2026

Corporate Responsibility Report

ENVIRONMENTAL • SOCIAL • GOVERNANCE

HEALTHCARE
REALTY

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Letter from the CEO



This is Healthcare Realty's eighth Corporate Responsibility Report and my second as CEO. Last year, I called 2025 a seminal year for our company; it proved to be a transformational one. Through the Strategic Plan we unveiled in July 2025, we have strengthened our governance, revamped our asset management platform, sharpened our portfolio, and reinforced our balance sheet.

The plan is working, and our operating metrics show it. Over the last four quarters, compared with the six quarters before the plan, same-store cash NOI growth averaged 5.7%, up from 3.6%; same-store occupancy averaged 92.1%, up 250 basis points; and cash leasing spreads improved to 4.2% from 3.2%.(1) We also completed $1.2 billion of asset sales and reduced leverage to 5.6x Net Debt to Adjusted EBITDA.(2)

Delivering on Our Sustainability Commitments

We achieved our 2025 green building certification goal, reaching 12% of our portfolio, or 5.7 million square feet, against an 11% target. Since our 2022 baseline, Scope 1 and 2 emissions are down 8.6%, energy use 1.3%, and water use 2.3%. We are working to accelerate our energy and water reductions through efficiency projects designed to lower both consumption and operating costs, including more than $14 million of energy-saving capital in 2025. Our environmental data is again third-party verified, and GRESB rated our public disclosure an "A."

Supporting High-Quality Healthcare

Our buildings give patients access to essential outpatient care, and 73% of our portfolio sits on or adjacent to hospital campuses. In Fort Worth, we completed Baylor All Saints MOB II with Baylor Scott & White Health; the building earned LEED certification in May 2026. In Charlotte, our redevelopment next to Novant Health Huntersville Medical Center is 98% leased to hospital and physician practices. And here in Nashville, we signed over 200,000 square feet of leases with Ascension Saint Thomas to modernize our three buildings on its West campus.

(1) Based on simple average of quarterly reported metrics during period.

(2) Run Rate Net Debt / Annualized Adjusted EBITDA. Utilizes carrying value of debt in the calculation of net debt; for more information on the Company's calculation of leverage, please see the Company's 2Q 2026 Supplemental report for the quarter ended June 30, 2026.

Investing in Our People

Our Core Values of Respect, Teamwork, Financial Discipline, and Winning Mentality now shape how we work and how we recognize one another at our quarterly town halls and through our Values in Action Award. In 2025, our leadership team and I visited 38 markets to meet our property management and engineering teams in person. We promoted 52 employees, and our entire engineering team completed safety training, more than 1,500 hours in all. We deferred our 2025 engagement survey to give our team time to adapt to our platform restructuring, and we are launching our next survey in the fourth quarter of 2026.

Elevating the Tenant Experience

Tenant satisfaction improved year over year: our overall score in the independent Kingsley survey rose to 4.19 in 2026 from 4.00 in 2025. Tenants are also staying, with retention of 89.8% over the last four quarters, up from 83.5% before the plan. We turn survey results into action plans that address our tenants' top priorities. Over the past year, health systems including Baylor Scott & White, Wellstar, Advocate Health, CommonSpirit, and Ascension renewed or expanded with us.

Strengthening Governance

Following the reduction of our Board from 12 to seven directors in 2025 and Jay Leupp's retirement at our 2026 Annual Meeting, our Board now has six members, led by an independent Chair. The smaller Board has reduced our near-term diversity metrics, and we remain committed to reestablishing our Board diversity goal in the coming years. Beyond the Board, we continue to strengthen governance in areas including cybersecurity, where every employee completes awareness training twice a year; ethics, where all employees acknowledge our Code of Business Conduct and Ethics annually; and executive compensation, where incentives include corporate responsibility objectives.

I am grateful to our employees for the discipline and energy they bring to this work, and to our tenants, health system partners, and shareholders for their confidence. Responsible stewardship of our buildings, our people, and our capital is central to becoming the leading outpatient medical REIT and the landlord of choice for health systems.

Sincerely,



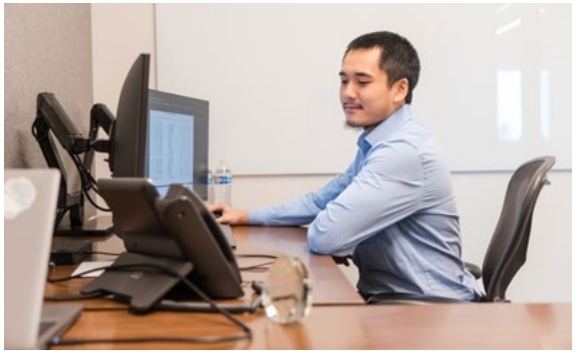
Peter A. Scott
President and Chief Executive Officer

Company Profile

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.

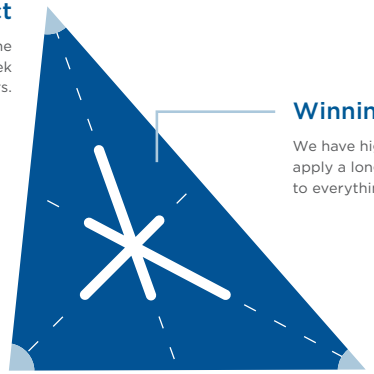






Our Values

Our culture is grounded in a shared set of values that guide how we operate, make decisions, and create long-term value for our shareholders. These values – Respect, Teamwork, Financial Discipline, and Winning Mentality – define who we are, shape how we engage with coworkers, shareholders, and tenants, and provide a foundation for executing on our business objectives.



