

# COMMUNITY

## HEALTHCARE

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### TRUST

## Human Capital Support & Development

*As of February 9, 2023*

Our success is dependent on the talent, focus and dedication of our people. We recognize the value that each of our employees brings to our clients every day and seek ways to further support and engage them. We believe that employee engagement creates a virtuous cycle of work satisfaction and superior customer service which, in turn, provides long-term value for our shareholders and the communities we serve.

In order to continue this successful relationship, CHCT invests significant time and resources in supporting and developing our employees.

- **Benefits:** CHCT provides a competitive benefits package including Medical, Dental and Vision coverage options, a 401k with a 3.5% employer match, annual employer contributions to employee HSA Accounts, Flexible Spending Accounts, and generous personal time off including a “Personal Day of Service” in which an employee can take company time off for an important charitable cause.
- **Training and Education:** CHCT’s culture emphasizes continuous learning and improvement. This allows our employees’ skills to remain current and to adapt to new responsibilities and emerging market needs. As well as providing internally-administered online training programs, CHCT provides financial support for continuing education credits, tuition reimbursement, and support to attend conferences and seminars. We encourage employees to work with their managers to identify learning opportunities that will contribute to their career goals and to CHCT’s success.
- **Employee Engagement:** CHCT conducts a survey of employees each year to measure employee engagement and satisfaction. When necessary, CHCT will change procedures and / or implement initiatives to address areas for improvement. In addition, CHCT hosts periodic all-employee meetings providing both a general business update and allowing employees to ask questions and provide feedback to management.
- **Philanthropic Support:** CHCT supports local, regional and national non-profit organizations through corporate donations and charitable sponsorships.
- **Employee Incentive Program:** All employees are eligible to receive cash and restricted stock based on individual and company performance. Pursuant to Non-executive officer incentive program, as amended from time to time, all non-executive,

employees receive annual restricted stock grants, subject only to longevity requirements.