February 2021. Transitioning to a new country was challenging, but it also motivated me to focus on my career and education. I’m excited about the future and grateful to Healthcare Realty for supporting my growth. Next, I plan to further my credentials by completing the ACCA or pursuing the CPA certification.”*





Employee Diversity and Inclusion⁽¹⁾

Healthcare Realty embraces differences in race, color, religion, gender, sexual orientation, national origin, age, disability, veteran status, and other characteristics that make our employees unique. We recognize and appreciate the worth of every individual and support the protection of human rights.



(1) Employee data as of 12/31/2024

(2) As of 12/31/2024, the company employed 190 maintenance engineers, of which 99% are male. Engineers represent 35% of the employee census.

Employee Health and Safety

We are committed to providing a safe workplace for all employees. Our property management and engineering teams, in particular, make efforts to eliminate hazards that cause accidents and injuries. Healthcare Realty follows Occupational Safety and Health Administration (OSHA) standards and other applicable legislation. Our engineering teams are required to complete quarterly safety courses offered by Vector Solutions, an accredited safety training organization. Courses include fall protection, ladder safety, fire and life safety practices and general electrical safety. Some courses are mandatory based on job responsibility. We also host expert-led workshops on safety in building operations and management.

Our Code of Business Conduct and Ethics, which every employee must review and acknowledge each year, includes a section on health and safety. We expect each employee to maintain a safe and healthy workplace and follow safety and health rules and practices, including reporting accidents, injuries, and unsafe conditions.

1,000+
Hours
of Safety Training

0% Lost Day Rate

2.0% Injury Rate

1.7% Absentee Rate



SAFETY TRAINING IN ALBANY

In October, members of our Albany team attended a training program focused on safety in an active shooter situation. Healthcare Realty sponsored the session, which was organized by the Capital Region Building Owners' and Managers' Association (BOMA). A representative of the local police force taught appropriate safety responses in a dangerous scenario.



Employee Wellness

Healthcare Realty CARES focuses on employee mental and physical well-being. It includes wellness challenges, community service events, a company-wide book club, employee engagement activities, and wellness support services.

A highlight of the program is our company-wide wellness challenges. A committee of employees creates a plan for each challenge, rotating through different types of wellness-related goals, including physical activity, mindfulness, daily steps, hydration, and getting adequate sleep. Participants track their progress using the MoveSpring app, which also provides educational resources and health and wellness tips. Employees can earn prizes for meeting the goals set for each challenge.



Wellness Challenges

In our “Stepping Up for a Good Cause” wellness challenge, the winning team could direct a \$5,000 donation to the charity of the team’s choice. The winning team selected the American Cancer Society. A representative of the American Cancer Society visited our office to accept the check and share details about the organization’s work in research and patient support.



The Running MOB

Healthcare Realty sponsors an employee running team known as The Running MOB, which participates in various running events in the Nashville area. In October 2024, the team ran an Oktoberfest-themed 5K fun run, placing first out of seven teams in the corporate challenge division.



Weekly Chair Yoga

Every Thursday, Healthcare Realty employees are invited to take part in a chair yoga class, taught by a colleague who is a certified yoga instructor. The 30-minute weekly session is available online, letting employees all around the country join in from their desks and connect with teammates for gentle stretching and mindfulness.





Tenant Satisfaction

Physician tenants are the center of our business. We take pride in providing exceptional spaces, service, and support to our tenants, so they can focus on providing care for their patients. Every employee plays a role in ensuring that our tenants are satisfied with our buildings and services, from accounting to property management.

Tenant Satisfaction Survey

Healthcare Realty engages a nationally recognized independent survey firm to conduct tenant satisfaction surveys approximately every 18 months. The survey measures several specific aspects of the tenant experience in our buildings, including opinions about service, building maintenance, billing, and management responsiveness. It also includes sustainability-related questions, offering an opportunity to increase awareness about our ongoing initiatives and to learn about tenants' sustainability priorities.

The data collected helps us better understand the opinions and needs of our tenants so we can continue providing high-quality service and identify areas for improvement.