Respect

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

Winning Mentality

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

Teamwork

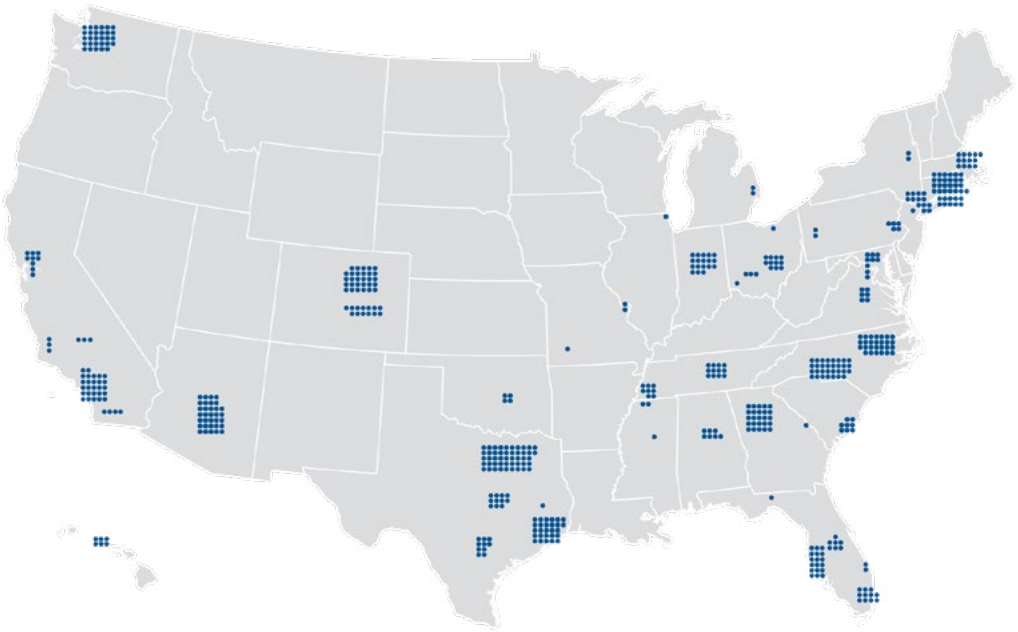
We pursue a common purpose with drive and mutual trust.

Financial Discipline

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

Healthcare Realty at a Glance

Our portfolio is strategically positioned to provide access to essential outpatient services on the campuses of, or adjacent to, leading health systems, enabling the delivery of care across a range of medical specialties. These services include surgery, cancer treatment, diagnostic imaging, and key physician groups that are crucial to the hospital's long-term success.



562
Properties

33M
Owned Square Feet

92.7%
Same Store Occupancy

90%
in Top 50 MSAs

73%
On/Adjacent to Hospital Campuses

65%
of NOI in Top 15 Markets

$11.8B
Enterprise Value

$7.4B
Market Capitalization

4.5%
Dividend Yield(1)

S&P 400
Member

BBB/Baa2 S&P/Moody's Credit Rating

Note / Source: Financial and portfolio information as of June 30, 2026, and market data as of July 24, 2026. Please see the Company's 2Q 2026 Supplemental report for the quarter ended June 30, 2026 for more information. Capital IQ.

(1) Based on annualized dividend of $0.96, and closing share price as of July 24, 2026.

2026 Company Snapshot

Since restructuring our asset management platform in 2025, we have seen measurable gains in both operating performance and capital discipline. In 2026, same-store NOI growth, occupancy, tenant retention, and leasing spreads all improved, while lower leverage and stronger investment returns reflect more disciplined capital allocation. Tenant satisfaction also increased 4.8%, from 4.00 in 2025 to 4.19 in 2026, suggesting that these operational gains are translating into a better tenant experience. Together, these results reflect Healthcare Realty's progress on its strategic plan and a stronger foundation for long-term value creation.

	1Q 2024–2Q 2025	3Q 2025–2Q 2026	Delta
SS NOI Growth[1]	3.6%	5.7%	+210 bps
Leverage[1][2]	6.2x	5.6x	(0.6x)
SS Occupancy[1]	89.6%	92.1%	+250 bps
Retention	83.5%	89.8%	+630 bps
Cash Leasing Spreads	3.2%	4.2%	+100 bps
IRR	~ 60%	~ 90%	+3,000 bps
Payback Period	16 months	12 months	(4 months)

	2025	2026	Delta
Overall Tenant Satisfaction	4.00	4.19	+4.8%
Survey Response Rate	72%	82%	+13.9%

(1) Based on simple average of quarterly reported metrics during period.

(2) Run Rate Net Debt / Annualized Adjusted EBITDA. Utilizes carrying value of debt in the calculation of net debt; for more information on the Company's calculation of leverage, please see the Company's 2Q 2026 Supplemental report for the quarter ended June 30, 2026.

Corporate Responsibility Strategy

Healthcare Realty incorporates sustainability into its culture, investment decisions, and operations. 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 in the communities where we live and work.

Our sustainability strategy is governed by our **Principles and Policies**, driven by data, and focused on creating long-term value for our stakeholders. We prioritize operational performance and resilience, expense reduction, and strategic capital investments that support our business objectives. These priorities are informed by our materiality assessment and ongoing engagement with internal and external stakeholders.

In 2024, we established corporate responsibility goals that reflect stakeholder priorities and emphasize long-term value.

Our priorities include(1):

- Environmental Performance
- Green Building Design and Certification
- Human Capital
- Employee Engagement
- Tenant Attraction and Satisfaction
- Corporate Governance
- Risk Management
- Data and Cybersecurity

Since formally establishing our sustainability program in 2019, we have continued to advance our sustainability strategy, strengthen our reporting practices, and improve environmental performance across our portfolio.

Key milestones include:

2019
- Established Sustainability Program
- Published first Corporate Responsibility Report

2020
- Established sustainability goals based on a 2016 baseline
- Completed first GRESB assessment

2021
- Achieved GHG Scope 1 and Scope 2 reduction goals
- Aligned reporting with TCFD

2022
- Achieved water reduction goal
- Integrated HTA properties

2023
- Completed post-merger materiality assessment to identify stakeholder priorities

2024
- Set ambitious sustainability goals for portfolio

2025
- Achieved green building certification goal in line with sustainability metric in our credit facility

(1) The full results of our materiality assessment can be found in our **2024 Corporate Responsibility Report**.

Stakeholder Engagement

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



Employees

- Code of Business Conduct and Ethics incident violation reporting
- Social engagement activities including book clubs, virtual exercise classes, wellness challenges, and team-building outings
- Local learning opportunities and department-specific training
- HR@Work – Healthcare Realty's intranet
- Employee engagement surveys
- Company-wide town halls



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



Communities

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



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 Disclosures and Frameworks

Healthcare Realty discloses sustainability information through globally recognized frameworks and standards aimed at transparency and consistency with industry peers. We continued our practice of engaging a third party to verify energy, water, greenhouse gas, and waste performance data. This verification statement can be found on **page 50.**

GRESB REAL ESTATE

Healthcare Realty earned a score of 75 on its 2025 GRESB assessment, ranking third 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.

