

Corporate Sustainability Report | 2025



About This Report

Community Healthcare Trust is proud to present its third Corporate Sustainability Report. Over the past year, we have strengthened our initiatives, refined our strategy, and further embedded sustainability into our core business operations. At the same time, we remain mindful that our journey is ongoing and that continuous improvement is essential.

This report highlights the tangible actions we have taken, the measurable progress we have achieved, and the areas where we are accelerating our efforts. It also outlines our goals as we respond to evolving stakeholder expectations and a rapidly changing global landscape.

Our commitment to sustainability continues to evolve alongside our business. By leveraging new insights, advancing technologies, and fostering meaningful partnerships, we are working to enhance our impact and accountability.

We invite you to explore this report to better understand our progress, priorities, and ambition to create long-term value. Together, we remain focused on advancing a future where responsible business practices and sustainable growth are intrinsically linked.

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Letter from the CEO



I am proud to present the third edition of our Corporate Sustainability Report, which reflects a year of continued progress, learning, and disciplined execution across our environmental, social, and governance priorities.

Over the past year, we have moved beyond building our foundation to strengthening sustainability across our business. This has included sharpening our focus areas, improving how we track and measure our sustainability performance, and ensuring that our actions align with our 2030 targets.

As our approach evolves, so does our commitment to clear, consistent, and actionable disclosure.

We operate in a dynamic environment where the sustainability landscape and expectations are rapidly changing. In response, we are taking a more structured and forward-looking approach that emphasizes risk awareness, new opportunities, and measurable outcomes. Our efforts are focused on reducing environmental impact, enhancing portfolio resilience, and identifying opportunities where sustainability can create long-term value.

At the same time, we remain pragmatic in advancing our initiatives. As a smaller organization, we must carefully prioritize where we invest our resources, while navigating challenges such as data availability and the financial considerations of sustainability projects. This requires a balance between ambition and execution.

Our progress is made possible through the continued engagement of our stakeholders. The insights and collaboration of our employees, tenants, investors, and communities play a critical role in shaping our priorities and approach.

This report is intended to provide a transparent account of where we are making progress and where further work is required.

We are committed to advancing sustainability initiatives that deliver meaningful impact. I invite you to review this report and learn more about how we are positioning ourselves for continued progress in the years ahead.

Thank you for your ongoing support and partnership.

Sincerely,

A handwritten signature in black ink, appearing to read 'David H. Dupuy', written over a light blue horizontal line.

David H. Dupuy

President & Chief Executive Officer

Company Overview

Community Healthcare Trust Incorporated (NYSE:CHCT) is a publicly traded, self-managed, fully integrated Healthcare Real Estate Investment Trust (REIT) headquartered in Franklin, Tennessee. With over 10 years of experience owning, acquiring, and managing healthcare-related real estate assets, CHCT is a knowledgeable and trusted landlord. We own a diverse, quality portfolio of properties, including physician offices, specialty centers, behavioral facilities, inpatient rehabilitation facilities, and medical office buildings across the United States.

Our portfolio is diversified by asset type, operator, and industry segment, which, combined with our highly focused strategy, financial strength, and experienced management team, has enabled us to deliver strong returns to our shareholders since inception.

Our disciplined approach, coupled with a conservative, easy-to-understand debt structure and balance sheet has resulted in steady asset growth since inception.