Our most recent tenant survey year was 2023. As shown in the graphic, the most notable result in the 2023 survey was the strong improvement in tenant satisfaction at the legacy HTA properties acquired in the 2022 merger. Prior to the merger, HTA's tenant satisfaction scores were much lower than Healthcare Realty's scores. After the merger, we made significant progress in improving tenant service at legacy HTA buildings, illustrated in the improved scores outlined below. Our next tenant satisfaction survey launches in July 2025.



Note: Survey Scale 1-5

Tenant Engagement

Communication

We prioritize clear communication with our tenants. From in-person meetings to messaging about maintenance or building emergencies, we train our employees to communicate directly and concisely.

Service

Tenants use our service portal to quickly submit service requests, track the progress of work completion, and offer feedback about the service provided. The service portal is a one-stop resource for tenants to access building policies and procedures, emergency information, management office contacts, and online rent payment. Our teams are encouraged to make in-person follow-up visits to ensure that the request was completed to the tenant's satisfaction.

Events

Property management teams regularly host tenant appreciation events at our buildings. This includes on-site baristas serving gourmet coffee, lunchtime food trucks with complimentary meals, hot cocoa and cookies during the holidays, and summertime BBQ events with cornhole games, photo booths, and prize raffles.

These events give our property management teams an opportunity to build relationships with tenants, foster an open line of communication, and express appreciation.



Community Engagement

Giving back to our local communities where our physician tenants provide care is important to us. Our employees are generous with their volunteer hours, and we are proud to provide financial support to organizations that are important to our employees and health system partners.

Corporate Charitable Giving

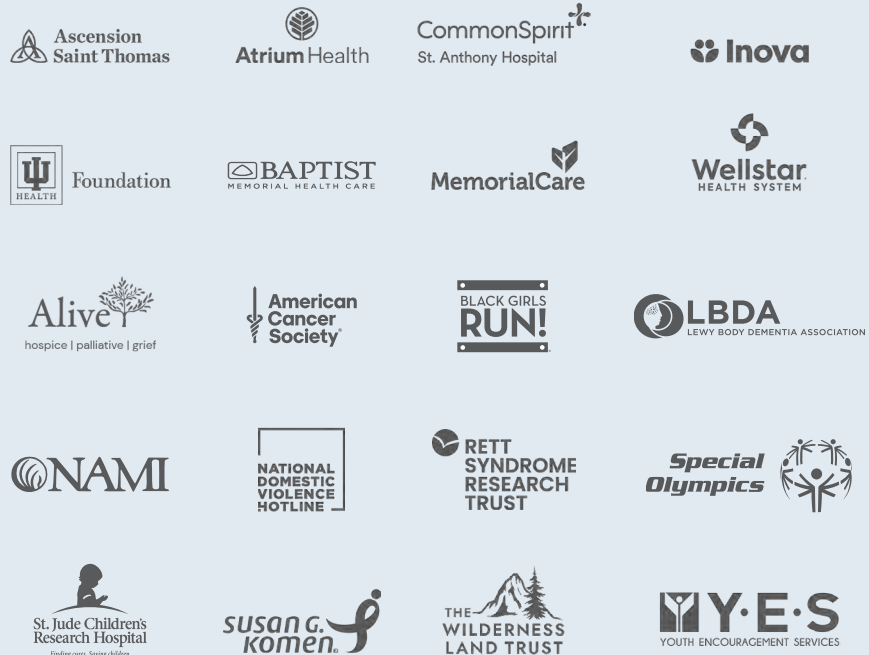
Healthcare Realty is proud to support health systems and charitable organizations that our tenants value and where our employees volunteer their time. In addition to multiple health systems around the country, we support other non-profit organizations where our employees volunteer: Alive Hospice, Faith Family Medical Center, Black Girls Run, Special Olympics, The Martha O'Bryan Center, Greenways Nashville, the American Cancer Society, and the American Red Cross.

Employee Donation Matching

We are pleased to help our employees double the impact of their personal giving. Our charitable donation matching program matches up to \$200 per employee per year toward their favorite qualified nonprofit organizations. Our employees also receive up to eight paid hours per year for volunteering.