SASB STANDARDS
Now part of IFRS Foundation

Information in this report aligns with the ISSB's SASB framework for real estate. Our SASB disclosure tables can be found on **pages 48–49.**

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 **pages 24–26.**

SUSTAINABLE DEVELOPMENT GOALS

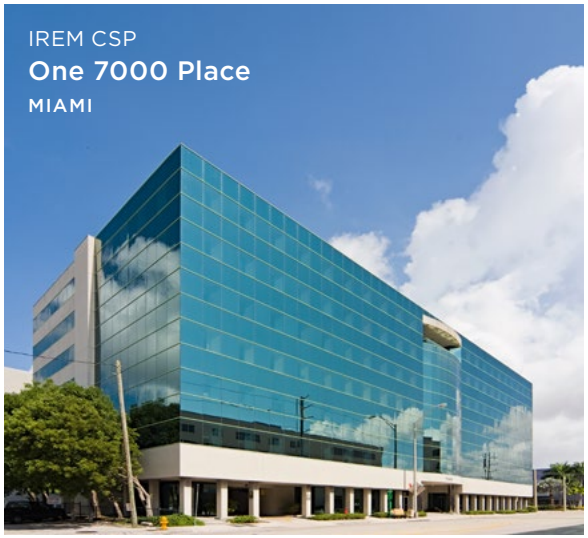
Our sustainability key performance indicators align with the United Nations SDGs. Our goals and progress can be found on **pages 1–13.**





Environmental Goals

Goal	Status	Performance
15% reduction in energy use by 2032 over a 2022 baseline	2032 Target In Progress	In 2025, we continued to make progress toward our 2022 reduction targets. Energy consumption decreased by 1.3%, GHG emissions decreased by 8.6%, and water consumption decreased by 2.3%. These results reflect our continued efforts to improve resource efficiency and reduce our environmental footprint. Year-over-year performance data are provided on page 15.
30% reduction in Scope 1 and 2 emissions by 2032 over a 2022 baseline		
20% reduction in water use by 2032 over a 2022 baseline		
Obtain green building certifications, including LEED, Energy Star, IREM CSP, or other similarly recognized third-party certifications for at least 11% of the portfolio by 2025	2025 Target Achieved	12% of the portfolio, totaling 5.7M SF, were in place at year-end 2025. • 9 LEED certifications • 46 Energy Star certifications • 14 IREM CSP







Social Goals

Goal	Status	Performance
Evaluate employee benefits package annually to ensure it is competitive and meets the needs of employees	Ongoing Target Achieved	Healthcare Realty's benefits are reviewed annually by an employee-led committee and are benchmarked against companies of similar size and location.
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 2025.
100% participation in workplace safety training for the engineering department	Ongoing Target Achieved	In 2025, all engineering personnel participated in safety training, totaling over 1,500 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 energy systems, culture, technology, business operations, and benefits.
Conduct an annual employee engagement survey	Ongoing Target Target Deferred	In 2025, Healthcare Realty delayed its annual employee survey to give employees time to adapt to its platform restructuring.

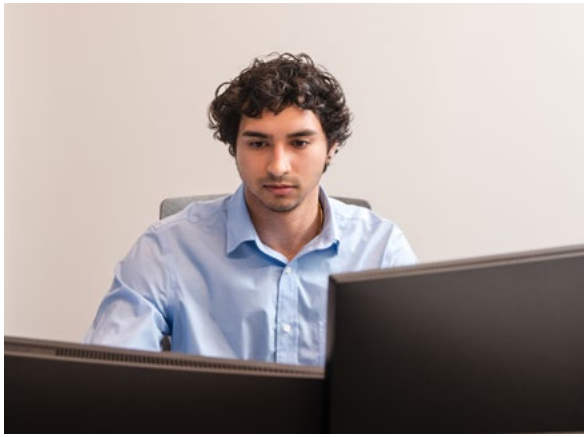






Governance Goals

Goal	Status	Performance
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 cybersecurity training. More information on cybersecurity can be found on page 42.
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.
Maintain board diversity by having women and/or racially diverse representation for at least a third of the Board of Directors	Ongoing Target Below Target	As part of our strategic plan, we reduced the size of our Board of Directors from 12 to 6 members to better align the Board with other companies in the REIT industry. Our best-in-class Board of Directors has relevant industry, corporate strategy, capital allocation, financial, and governance experience. We anticipate reestablishing our diversity goals in the coming years.







Environmental



LEED Certified
East Pavilion
SEATTLE

Environmental Performance Highlights

Like-for-Like Results(1)

Energy Use (MWh)

Change ▲ 1.0%

	2025	2024
	684,256	677,464

Greenhouse Gas Emissions ($MTCO_2e$)(2)

Change ▼ 5.6%

	2025	2024
Scope 1	21,331	20,084
Scope 2(3)	193,913	207,909
Subtotal	**215,244**	**227,993**
Scope 3	**98,740**	97,112

Change ▲ 1.7%

Water Use (kGal)

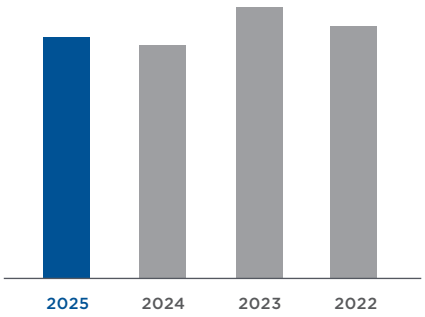
Change ▲ 1.0%

	2025	2024
	657,161	650,665

Long-Term Targets(1)

Energy Use (MWh)

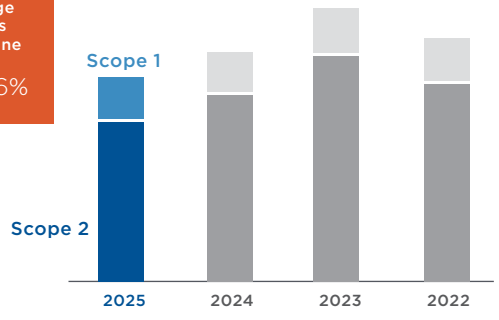
Change Versus Baseline ▼ 1.3%



	2025	2024	2023	2022
	680,466	673,505	704,993	689,660
Intensity (MWh/1,000 SF)	**24.7**	24.5	25.6	25.0

Greenhouse Gas Emissions ($MTCO_2e$)(2)