As of 12/31/2025

4.7%

YEAR-OVER-YEAR
REVENUE GROWTH

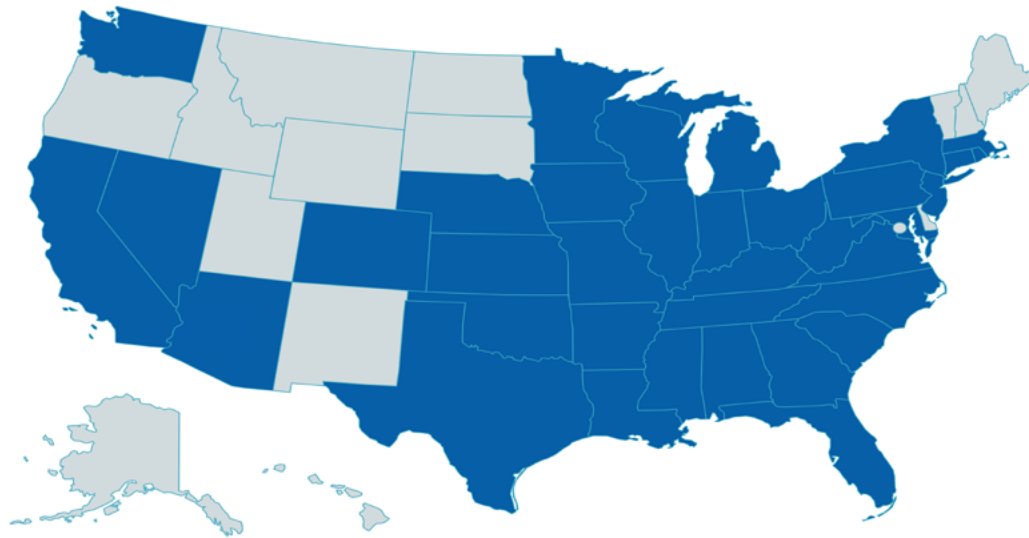
593%

TOTAL ASSET GROWTH
SINCE INCEPTION

5.0%

YEAR-OVER-YEAR NET
OPERATING INCOME GROWTH

Portfolio Overview As of 12/31/2025



■ States with CHCT properties

Our portfolio is a testament to our commitment to providing vital healthcare infrastructure to create value for our shareholders and the communities we serve while being good stewards of the environment.

We grow our portfolio through acquisitions of healthcare facilities that provide stable revenue growth and predictable long-term cash flows. Community Healthcare Trust ended 2025 with gross real estate investments of approximately \$1.22 billion in 198 properties in 36 states.

198

NUMBER OF PROPERTIES

\$1.22B

INVESTMENT VALUE

90.6%

OCCUPANCY

4.5M

TOTAL LEASEABLE AREA
(SQ.FT)

3

NEW ACQUISITIONS IN 2025

Mission and Purpose

At Community Healthcare Trust, we believe that good businesses must not only generate economic value, but also play a pivotal role in addressing social needs and challenges. As a leading Real Estate Investment Trust, we remain committed to creating value for our shareholders, tenants, employees, and communities we serve.

Our Approach

- Understanding and engaging with all stakeholders
- Managing our portfolio with strategic foresight
- Creating thriving, sustainable communities through collaboration

By integrating these principles into our operations, we ensure long-term value creation for all our stakeholders.

Our Purpose

Excellence We strive to enrich the communities we serve by delivering high-quality, lasting value.

Innovation We seek opportunities, large and small, to make a meaningful impact.

Shareholder Return We aim to create the maximum value for our shareholders, while being a good steward to the environment.

Our Core Values

Our purpose comes to life through our core values, which guide every decision we make:

Respect We value and consider the perspectives of all our stakeholders, fostering inclusivity and collaboration.

Excellence We are committed to delivering high-quality, sustainable developments that stand the test of time.

Integrity We uphold the highest ethical standards in our operations, ensuring trust and accountability.

Teamwork We believe in the power of partnerships, working together to achieve shared goals.



Our Plan



Sustainability Strategy

Value Creation & Preservation

The value creation and preservation aspect of our Sustainability strategy revolves around integrating sustainability into our business operations. By focusing on responsible resource management and innovative solutions, we aim to enhance operational efficiency and reduce costs over time. This approach not only improves our bottom line but also strengthens our competitive advantage, ensuring long-term resilience in a dynamic market.

Climate Risk Management & Mitigation

Climate risk management and mitigation are central to our Sustainability strategy, as we recognize the potential impacts of climate change on our business operations, supply chains, and long-term viability. We proactively approach identifying and assessing climate-related risks, such as physical risks from extreme weather events and transitional risks linked to regulatory changes and shifts in market demand.

Reporting

Sustainability reporting is a cornerstone of our strategy, ensuring transparency and fostering trust with our stakeholders. We are committed to providing clear, accurate, and comprehensive disclosures on our environmental, social, and governance practices. Our reporting aligns with the Global Reporting Initiative (GRI) framework to ensure consistency and comparability. Through our annual corporate sustainability report, we highlight key performance indicators, progress on sustainability goals, and the impact of our initiatives.

As a foundation to our Sustainability strategy implementation, we use an Environmental Management System (EMS) which aligns with ISO 14001 and follows the Plan-Do-Check-Act approach.



Market Assessment (Plan) Identify and research sustainability trends in real estate.

Action Plan (Plan) An action plan is formulated to identify the most important areas of impact and the relationship with primary stakeholders.

Implementation (Do) Development and implementation are carried out by cross-department collaboration.