\$289,993 Total charitable giving
over the past three years

16 hospital systems, 24 non-profit and community organizations,
and employee-directed matches to 151 charities



Community Service

Healthcare Realty employees regularly share their time, working together at our properties and in our communities. We sponsor litter removal programs, holiday toy drives, blood drives, and canned food drives. Our teams have also assisted community efforts to clear away debris in the aftermath of tornadoes and hurricanes.

Caroline Harrell, Property Manager said, *"I appreciate that Healthcare Realty values giving back to our community and greatly enjoyed the opportunity to spend time with my coworkers focused on a meaningful cause."*



Annual Blood Drive

Since 2021, Healthcare Realty has partnered with the American Red Cross and other blood bank organizations in honor of National Blood Donor Month. In 2024, we hosted seven blood drive events in six states.



Holiday Toy Drive

For the sixth year in a row, our Nashville team participated in the holiday toy drive held by Youth Encouragement Services, an organization that supports low-income families in the community. Healthcare Realty employees contributed a large array of new toys, bikes, and coats to help make the holiday season a little brighter for kids in need.



School Supply Drive

In July, our Austin team partnered with Backpacks for Hope, a non-profit company that provides new school supplies for children affected by domestic violence. Our tenants responded to the appeal, providing 24 new backpacks, helping kids start a new school year with confidence and readiness.



Food Bank Volunteering

In November, employees in Dallas volunteered together at the North Texas Food Bank, an organization dedicated to easing food insecurity in the local community. Our team helped pack 4,000 children's meals for distribution to needy families.





Governance

Healthcare Realty is committed to strong corporate governance led by our Board of Directors and senior leadership.

Corporate Responsibility Oversight

Board of Directors

Our Board of Directors believes that integrating leading corporate responsibility practices into its culture, strategy, and operations is fundamental to the Company's long-term growth. The Nominating and Corporate Governance Committee provides direct oversight of corporate responsibility initiatives, and the board receives quarterly updates on corporate responsibility matters.

Corporate Responsibility Team

Healthcare Realty's sustainability efforts are managed by our Chief Administrative Officer, overseen by our Director of Corporate Responsibility, and supported by our Sustainability Analyst. The sustainability team works with all departments to monitor progress on our sustainability priorities.



Julie Wilson
EVP, Chief
Administrative
Officer



Baker Thomas
Director,
Corporate
Responsibility



Hannah Aldrich
Sustainability Analyst

ESG-RELATED COMPENSATION

Healthcare Realty's Executive Incentive Plan for named executive officers, which includes the Chief Executive Officer and five Executive Vice Presidents, contains a performance incentive based on annual objectives.

Goals and initiatives for 2024 included:⁽¹⁾

- Monitoring, benchmarking, and reducing environmental resource use, including energy, water, solid waste, and greenhouse gas emissions
- Expansion and progress on social initiatives, including Company culture development, employee engagement, employee turnover, employee health and wellness, minority representation, tenant satisfaction, and charitable giving; and
- Enhancement and promotion of stakeholder engagement around sustainability efforts

⁽¹⁾ More information on the Company's executive compensation can be found in the Proxy Statement.