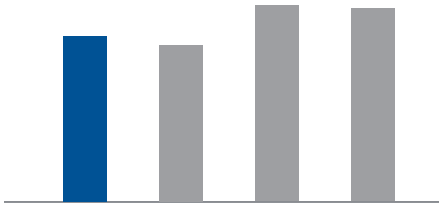
Change Versus Baseline ▼ 8.6%



	2025	2024	2023	2022
Scope 1	21,686	20,517	23,114	22,281
Scope 2(3)	192,419	206,284	226,465	211,924
Total	**214,105**	**226,801**	**249,579**	**234,205**
Intensity (MTCO2e/1,000 SF)	**7.8**	8.2	9.1	8.5

Water Use (kGal)

Change Versus Baseline ▼ 2.3%



	2025	2024	2023	2022
	611,027	606,214	626,793	625,222

(1) Data includes properties over which HR held operational control and owned for the entirety of the reporting periods. 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 50. (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. (3) Previously reported 2024 Scope 2 emissions were overstated due to a double-counting error. The figures presented in this report reflect the corrected emissions values and supersede the corresponding figures published in prior reports.

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 through strategic capital and expense decisions. Our utility data is collected from bill pay providers, utility automation, tenants, and real-time interval monitoring, and is housed in a third-party energy information system. This data 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 tenants and building requirements.

HVAC Efficiency

Replacing heating, ventilation, and air conditioning systems at the end of their useful life provides opportunities to install high-efficiency equipment, such as higher-efficiency rooftop units, heat pumps, and higher-efficiency chillers, where cost-effective. Before replacing equipment, we routinely upgrade components such as compressors, variable frequency drives, coils, and heat exchangers to improve overall system efficiency. These practices allow us to improve the energy efficiency of aging equipment before replacement.

SUSTAINABILITY MANAGEMENT

We have implemented Sustainability and Energy Management Systems that leverage Plan, Do, Check, Act stages, aligning with the **International Organization for Standardization ("ISO") 14001 standards** and **ENERGY STAR Guidelines for Energy Management.**

Healthcare Realty has been an ENERGY STAR partner since 2004. In 2025, 85% of the portfolio was benchmarked in ENERGY STAR Portfolio Manager.

Energy Management

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.

Lighting Enhancements

Prioritizing lighting retrofits and automated lighting controls directly impacts energy efficiency. Lighting enhancements reduce a building's energy load, improve occupancy comfort, increase tenants and patient safety, and provide better-quality lighting.

Building Envelope

Improving our building envelopes offers an excellent opportunity to increase efficiency by reducing heat transfer and lowering HVAC demand in building systems. These efforts include increasing insulation when replacing roofing, implementing reflective roofing, replacing windows with high-efficiency options, installing window film, and resealing/resurfacing exterior facades.



REAL-TIME MONITORING TECHNOLOGY

At our Corporate Office, our engineering team leveraged real-time building monitoring and advanced HVAC controls to optimize equipment operation, including demand-based resets, staggered start times, and VAV repairs. These improvements reduced year-over-year energy consumption by 44% while enhancing overall system efficiency and performance.

2025 Energy Saving Capital

$11.8M	$1.9M	$279K	$70K
HVAC and Energy Management	**Roofing**	**Lighting**	**Windows and Doors**
Equipment and controls upgrades, energy optimization improvements, refrigerant upgrades	*Reflective roofing, increased insulation*	*LED retrofits, occupancy sensors, lighting controls*	*Energy-efficient windows, doors, solar film installations*

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. We have two completed on-site solar panel projects in California, with a third project under construction. The energy generated by the projects is used on-site through net energy metering. Our tenants benefit from reduced utility expenses at the properties, and patients benefit from shaded parking areas.

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 an energy procurement company to benefit from competitive energy pricing.

Green-e

35,259 MWh

RECs retired

1.9M SF, 21 PROPERTIES IN TEXAS

Green-e certified renewable energy



Fountain Valley Parking
LOS ANGELES

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 2025, 83% of the portfolio was benchmarked for water usage in ENERGY STAR Portfolio Manager.

Water reduction and savings efforts include:

- Replacing existing fixtures with low-flow and touchless fixtures in common areas and tenant spaces
- Installing 0.5 GPM faucet aerators and 1.28 GPF toilets in tenant and common area restrooms
- 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
- Utilizing sub-metering to monitor water use by tenants
- Installing high-efficiency and drip irrigation systems across the portfolio
- Replacing water-intensive landscaping with drought-tolerant, native vegetation, and xeriscaping



95K

Water Efficiency Projects

low flow fixtures and leak detection systems



159K

Landscaping Improvements

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

Waste Diversion

We monitor and benchmark waste produced at our properties and regularly assess recycling needs. Waste data is collected through billing automation and property-level audits. By year-end 2025, 73% of the portfolio was benchmarked for waste services, including trash, recycling, and composting, where available.

Reducing building waste by:

- Dedicating recycling containers throughout our portfolio
- Purchasing consumable materials with recycled content
- Installing water bottle filling stations to discourage single-use plastics
- Right-sizing waste services for cost efficiency
- Utilizing e-waste services to discard electronics
- Recycling light bulbs and batteries
- Implementing waste standards in construction contracts
- Reusing or donating furniture and construction materials from renovation projects
- Waste standards in construction contracts



SMART RECYCLING

In Colorado, the engineering team diverted existing copper wiring from a redevelopment property from disposal by coordinating its recovery and recycling, generating funds to support a team-building event. This initiative demonstrates how material reuse and recycling can reduce waste while creating value from materials that otherwise would have been discarded.

Sustainable Buildings

Building Materials

Materials in tenant improvement and capital projects incorporate sustainable components. We routinely include LED lighting, low-flow fixtures, 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 also incorporate sustainable amenities like bike facilities, electric vehicle charging stations, and preferred parking for carpools and fuel-efficient vehicles.