Review (Check & Act) This last stage allows us to modify our action plan in an ongoing process, ensure compliance with applicable legal requirements, and identify and correct nonconformity. A performance assessment is then carried out to assess effectiveness of changes implemented.

Stakeholder Engagement

The purpose of stakeholder engagement at Community Healthcare Trust is to identify and address material sustainability impacts, risks, and opportunities. These engagement efforts are designed to foster trust and collaboration with tenants, employees, and external partners, while ensuring that business practices align with stakeholder expectations and applicable regulatory requirements. This approach supports the Company’s sustainability objectives by enabling informed decision-making and more effective strategy development.

CHCT engages a broad group of internal and external stakeholders, including employees, tenants, vendors, shareholders, regulators, rating agencies, and financing institutions through reporting, surveys, and meetings. We also conduct a peer benchmark analysis and review the Global Reporting Initiative (GRI) framework to ensure alignment with industry best practices.

Stakeholders	Methods of Engagement	Frequency of Engagement
Regulators	Annual reporting and on demand meetings	Continuous, depending on needs and regulatory timelines
Employees	In person meetings and annual employee survey	On a quarterly basis
Suppliers and vendors	Contractual agreements and meetings	Continuous, depending on needs
Rating agencies	Reporting and virtual meetings	Regular disclosure and on demand meetings
Shareholders	Reporting and meetings	Regular disclosure and on demand meetings
Financing institutions	On demand meetings	Regular disclosure and on demand meetings
Tenants	Tenant survey and direct meetings	Continuous, depending on needs

Materiality Assessment

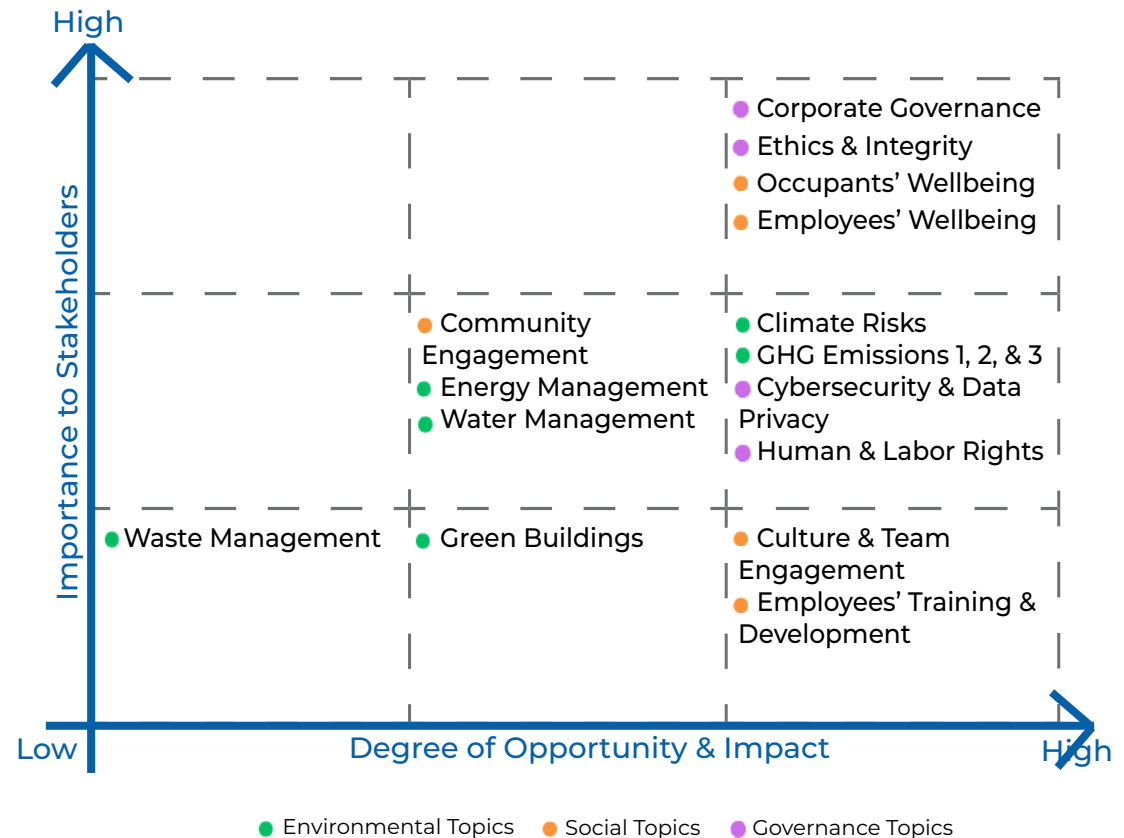
Our materiality assessment identifies the environmental, social, and governance topics that are most significant to both our stakeholders and our business. The assessment informs our sustainability strategy, risk management, and public disclosures.