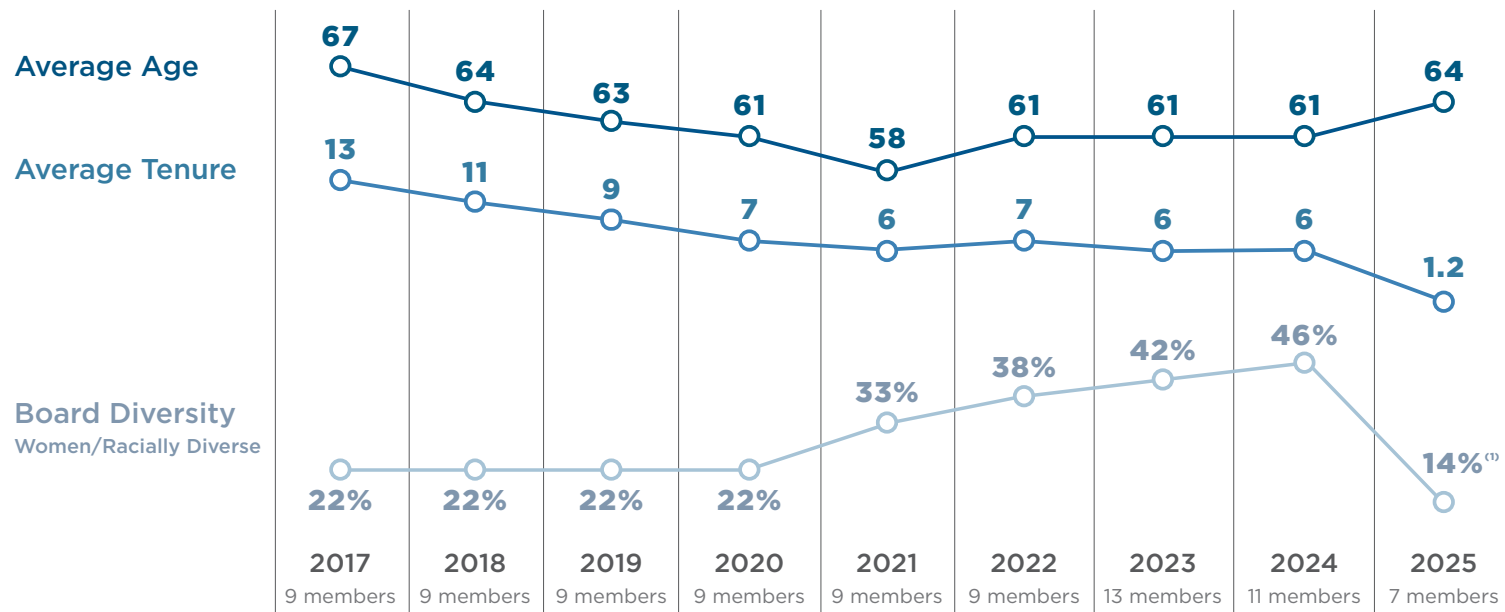


Board of Directors

A diverse and independent Board of Directors with different perspectives, backgrounds, and experience contributes to the Company's success.

OUR BOARD MEMBERS HAVE A BROAD RANGE OF SKILLS AND EXPERIENCE:

- Real Estate
- Finance and Accounting
- Corporate Finance
- Risk Management
- Executive Leadership
- Capital Markets
- Corporate Governance
- Compensation
- Investment Management



(1) In 2025, the Board of Directors reduced from 12 to 7 members to better align the size of the Board with other companies in the REIT industry, while maintaining the Board's commitment to operating with best practices of corporate governance. The reduction impacted our near-term Board composition metrics; however, we anticipate achieving our stated diversity goals in the near term.



Board of Directors



Thomas N. Bohjalian
Chair of the Board; Retired Executive Vice President, Senior Portfolio Manager and Head of U.S. Real Estate and Trading, Cohen & Steers



Peter A. Scott
President and Chief Executive Officer, Healthcare Realty

COMMITTEES

Audit

Glenn J. Rufrano*
David B. Henry
Jay P. Leupp

*Chair

Compensation and Human Capital

David B. Henry*
Thomas N. Bohjalian
Constance B. Moore

Nominating and Corporate Governance

Constance B. Moore*
Glenn J. Rufrano
Donald C. Wood



David B. Henry
Retired Vice Chairman and Chief Executive Officer, Kimco Realty



Jay P. Leupp
Managing Partner and Senior Portfolio Manager, Terra Firma Asset Management



Constance B. Moore
Retired President and Chief Executive Officer, BRE Properties



Glenn J. Rufrano
Executive Chairman, PREIT; Retired Chief Executive Officer, VEREIT



Donald C. Wood
Chief Executive Officer, Federal Realty Investment Trust





Corporate Governance

Healthcare Realty is committed to implementing shareholder-centric policies and procedures.

A full list of those policies is found in our [2025 Proxy statement](#).