ACQUISITION DUE DILIGENCE

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



Sustainable Buildings

Sustainable Investment

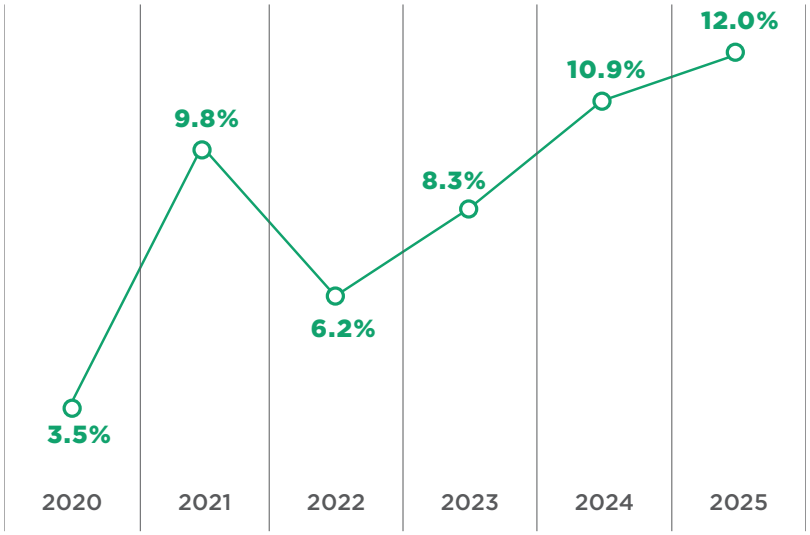
We design and construct medical outpatient properties that reflect our commitment to sustainable building practices. Our developments and redevelopments are built to LEED standards, incorporating best practices for construction and building operations post-construction.

- Site selection includes brownfield revitalization and land reuse, avoiding development on environmentally sensitive lands and protecting the area's biodiversity
- Evaluating transportation options, including access to transit and bike facilities on the property
- Energy and water analysis and modeling at pre-construction
- Commissioning for the building envelope and equipment
- 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 IAQ strategies and management planning
- Waste management planning, including recycling and best practice demolition
- Use of sustainable materials with sourcing considering proximity to the site

Green Building Certifications

Healthcare Realty continues to increase green buildings in our portfolio, exceeding our 11% target in 2025. We obtained 69 green building certifications, bringing our portfolio coverage to 12% of properties and 17% of portfolio square footage. Obtaining these certifications ensures that sustainability best practices are embedded at our properties.

Portfolio Coverage



Building Sustainably with Health Systems





Working in collaboration with Baylor Scott & White Health to support an expanding campus and growing Fort Worth community, Healthcare Realty completed construction on Baylor All Saints MOB II in 2025. The four-story development expands access to hospital-affiliated services, including comprehensive imaging, multidisciplinary family practice, pediatrics, neurology and physical therapy, while providing modern amenities for patients, visitors and healthcare providers.

As a ground-up development, the project provided Healthcare Realty with control over the site, design, building systems, materials and construction practices, creating opportunities to integrate sustainability throughout the development process. The project achieved LEED Certified status by integrating sustainable strategies including water-efficient design, enhanced commissioning, whole-building LED lighting, construction waste management, and material health and environmental impacts.

The project demonstrates how integrating sustainability considerations early in the development process can support environmental performance while delivering modern healthcare infrastructure to growing communities.

Climate Risk and Resiliency

TCFD

Healthcare Realty evaluates physical and transitional risks regularly. 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 EVP, General Counsel, provides sustainability updates to the entire board. 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 those from 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.**

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	Investor demand for green-certified buildings
	Change in asset valuation	Access to green financing, including sustainability-linked term loans and green bonds
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


IREM CSP
Broadway Webster
SAN FRANCISCO

Physical Climate Risk

Healthcare Realty utilizes third-party climate risk assessments and insurance evaluations to identify and assess weather- and climate-related risks across our portfolio. This includes acute hazards and chronic risks. Climate risks are evaluated across multiple systemic climate scenarios and short-, medium-, and long-term time horizons of 0–50 years.[1]

Mitigation Strategies

Healthcare Realty mitigates physical climate risks at the portfolio level with comprehensive insurance coverage, strategic capital planning, property-level resilience measures, and operational best 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 systems and equipment. Local management teams maintain emergency preparedness plans and coordinate with local resources to help minimize business interruptions during severe weather events.

Climate risk assessments and mitigation strategies are incorporated into ongoing portfolio management and capital planning to support the long-term resilience and operational continuity of our properties.

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	6%
	Higher Risk	2%
Extreme Cold	Low to No Risk	37%
	Medium Risk	**62%**
	Higher Risk	1%
Wildfire	**Low to No Risk**	**87%**
	Medium Risk	10%
	Higher Risk	3%
Water Stress	**Low to No Risk**	**60%**
	Medium Risk	11%
	Higher Risk	29%
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 RCP4.5, RCP7.0, RCP8.5, SSP1, SSP2, SSP3, SSP5.
(2) Portfolio risk includes 485 properties representing 82% of the portfolio at year-end 2025.

Social



Employee Engagement

Our employees are the heart of Healthcare Realty's success, representing the best of our values to one another, our tenants and their patients, vendors, and partners. By supporting and investing in our team, we help our employees to thrive professionally and personally.

Connectivity

Our company intranet, HR@Work, is an important connector for engaging colleagues across our portfolio. HR@Work is a central hub for employee resources, company news, and important announcements.

Values in Action

The Values in Action Award is Healthcare Realty's employee recognition program celebrating team members whose work embodies one or more of the company's core values: Respect, Teamwork, Financial Discipline, and Winning Mentality. Launched in 2024, the award reflects our ongoing commitment to our colleagues, tenants, partners, and shareholders.

Quarterly Town Hall

Our quarterly town hall provides an opportunity for employees to connect with leadership. The meeting covers the previous quarter's results, progress on annual goals, overall company priorities, and recognition for the Values in Action award. These company-wide town halls serve as an important connection point between employees and the leadership team, reinforcing shared accountability and helping drive exceptional results across the organization.



VALUES IN ACTION

Jeff Croniser, Regional Engineer in Phoenix, received the Values in Action Award for the third quarter of 2025. He was recognized for demonstrating a Winning Mentality through his contributions and collaboration with teams across the portfolio.

Employee Engagement



Team Building

Our local teams regularly organize team-building events and social activities that provide employees with opportunities to connect beyond their day-to-day responsibilities. These initiatives strengthen workplace relationships, foster trust and collaboration, and create a culture where employees feel connected, valued, and included.

Employee Surveys

Healthcare Realty conducted a third-party employee engagement survey in 2024, providing all team members with an opportunity to share honest, anonymous feedback. Results reflected strong perceptions of teamwork, respect, employee impact, and manager relationships, while helping identify strengths and opportunities for improvement.

We also used employee feedback to inform actions that support our workforce, including updates to vacation and paid parental leave policies. We remain committed to strengthening our workforce practices and experience with our next employee engagement survey planned for fall 2026.