The materiality map identified material sustainability topics across two dimensions: **Importance to Stakeholders** (y-axis) and **Degree of Opportunity & Impact** (x-axis). Each topic's position reflects a weighted score derived from stakeholder feedback and internal evaluation.

Topics located in the upper-right quadrant represent our highest priorities. These issues are considered critical due to their potential to significantly impact our long-term performance and their high level of stakeholder concern. Issues in the lower-right quadrant are important to business operations but currently receive less stakeholder attention.

We review and update our materiality assessment annually to ensure it remains responsive to evolving stakeholder expectations, regulatory developments, and changes in our operating environment.

Our materiality assessment adheres to the Global Reporting Initiative (GRI) framework.



2030 Targets

Our Environmental, Social, and Governance targets are aligned with the material sustainability impacts, risks, and opportunities on the business. We consult internal and external stakeholders to align our interests and expectations.

Topics	Targets	2025 Status
Energy	Achieve a 10% Energy Use reduction on a per square foot basis by 2030 over a 2023 baseline	Ongoing
Water	Achieve a 10% Water Use reduction on a per square foot basis by 2030 over a 2023 baseline	Ongoing
Climate	Achieve a 10% reduction in total GHG emissions on a per square foot basis by 2030 over a 2023 baseline	Ongoing
Building Certification	Certify 75% of all of our eligible properties by 2030 over a 2023 baseline	Ongoing
Health & Safety	Maintain an injury-free workplace	Achieved

2030 Targets (Continued)

Topics	Targets	2025 Status
Employee Engagement	Achieve a 80% employee engagement rate	Achieved
Employee Training	Achieve a 100% completion rate for our annual ethics, human rights, and cybersecurity trainings	Achieved
Employee Satisfaction	Achieve a 80% employee satisfaction score in our annual employee survey	Achieved
Community Engagement	Achieve a 50% employee participation rate in our volunteer programs and charitable events	Achieved
Board of Directors	Maintain a Board of Directors with at least one female and a member from an underrepresented background	Achieved

Frameworks & Disclosures

Community Healthcare Trust’s commitment to sustainability extends beyond compliance with laws and regulations. For this third edition Corporate Sustainability Report, we are reporting in reference to the latest Global Reporting Initiative (GRI) standards. Using the United Nations Sustainable Development Goals (SDGs) as our guiding principles, we aim to report our ESG initiatives and progress in a consistent and comparable manner in line with globally recognized frameworks.



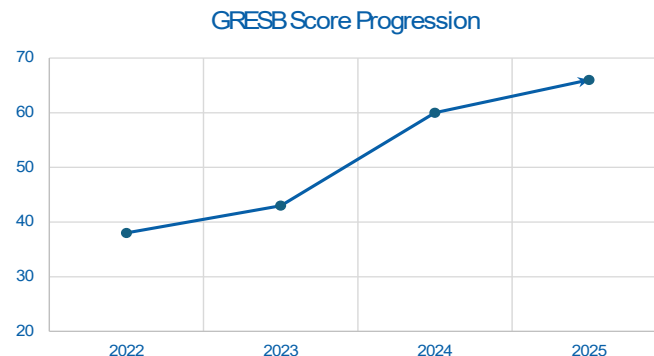
Global Reporting Initiative (GRI)

This report is in Reference to the GRI standards. The GRI content Index can be Found on page 41.



United Nations SDGs

Our Sustainability initiatives are aligned with the UN SDGs. Our Sustainability objectives are mapped with specific SDGs that we believe they support



ISS ESG

CHCT has an ESG Corporate Rating “**Prime**” Status

CHCT received a score of 66 on its 2025 GRESB assessment. This represents a 6 point improvement from a score of 60 in 2024. CHCT was also awarded a **Green Star** designation for the second consecutive year.

Environment



Environmental Performance Highlight

The baseline year for our 2030 reduction targets is 2023. In 2025, we had 51 properties with operational control and eligible for reporting comprising 1,320,842 sq.ft. This represents a 34% year-over-year increase in data coverage.