Shareholder Rights

- Annual board elections and director resignation policy if lacking majority of votes
- Opted out of MUTA, preventing the Company from staggering the board without shareholder approval
- Implemented “proxy access,” allowing eligible shareholders to include their own nominees for director in the Company’s proxy materials

Compliance

- Robust director nominee evaluation process, with a focus on board refreshment and enhancing diversity – reduced average director tenure from 17 years in 2016 to one year as of July 2025.
- Director education program encourages all directors to pursue ongoing education
- Stock ownership guidelines align the interests of the board, executive management, and shareholders
- Anti-hedging policy applicable to all Company employees and directors
- No contributions to political campaigns or lobbying activities using Company funds

Independent Oversight

- Independent Board Chair
- Audit, Compensation, and Nominating and Corporate Governance Committees are 100% independent
- All directors, except our CEO, are independent of the Company
- Independent directors meet regularly in executive session

Compensation

- Annual “say on pay” vote by shareholders on the compensation of named executive officers
- Executive officer incentive compensation based on financial and operational incentives and metrics includes FFO per share, multi-tenant occupancy growth, same-store growth, and ESG performance.
- Compensation clawback policy applies to all current and former executive officers





Risk Management

The Board of Directors and senior leadership are actively engaged in assessing and managing entity-level risks. They perform ongoing reviews of significant changes in the Company's risk profile, including emerging risks and evaluate the impact of these changes on the Company's strategy, objectives, brand, reputation, and long-term sustainability. The board monitors policies, procedures, governance mechanisms, and communication mechanisms to ensure that major financial risks are effectively managed. A complete list is found in our [2025 Proxy statement](#).

Audit Committee

Major risk management responsibilities:

Market, compliance, asset management, fraud, cybersecurity

- Reviews the adequacy and effectiveness of the Company's internal control over financial reporting with management, internal audit and compliance, and independent auditors
- Reviews and discusses with management the Company's major financial risk exposures and steps taken by management to monitor and mitigate such exposure
- Assists the board in its risk management function regarding cybersecurity oversight

Compensation and Human Capital Committee

Major risk management responsibilities:

Talent management, compensation, asset management

- Reviews corporate performance relevant to the compensation of the Company's executive officers and key employees
- Provides oversight on behalf of the full board of the Company's human capital development and talent management
- Administers Company's incentive stock plans
- Reviews the development and succession plans of the Named Executive Officers

Nominating and Corporate Governance Committee

Major risk management responsibility:

Ethical behavior

- Develop and implement policies and practices related to corporate governance
- Evaluate the independence and performance of the board
- Develop criteria for the selection of members of the board
- Provide oversight of the Company's sustainability programs and initiatives



Cybersecurity

Healthcare Realty takes a vigorous approach to our cybersecurity program. Our information security standards are audited externally and align with the National Institute of Standards and Technology (NIST) and MITRE ATT&CK frameworks. We also have a documented Incident Response and Vulnerability Remediation plan and a security risk insurance policy.

We conduct annual internal and external vulnerability analyses through third-party penetration testing. All employees are required to complete cybersecurity awareness training two times per year. In addition, the Company's Technology Services team administers random phishing exercises to ensure a high level of vigilance.

The Board of Directors receives quarterly updates on cybersecurity matters, and our Chief Administrative Officer meets with the Audit Committee at least once per year.





Policies, Principles, and Procedures

Our commitment to transparency and strong corporate governance is guided and governed by our principles and policies. Important topics—including human rights, diversity and inclusion, and confidential reporting of violations—are embedded in these policies.

Corporate governance documents are publicly available on [our website](#). Our proxy report includes additional information on corporate governance, corporate conduct, business ethics, and compensation.

Code of Business Conduct and Ethics

The code outlines principles to guide our employees, officers, and directors, addressing a range of business practices and procedures. This includes compliance with laws, rules, and regulations; conflicts of interest; insider trading; discrimination and harassment; health and safety; human rights; political contributions; and reporting violations and compliance procedures.

Healthcare Realty requires annual certification from each employee indicating review and acknowledgment of this code.

Vendor and Supplier Code of Conduct

The code highlights our Company's expectations for our vendors and suppliers to ensure they adhere to the high standards we have set for ourselves. These include ethical business and employment practices, environmental practices, and the preservation of human rights.