LEADERSHIP TOURS

In 2025, CEO Pete Scott and senior leadership visited 38 markets across our portfolio. These site visits create valuable opportunities for leadership to connect face-to-face with our property management and engineering teams. Walking the properties alongside them offers firsthand insight into the tangible results of their daily work, along with a depth of understanding about our assets that can only come from being there in person.

Employee Engagement



Training and Development

Training is an important component of employee development and professional growth. All employees are required to complete cybersecurity training and are encouraged to participate in additional training related to new technologies and processes.

Each department also provides on-the-job training to support employees' professional development and help them succeed in their roles. This training may include tenant surveys, leasing processes, budgeting and forecasting, and other job-specific topics. In addition, the company provides numerous resources through its intranet, offering employees opportunities to expand their knowledge and develop new skills.

Employee Retention

Healthcare Realty aims to attract, retain, and promote top talent. Just as our employees are committed to advancing our mission, we are committed to their success and well-being.

We accomplish this by offering competitive compensation and benefits, investing in employee professional development, and promoting an inclusive and exceptional work environment. At year-end of 2025, the Company's average employee tenure was 4.9 years. 85 employees had tenure of 10 or more years, and 17 employees had tenure of 20 or more years.

INTERNSHIPS

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. The Company has hired several interns and views the intern program as a valuable way to grow our talent pool.

PROMOTIONS

Over the past three years, Healthcare Realty has promoted 150 employees, with women and racially diverse employees representing 67% of those promotions. In 2025, we promoted 52 employees, 65% of whom were women or racially diverse.

Employee Benefits

Our competitive benefits and employee programs are designed to support our people throughout their careers, helping us attract top talent, retain experienced employees, and foster a workplace where employees can thrive.

Health and Wellness

- Health, dental, and vision insurance on the first day of employment
- Health Savings Account with employer contributions
- 100% of short-term disability, 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
- Annual cash incentive (bonus) program
- Financial literacy courses from the Company's 401(k) provider

Family and Personal

- College savings program
- Work/life balance encouraged by flexible, hybrid, and remote work schedules
- Paid parental leave for primary and secondary caregivers
- Eight hours of paid time off to complete volunteer activities
- Charitable donation matching program
- Minimum of 31 days/248 hours of Paid Time Off and Holidays, increasing with tenure

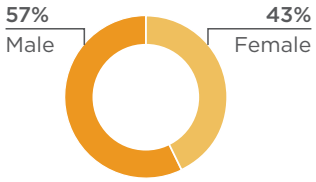
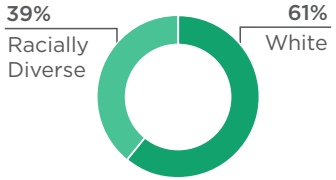
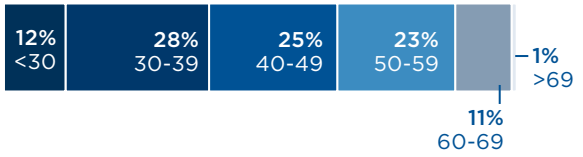
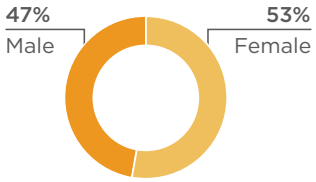
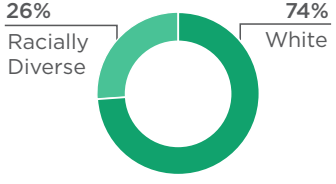
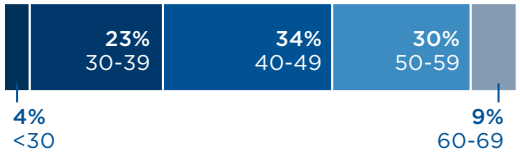
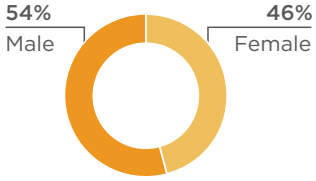
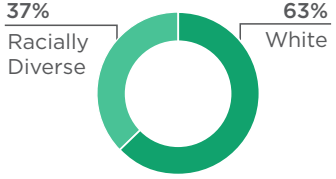
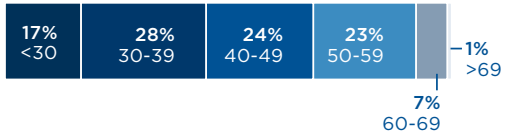
Professional Development Benefits

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

Employee Diversity and Inclusion

Healthcare Realty is committed to a diverse and inclusive culture. We embrace employee 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.

Employee Demographics[1]

	Gender	Race	Age
Employees			
Manager and Above			
New Hires			

(1) Employee data as of 12/31/2025

Employee Health and Safety

We are committed to providing a safe workplace for all employees. The Company makes efforts to eliminate hazards that cause accidents and injuries. Healthcare Realty follows Occupational Safety and Health Administration (OSHA) standards and other applicable legislation.

Our Code of Business Conduct and Ethics, which every employee must review and acknowledge annually, 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.

We provide access to hundreds of safety courses through Vector Solutions on topics including eye and face protection, workshop safety, and alert driving. Mandatory courses are regularly monitored and assigned based on job responsibilities to help maintain a safe workplace.

We have implemented several initiatives to improve the mental and physical well-being of our employees:

- Company-wide wellness initiatives including bi-monthly wellness challenges, walking lunch breaks, and weekly chair yoga classes
- Ergonomic workstations and standing desks
- An option to work remotely or on a hybrid basis in some positions
- Enhanced coverage for mental health through our Employee Assistance Program (EAP), providing free counseling and coaching

1,500+ Hours
of Safety Training

0%
Lost Day Rate

2.0%
Injury Rate

1.8%
Absentee Rate

Employee Wellness

Healthcare Realty's social program 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

Every year, the Company joins together for six themed wellness challenges. In 2025, we broke out into regional teams for a step challenge. The winning team in the Northeast region directed a $5,000 donation to the charity of the Greater Boston Food Bank, the largest hunger-relief organization in New England, which distributes over 90 million meals per year to food-insecure families throughout the region.



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 2025, the team ran an Oktoberfest-themed 5K fun run, placing first out of five 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 Engagement

Communication

We value regular, direct, and professional communication with our tenants. Our teams use a portfolio-wide tenant communication system to ensure tenants receive timely information about routine building maintenance, large-scale property renovations, safety and security protocols, weather emergencies, and other building-specific updates.