Year-over-Year Results (2024-2025)

Energy Use (MWh)				Greenhouse Gas Emissions (MTCO2e)				Water Use (100 US Gal)			
	2024	2025	Y-o-Y ▲		2024	2025	Y-o-Y ▲		2024	2025	Y-o-Y ▲
Renewable	32	46	44% ↑	Scope 1	7.6	7	7.9% ↓		312,523	350,141	12% ↑
Non-Renewable	25,366	26,005	2.5% ↑	Scope 2	6.7	0	100% ↓				
Total	25,398	26,051	2.6% ↑	Scope 3	8239	7,816	5.1% ↓				

2.6% ▲ Year-over-Year increase in total energy use (like-for-like)

5.1% ▼ Year-over-Year reduction in total greenhouse gas emissions (like-for-like)

12% ▲ Year-over-Year increase in total water use (like-for-like)

Long term Targets Reduction of 10% in Energy Use, Water Use, and Greenhouse Gas Emissions by 2030 from 2023 baseline

Energy Use (MWh)				Greenhouse Gas Emissions (MTCO2e)				Water Use (100 US Gal)			
	2023	2024	2025		2023	2024	2025		2023	2024	2025
Renewable	0	32	46	Scope 1	6.4	7.6	7		341,308	312,523	350,141
Non-Renewable	25,795	25,366	26,005	Scope 2	20.1	6.7	0				
Total	25,795	25,398	26,051	Scope 3	8459	8239	7,816				
Intensity /100s.f	1.95	1.92	1.97	Intensity /100s.f	0.64	0.63	0.59	Intensity /s.f	25.84	23.66	26.51

0.1% ▲ Cumulative increase in total energy use since 2023 (like-for-like)

7.6% ▼ Cumulative reduction in total greenhouse gas emissions since 2023 (like-for-like)

2.6% ▲ Cumulative increase in total water use since 2023 (like-for-like)

Energy Management & Reduction Strategies

As part of our ongoing commitment to sustainability, CHCT is prioritizing energy conservation as a critical component of our reduction strategy. By focusing on key energy-saving measures, we aim to reduce overall energy consumption and improve the efficiency of our operations.

LED Lighting We are transitioning to energy-efficient LED lighting solutions across our facilities, significantly reducing energy use and minimizing our environmental footprint.

HVAC System Upgrades As part of our long-term energy management strategy, we are replacing and upgrading HVAC systems at the end of their life cycles with more energy-efficient models. Regular maintenance ensures optimal performance and extends the lifespan of these systems.

Building Tune-Ups We are implementing building tune-ups to optimize our heating, cooling, lighting, and ventilation systems, ensuring they operate at peak efficiency.

Energy Star Certifications We continue to pursue and maintain Energy Star certifications for our buildings, validating our efforts to meet the highest standards of energy efficiency.

Benchmarking & Reporting Through the Energy Star Portfolio Manager and [Yardi Energy Solutions®](#), we regularly benchmark our energy performance and report on our progress, helping us identify opportunities for further improvement and track our success over time.