Sustainability Principles and Policies

These principles and policies support the oversight of our corporate responsibility program, providing a foundation for our strategy, philosophy, and operating practices. These include environmental and social policies ranging from building materials and energy management to stakeholder engagement and human rights.



Disclosures

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Forward-Looking Statement and Other Disclaimers

Statements contained in this Corporate Responsibility Report that are not historical facts are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include, among other things, statements regarding our intent, belief or expectation as identified by the use of words such as “may,” “will,” “project,” “expect,” “believe,” “intend,” “anticipate,” “seek,” “target,” “forecast,” “plan,” “potential,” “estimate,” “could,” “would,” “should” and other comparable and derivative terms or the negatives thereof. Examples of forward-looking statements include, among other things, statements related to our corporate responsibility initiatives, programs, goals, strategies, and key performance indicators. You should not place undue reliance on these forward-looking statements. Forward-looking statements reflect our current expectations and views about future events and are subject to risks and uncertainties that could significantly affect our future financial condition and results of operations, as well as our ability to achieve our sustainability goals. While forward-looking statements reflect our good faith belief and assumptions that we believe to be reasonable based upon current information, we can give no assurance that our expectations, goals or initiatives will be attained. Further, we cannot guarantee the accuracy of any such forward-looking statement contained in this Corporate Responsibility Report, as such forward-looking statements are subject to known and unknown risks and uncertainties that are difficult to predict. These risks and uncertainties include the risks and uncertainties described from time to time in our filings with the U.S. Securities and Exchange Commission (the “SEC”), including under the heading “Risk Factors” in our Annual Report on Form 10-K for the fiscal year ended December 31, 2024, and under the heading “Risk Factors” in our Quarterly Reports on Form 10-Q filed thereafter. Except as required by law, we do not undertake, and hereby disclaim, any obligation to update any

forward-looking statements, which speak only as of the date on which they are made. The metrics and quantitative data contained in this Corporate Responsibility Report are not based on generally accepted accounting principles and have not been audited. Such data and metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. This Corporate Responsibility Report also includes certain information regarding sustainability practices that is obtained from published sources or third parties. The accuracy and completeness of such information are not guaranteed. Although we believe such information is reliable, such information is subject to assumptions, estimates and other uncertainties, and we have not independently verified this information. We depend on such information to evaluate and implement sustainability practices. The inclusion of information and data in this Corporate Responsibility Report is not an indication that such information or data or the subject matter of such information or data is material to Healthcare Realty for purposes of applicable securities laws. The principles used to determine whether to include information or data in this Corporate Responsibility Report do not correspond to the principles of materiality contained in federal securities laws, the concept of materiality used to determine whether disclosures are required to be made in filings with the SEC or otherwise disclosed, or principles applicable to the inclusion of information in financial statements. Healthcare Realty makes no representation or warranty regarding the information set forth in this Corporate Responsibility Report. This Corporate Responsibility Report and the information contained herein are not incorporated by reference into any filing of Healthcare Realty with the SEC.





SASB Standards

Activity Metrics as of 12/31/2024	Unit of Measure	Total	Code
Number of assets	Number	651	IF-RE-000.A
Leasable floor area	Square feet (ft2)	38,445,174	IF-RE-000.B
Percentage of indirectly managed assets	Percentage (%) by floor area	18.0%	IF-RE-000.C
Occupancy as of 12/31/2024	Percentage (%)	88.2%	IF-RE-000.D

Energy Management

Energy consumption data coverage as a percentage of total area, by property subsector	Percentage (%) by floor area	85%	IF-RE-130a.1
(1) Total energy consumed by portfolio area with data coverage	Gigajoules (GJ)	(1) <u>Page 15</u>	IF-RE-130a.2
(2) Percentage of grid electricity		(2) 100%	
(3) Percentage renewable, by property subsector		(3) 3%	
Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Percentage (%)	0.7%	IF-RE-130a.3
Percentage of eligible portfolio that	Percentage (%) by floor area	(1) 79%	IF-RE-130a.4
(1) Has an energy rating		(2) 16%	
(2) Is certified to ENERGY STAR			
Description of how building energy management considerations are integrated into property investment analysis and operational strategy	N/A	<u>Page 18-19; 25</u>	IF-RE-130a.5