Service

Tenants use our service portal to quickly submit service requests, track the progress of their requests, and provide feedback on the service received. The service portal serves as a one-stop resource where tenants can access building policies and procedures, emergency information, management office contacts, sustainability tips, and online rent payment options.



Events

Our property management teams regularly host tenant appreciation events for building tenants. Past events have included coffee carts, complimentary lunches, afternoon snacks, lunchtime cornhole games, and raffles. These events provide meaningful opportunities for our teams to connect with tenants, build relationships, gather feedback, and better understand their needs.

2025 TENANT SURVEYS

Physician tenants are at the center of our business, and every employee plays a role in attracting and retaining tenants. Healthcare Realty partners with Kingsley Associates, a nationally recognized independent surveyor, to regularly assess tenant satisfaction, service performance, leasing, maintenance, renewal intentions, and sustainability priorities. In 2025, overall tenant satisfaction improved from the previous survey, with 34 properties achieving a perfect Kingsley score of 5.0 for overall tenant satisfaction.

We use survey results and tenant feedback to develop action plans that identify opportunities for improvement and prioritize key concerns. These efforts help us address tenant needs, improve service delivery, and enhance the overall tenant experience.

Community Engagement

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

Corporate Charitable Giving

Healthcare Realty is proud to support charitable organizations that our physician tenants value and where our employees volunteer their time. This includes Spectrum Sailing, the Alzheimer's Association, Special Olympics, the Susan G. Komen Breast Cancer Foundation, the American Cancer Society, the American Red Cross, and local food banks.

Employee Donation Matching

We proudly help our employees double the impact of their personal giving. Our charitable donation matching program will match 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.

Health System Fundraising

Healthcare Realty regularly donates to and participates in fundraising events hosted by local health systems, supporting their missions and helping advance patient care, community health initiatives, and medical research.



Healthcare Realty was a corporate sponsor of the Good Health Classic, a charity golf tournament hosted by Ascension Saint Thomas.



Healthcare Realty team members in White Plains, New York team up to give back to the community by assembling personal care kits for Family Restoration Project One.

Community Service

Healthcare Realty employees actively contribute their time and talents to strengthen the communities where we live and work. Through company-sponsored initiatives such as litter removal programs, holiday toy drives, blood drives, canned food drives, and other community service activities, our teams contribute to organizations and causes that make a meaningful local impact. We also encourage employees to use their annual volunteer hours to support nonprofit organizations and initiatives that are important to them.



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 2025, we hosted ten blood drive events across the country. Collectively, these events produced 129 units of blood for local blood banks! Each unit can help up to three patients in need – which means our efforts may contribute to saving as many as 387 lives.



Holiday Toy Drive

For the seventh 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.



Food Bank

In November, members of our Denver team volunteered at the distribution center of Food Bank of the Rockies, the largest hunger-relief organization in the Rocky Mountain region. They worked together to pack more than 2,000 lunches for the local chapter of the Boys and Girls Club.



Salvation Army Angel Tree

In December, the Boston Management Office at Stetson MOB hosted an Angel Tree in partnership with The Salvation Army, inviting tenants, patients, and visitors to help fulfill holiday wish lists for local children and families in need. The response was overwhelming, with generous donations collected and distributed to families ahead of the holidays, making it a truly meaningful and rewarding experience for everyone involved.

Governance



IREM CSP
Hale Pawa'a
HONOLULU

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 overseen by our EVP and General Counsel, led by our Director of Corporate Responsibility, and supported by our Sustainability Analyst. The sustainability team works cross-functionally across the organization to advance ESG initiatives, monitor performance, and report on sustainability progress.

ESG-Related Compensation

Healthcare Realty's Executive Incentive Plan for named executive officers contains a performance incentive based on annual objectives.

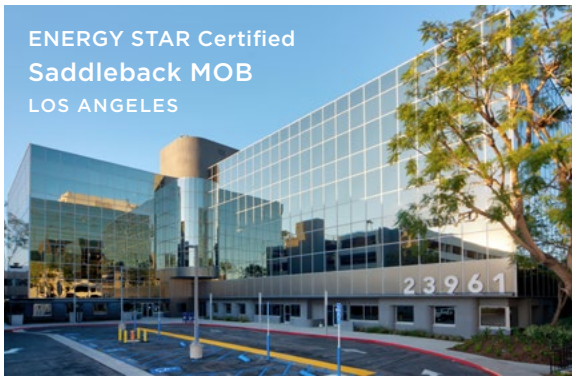
Goals and initiatives for 2025 included(1):

- 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

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.





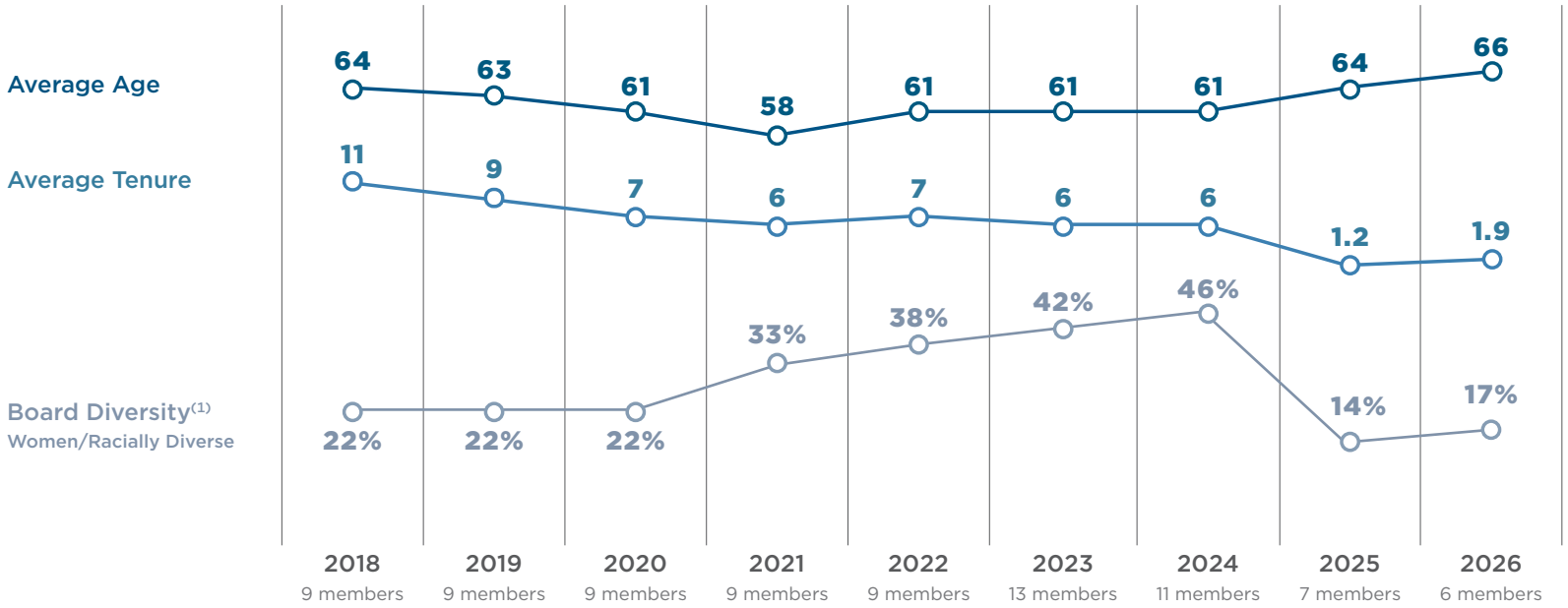
(1) More information on the Company's executive compensation can be found in the Proxy Statement.