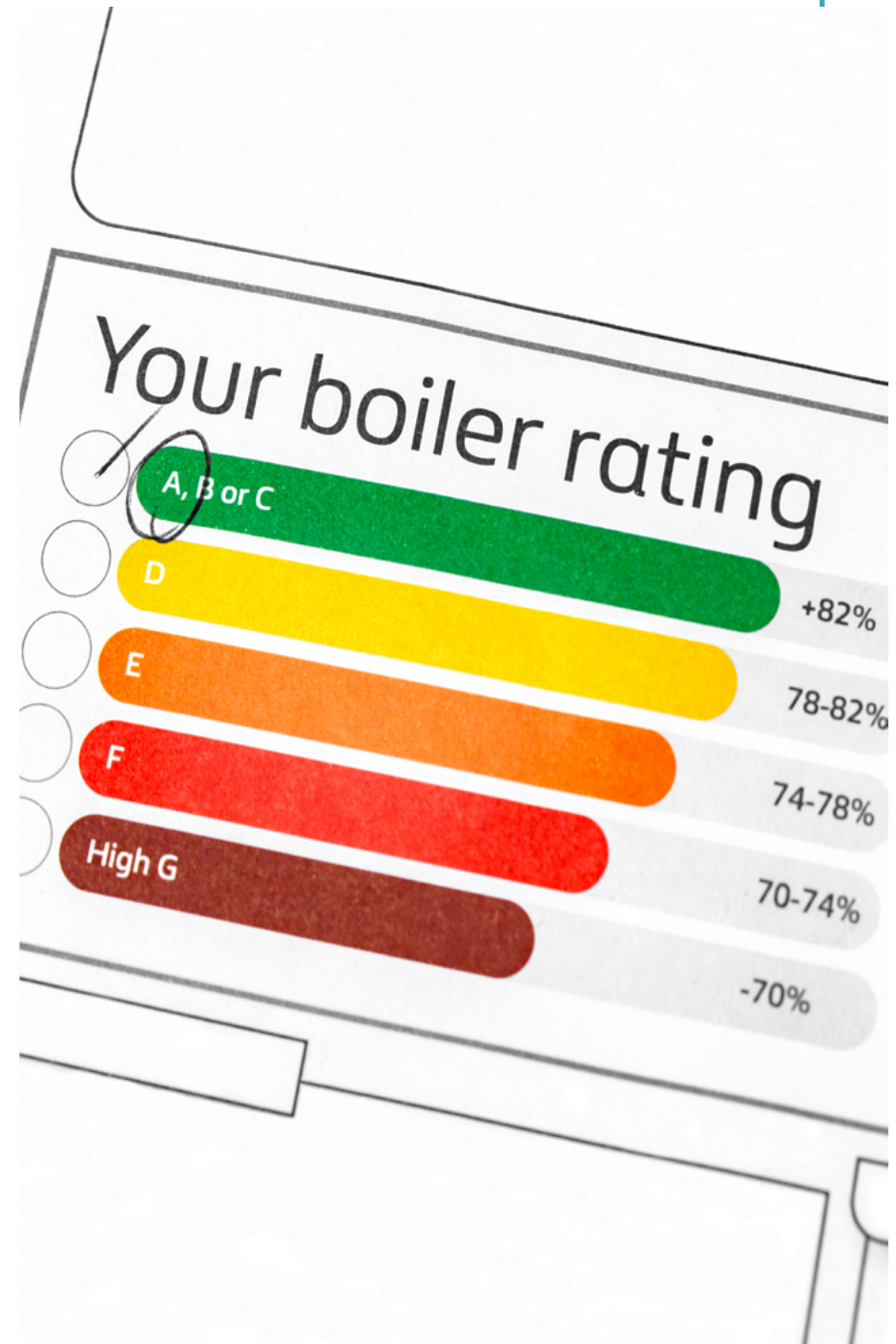
Energy Audit and Efficiency Projects

Community Healthcare Trust has conducted a series of energy audits to evaluate the performance of our building portfolio. These assessments inform our sustainability strategy by providing detailed technical and financial insights, enabling the identification of targeted improvement opportunities and supporting scalable implementation across the broader portfolio.

Our approach prioritizes high energy-consuming and under-performing assets to identify inefficiencies, reduce energy use, and enhance overall performance. This targeted strategy allows us to deploy cost-effective, near-term energy efficiency measures while maintaining disciplined capital expenditure management.

The audits generate recommendations spanning from short to long-term periods. Common measures include heating and cooling optimization, heat pump deployment, installation of variable frequency drives (VFDs), building envelope enhancements, and thermostat optimization. In addition, on-site assessments evaluate the feasibility of solar photovoltaic (PV) systems and other renewable energy solutions.

To support the execution of these audits, we actively pursue partnerships with utility providers, municipalities, counties, and state agencies to maximize access to available subsidies, incentives, and grant funding.



Energy Audit and Efficiency Projects



Building Type Medical Office Building in Rockville, Maryland
Property Upgrade Summary Energy Audit, HVAC Tune-Up, and VFDs Installation
Estimated cost No cost to CHCT- Leveraged \$20,000 from rebates and incentives
Estimated savings 280,000 KW h per year (\$35,000-\$45,000)



Building Type Medical Office Building in Clinton, Maryland
Property Upgrade Summary Energy Audit, HVAC Tune-Up, LED Lights
Estimated cost No cost to CHCT- Leveraged \$99,000 from rebates and incentives
Estimated savings 80,000 KW h per year (\$17,000-\$22,000)

Water Management & Reduction Strategies

Reducing our water consumption is a key pillar of our sustainability strategy. We have implemented targeted measures to minimize water use across our operations. Our water reduction strategies focus on efficiency, innovation, and responsible management.

Water-Efficient Fixtures Install low-flow toilets, urinals, and water-saving faucets and shower heads to minimize water use while maintaining functionality.

Water-Efficient Appliances Choose water-efficient appliances such as dishwashers and washing machines, which can significantly reduce water consumption.