SASB Standards

Water Management	Unit of Measure	Total	Code
Water withdrawal data coverage as a percentage of			
(1) Total floor area	Percentage (%) by floor area	(1) 82%	IF-RE-140a.1
(2) Floor area in regions with High or Extremely High Baseline Water Stress		(2) 82%	
(1) Total water withdrawn by portfolio area with data coverage	Thousand Cubic Meters (m³)	(1) <u>Page 15</u>	IF-RE-140a.2
(2) Percentage in regions with High or Extremely High Baseline Water Stress		(2) 38%	
Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Percentage (%)	-2.8%	IF-RE-140a.3
Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	<u>Page 21</u>	IF-RE-140a.4
Management of Tenant Sustainability Impacts			
Discussion of approach to measuring, incentivizing, and improving sustainability	N/A	<u>Pages 14-28; 38</u>	IF-RE-410a.3
Climate Change Adaptation			
Area of properties located in 100-year flood zones, by property subsector	Square feet (ft²)	3,807,275 SF	IF-RE-450a.1
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	N/A	<u>Pages 26-28</u>	IF-RE-450a.2





Statement of Verification

June 2025

Client

Healthcare Realty Trust Incorporated
3310 West End Avenue, Suite 700
Nashville, Tennessee 37203



Scope

Healthcare Realty Trust Incorporated (“Healthcare Realty”) engaged Cventure LLC (“Cventure” or “Verifier”) to verify its 2024 Greenhouse Gas (GHG) Emission Inventory based on a review of evidence obtained and procedures performed. Verifier’s tasks were to:

review Healthcare Realty’s monthly utility data provided in response to requests for information (RFI);

review granular data associated with each of its properties/locations;

conduct sampling of representative and selected property sites to gather detailed, property-specific data on energy and water usages, waste generated, renewable energy certificates procured, and other environmental metrics that was used as the basis for reporting; and

review supporting documentary evidence in associated source documents that were used to inform the calculation of GHG emissions from sources over the period from January 1, 2024 to December 31, 2024

Together, these documents, files, and representations from Healthcare Realty form the Subject Matter used as the basis for GHG Assertion, and upon which Cventure’s assurance findings were formulated.

Cventure was engaged to express a limited assurance conclusion on the Subject Matter information based on procedures performed and evidence obtained. Verification activities applied at a limited level of assurance are less extensive than is the case for a reasonable level of assurance verification.

The verification activities performed for the Healthcare Realty 2024 GHG emission inventory verification project were conducted by Cventure following procedures as outlined in the ERT Corporate Greenhouse Gas Verification Guideline (“CGVG”), a standard that includes associated modules for verifying GHG emissions, activity data, reporting boundaries, and characteristic data. The inventory review and verification was conducted at a “Tier II” level which is appropriate for voluntary reporting and disclosure, and for which

emissions data are reviewed at a sufficiently rigorous level to detect internal inconsistencies, identify potential outliers, and to aid in finding potential errors in reporting. Data in supporting spreadsheets, database query reports, and documentation of root sources of data were also subject to review. Reviews of water usage and waste generated were conducted in a manner consistent with the AA1000 Assurance Standard.

Healthcare Realty was solely responsible for determining and reporting its GHG emissions. The Verifier’s responsibility is to provide an independent review of the accuracy of the GHG emissions data compiled and reported, and the underlying systems and processes used to collect and report the information, and to render an opinion on the GHG Assertion based on generally accepted GHG accounting and reporting standards and verification criteria set forth below.

Reporting Criteria

This Tier II GHG verification effort was conducted following procedures outlined in the ERT CGVG standard (a CDP- and GRESB-approved verification standard) and was designed to provide a limited level of assurance. The verification was conducted to a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data.

The CGVG Tier II verification level is appropriate for voluntary reporting purposes, including stakeholder reporting, program reporting to CDP, GRESB and other external communications. Tier II verification involves the systematic application of verification procedures by third party reviewers for evaluating and reviewing a subset of reported data, calculations, and data management systems. It includes a review of calculations and methodologies used to generate the inventory report, including reviews of disaggregated and root source data.