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

Board Member Demographics



(1) In 2025, the Board of Directors was reduced from 12 to 7 members to better align the size of the Board with other REITs. Upon the conclusion of the annual meeting of shareholders in 2026, Jay Leupp retired from the Board, further reducing the size to 6 directors. The reduction impacts our near-term Board composition metrics; however, we anticipate reestablishing our diversity goals in the coming years.

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



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



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

COMMITTEES

Audit

Glenn J. Rufrano*
David B. Henry
Constance B. Moore

Compensation and Human Capital

David B. Henry*
Thomas N. Bohjalian
Donald C. Wood

Nominating and Corporate Governance

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

*Chair

Corporate Governance

Healthcare Realty is committed to implementing shareholder-centric policies and procedures. A full list of those policies is found in our **2026 Proxy statement.**

Shareholder Rights

- Annual election of directors with a majority vote standard
- 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

Independent Oversight

- Independent Board Chair
- Audit, Compensation and Human Capital, 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 sessions

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, same-store NOI growth, ESG and individual performance.
- Compensation clawback policy applies to all current and former executive officers

Compliance

- Robust director nominee evaluation process focused on Board composition, refreshment, experience and diversity
- 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 using Company funds

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 **2026 Proxy statement.**

Audit Committee

Major risk management responsibilities: Financial Reporting, compliance, fraud, cybersecurity, and other enterprise risks

- 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 those exposures
- Assists the board in its risk management function regarding cybersecurity oversight

Compensation and Human Capital Committee

Major risk management responsibilities: Talent management, compensation, and succession planning

- 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 the Company's incentive compensation and equity plans
- Reviews executive succession planning and development plans for the Named Executive Officers

Nominating and Corporate Governance Committee

Major risk management responsibility: Corporate Governance, ethical behavior, and sustainability

- Develop and implement policies and practices related to corporate governance
- Evaluate the independence, performance, and composition of the Board
- Develops criteria for the selection and nomination of Board members
- Oversees 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 Audit Committee discusses cybersecurity with management at each quarterly meeting and reports to the full Board of Directors on cybersecurity matters.



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.

Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics establishes principles and expectations for employees, officers and directors across a range of business practices and procedures. The Code addresses compliance with applicable laws, rules and regulations; conflicts of interest; insider trading; discrimination and harassment; health and safety; human rights; political contributions; and procedures for reporting and addressing potential violations.

Healthcare Realty requires employees to review and acknowledge the Code annually, reinforcing our commitment to ethical conduct, compliance and accountability.

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.

Corporate governance documents are publicly available on **our website.** Our proxy report includes additional information on corporate governance, corporate conduct, business ethics, and compensation.



Disclosures

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 Statements 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, 2025, 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 12/31/2025	Unit of Measure	Total	Code
Number of assets	Number	562	IF-RE-000.A
Leasable floor area	Square feet (ft²)	32,731,044 ft²	IF-RE-000.B
Percentage of indirectly managed assets	Percentage (%) by floor area	7.0%	IF-RE-000.C
Total occupancy as of 12/31/2025	Percentage (%)	89.0%	IF-RE-000.D

Energy Management			
Energy consumption data coverage as a percentage of total area	Percentage (%) by floor area	85.0%	IF-RE-130a.1
(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewal	Gigajoules (GJ)	(1) 2,463,322 GJ (2) 100 (3) 4%	IF-RE-130a.2
Like-for-like percentage change in energy consumption for the portfolio area with data coverage	Percentage (%)	1%	IF-RE-130a.3
Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR	Percentage (%) by floor area	(1) 80% (2) 11%	IF-RE-130a.4
Description of how building energy management considerations are integrated into property investment analysis and operational strategy	N/A	Pages 16-23	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 and (2) floor area in regions with High or Extremely High Baseline Water Stress	Percentage (%) by floor area	(1) 80% (2) 22%	IF-RE-140a.1
(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage (%)	(1) 2,487,624 m^3 (2) 35%	IF-RE-140a.2
Like-for-like percentage change in water withdrawn for portfolio area with data coverage	Percentage (%)	1.0%	IF-RE-140a.3
Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	Pages 19; 22-26	IF-RE-140a.4
Management of Tenant Sustainability Impacts			
Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	n/a	Pages 16-23; 35	IF-RE-410a.3
Climate Change Adaptation			
Area of properties located in 100-year flood zones	Square feet (ft^2)	2,728,501 ft^2	IF-RE-450a.1
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	n/a	Pages 24-26	IF-RE-450a.2

Statement of Verification

June 2026

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 2025 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, 2025 to December 31, 2025

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 2025 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 ±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 practioners 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 also interviewed the management team responsible for overseeing the compilation of the GHG inventory and reporting process and reviewed the documentation of the internal environmental data review program implemented by Healthcare Realty.

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 2025.

Statement of Verification

Boundaries and Scope

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

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 587 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 2025 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.

Wiley Barbour, PE
Lead Verifier
Cventure LLC
June 17, 2026

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June 17, 2026

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