Leak Detection and Repair Regularly inspect and maintain plumbing systems to detect and fix leaks promptly.

Cooling Tower Management Optimize cooling tower operation to reduce water usage by regularly cleaning and maintaining the equipment.

Smart Irrigation Systems Use smart irrigation systems that adjust watering schedules based on weather conditions and soil moisture levels.

Xeriscaping Design landscaping to minimize the need for irrigation by using native and drought-resistant plants and efficient watering techniques.

Benchmarking and Reporting Partnered with [Yardi Energy Solutions®](#) to track water consumption for reporting purposes and to identify areas for improvement.



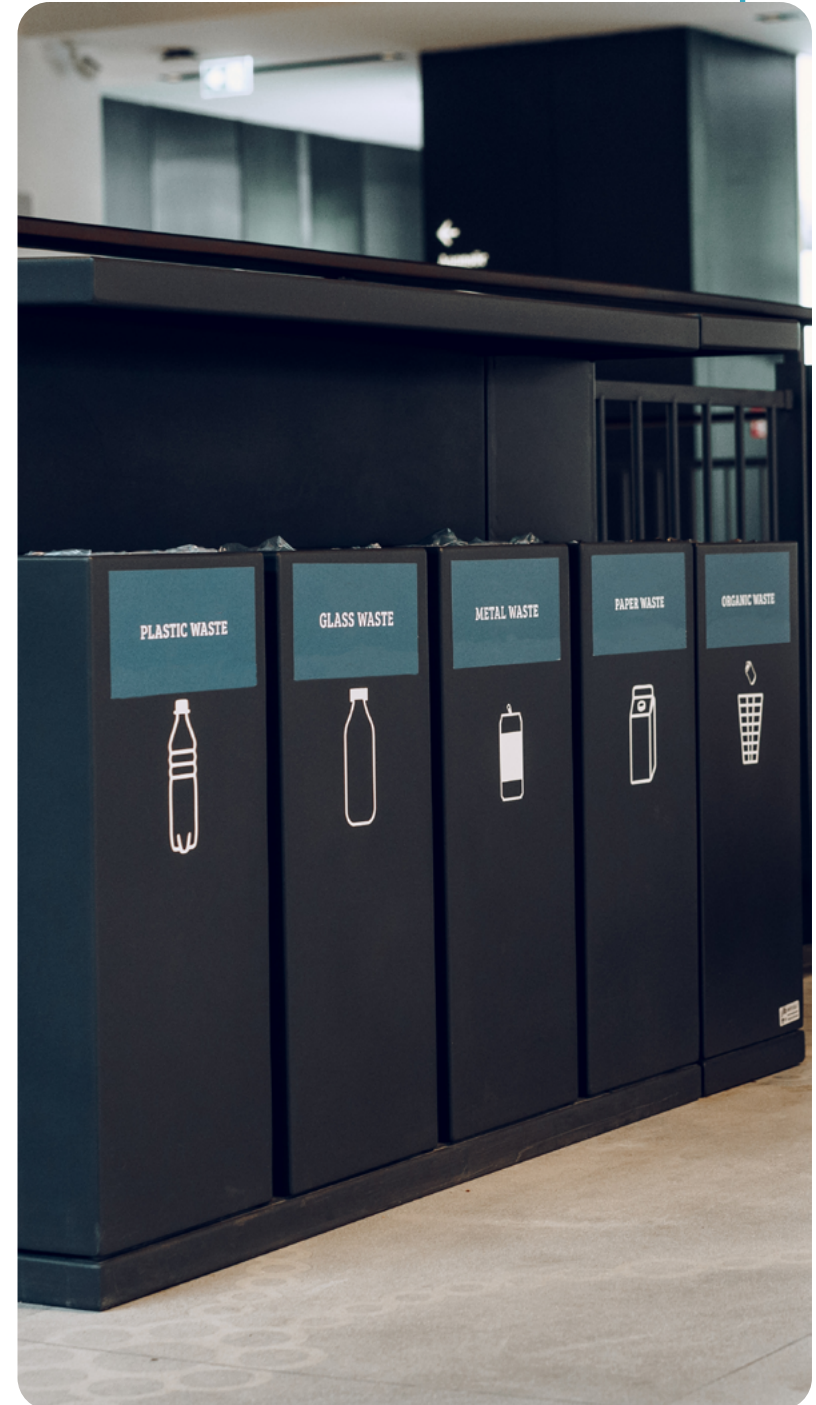
Waste Management & Diversion Strategies

As part of our ongoing commitment to sustainability, CHCT is focused on reducing waste and enhancing waste management practices across our operations. By implementing a comprehensive waste reduction strategy, we aim to minimize the environmental impact of our waste and contribute to a circular economy.