Statement of Verification

Cventure also reviewed the GHG Inventory and energy data to assess conformity with relevant sections of the ISO 14064 Part 3: Specification with guidance for the verification and validation of greenhouse gas statements, and The Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard, Revised Edition, WRI/WBCSD, March 2004. Cventure performs verification activities and other professional responsibilities in accordance with the Greenhouse Gas Management Institute's GHG Professional Code of Conduct and adheres to professional ethics standards applicable for licensed professional engineers.

Independence

Cventure's verification team members are independent, experienced verification practitioners who were not involved in data collection, management, and reporting activities; nor the development of assertions made by Healthcare Realty. Cventure has not provided any services to Healthcare Realty which could compromise Cventure's independence as a third-party verifier. Cventure disclaims any liability for any decision made by third parties based on this Verification Statement.

Methodology

Cventure completed its review of the Subject Matter described above, including root level documentation, scans of invoices and billing records, property characteristics, and completed recalculations for sampled sites and source categories used in the quantification of GHG emissions.

The inventory verification activities included review of Healthcare Realty's GHG emission inventory activity data, methodology selection, calculational parameters, and default emission factors employed in the calculation of GHG emissions.

Cventure reviewed the methodology used for data collection, aggregation, GHG emissions roll-up and compilation procedures, and performed inventory calculation checks at the property level to compare against inventory compiled and reported data.

Data for fuel and energy consumption types and material inputs used to determine GHG emissions at properties included in the GHG Inventory were subjected to thorough sampling, with associated underlying operations and accounting documentation also being examined, resulting in verification of all reported scopes in Healthcare Realty's inventory. Error checking tests were performed on the data to assess the information collected, including missing or duplicate data, units of measure (UOM), and re-computation cross-checks.

Cventure managers planned and performed the audit to provide a limited level of assurance with respect to the reliability and quality of disclosed information related to Healthcare Realty's GHG emissions performance, and its associated underlying data and documentation, as contained in the GHG Emission Inventory and Assertion, applying specific review criteria based on The Greenhouse Gas Protocol guidance.

Period Covered

Healthcare Realty's GHG Assertion and GHG emission inventory covers only the calendar year 2024.

Boundaries and Scope

Multiple interviews with Healthcare Realty's management team were conducted throughout the project in accordance with good practice to assure that reporting boundaries which encapsulate total corporate-wide GHG emissions were appropriately established.





Statement of Verification

Healthcare Realty's organizational boundaries are established based on an Operational Control approach.

Healthcare Realty's reports based on data and results covering total corporate GHG emissions, occurring at 651 properties/entities worldwide, as set forth in the following GHG Assertion, including:

- Scope 1 emissions (Direct GHG emissions), and
- Scope 2 emissions (Indirect GHG emissions from purchased energy).
- Scope 3 emissions (Indirect GHG emissions from other sources).

Other environmental data verified over this time period includes the following GRI Indicators:

- GRI 302: Energy (2016)
- 302-1: Energy consumption within the organization; 302-4: Reduction of energy consumption
- GRI 303: Water and Effluents (2018)
- 303-3a: Water withdraw by source
- GRI 305 – Emissions (2016)
- 305-1: Direct (Scope 1) GHG emissions; 305-2: Energy indirect (Scope 2) GHG emissions; 305-3: Other indirect (Scope 3) GHG emissions

Standard Used

The Verification Standard used was the Corporate GHG Verification Guideline (CGVG).

Conclusion

Based on the verification approach conducted and criteria applied, Healthcare Realty has in place the GHG emissions reporting systems and processes necessary to demonstrate the reliability of associated performance information. Nothing has come to our attention that causes us to believe that Healthcare Realty's GHG Assertion for calendar year 2024 is materially misstated. Healthcare Realty's GHG emission estimates were calculated in a consistent and transparent manner and were found to be a fair and accurate representation of Healthcare Realty's actual conditions. We have found no evidence that the above GHG emissions scopes reported are not materially correct, and no evidence that the GHG Assertion is not consistent with Healthcare Realty's GHG position, with a limited level of assurance. Cventure disclaims any liability for any decision made by third parties based on this Verification Statement.

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