Waste Diversion We are committed to reducing the amount of waste sent to landfills by increasing recycling and composting efforts. Our goal is to divert as much waste as possible from landfills through improved sorting and more sustainable disposal methods.

Reduction of Single-Use Plastics We are actively reducing our use of single-use plastics within our facilities by transitioning to reusable or biodegradable alternatives. This effort is aligned with our goal to minimize plastic waste and promote more sustainable materials.

Partnerships with Contractors We collaborate with our contractors to optimize and ensure the most efficient and environmentally responsible disposal of materials. These funding opportunities enable us to enhance our waste diversion strategies and adopt innovative solutions to achieve our sustainability goals.



Climate Risk Management

Climate change presents widespread challenges that affect ecosystems, economies, human health, and communities worldwide. At Community Healthcare Trust, we recognize the risks and opportunities these impacts may pose to our business.

Taking proactive steps to understand, manage, and adapt to climate-related risks is essential to ensuring long-term business resilience and sustainability in a rapidly changing global environment.

We have implemented a comprehensive set of policies and guidelines aimed at identifying climate risk, assessing their impacts so we are able to manage and mitigate these risks and impacts. These efforts are part of our commitment to a sustainable and resilient future.

Climate Risk & Resilience Policies

GHG Management Policy
Indoor Air Quality Policy
Biodiversity and Habitat Policy
Climate and Resiliency Policy



Climate Risk Identification Process

Transition Risks

Regulatory and Policy Assessment

We evaluate the regulatory environment and policy developments that we impact our assets and operations. e.g. Building Performance Standards, Disclosure Requirements, Energy Regulations

Asset and Operations Assessment

We assess assets and operational characteristics that influence transition risk exposure. e.g. Asset Type, Energy Intensity, Efficiency Profile

Market and Tenant Assessment

We evaluate market dynamics and shifts in tenants' expectations. e.g. Tenant Demand, Occupancy Trends, Competitive Positioning

Investor and Lender Expectations

We consider evolving expectations from investors and lenders. e.g. Climate Disclosure Expectations

Portfolio Review and Prioritization

We consolidate findings to identify material transition risks and prioritize assets. e.g. Risk Trends, Potential Financial Impacts, Mitigation Priorities

Physical Risks

Asset and Location Assessment

We assess assets based on location and property types. e.g. Geographic Location, Property Type, Building Age, Community

Nat Cat Risk Assessment

We assess relevant climate hazards, frequency, and severity of loss events using Nat Cat models. e.g. Probable Maximum Loss (PML), Annual Average Loss (AAL), Return Period Modeling

Asset Impact Evaluation

We evaluate potential impacts to operations, assets, and financial performance. e.g. Operational Disruption, Asset Damage, Recovery Time, Financial Impact

Risk Prioritization

We prioritize risks based on likelihood and impact. e.g. Likelihood, Financial Impact, Impact on Tenant Operations

Climate Risk & Opportunities

Community Healthcare Trust understands that climate-related risks present both challenges and opportunities for the long-term performance and resilience of our real estate portfolio. It is crucial to be able to understand and address these factors to ensure long-term resilience and growth. We have identified and assessed both the potential risks and the strategic opportunities that climate change presents, and we are committed to integrating these insights into our business strategy.

Factors	Risks	Opportunities
Extreme Weather Events	Property damage, increased maintenance costs, operational disruptions, and decreased asset valuation	Climate resilient buildings carry lower insurance premiums, increased demand, and higher asset value
Compliance and Policy	Increased regulations at county, state, and federal levels may result in financial penalties	Green-certified buildings are more attractive to tenants and investors and may qualify for incentives, rebates, and tax credits
Shift in Tenant & Investor Preferences	Properties not meeting expectations may face increased vacancy and lower rental premiums	Green-certified buildings carry higher rental premiums and increased average occupancy. It is also an opportunity to strengthen tenant-landlord relationship
Technology	Technology to improve energy efficiency and reduce emissions can be costly to implement	Energy efficient technologies can lead to long term savings and reduced carbon emission
Reputation	Increasing scrutiny from investors and regulators for climate-related disclosures. This can lead to reputation damage and low investor confidence	Proactive sustainability measures and reporting can lead to improved brand reputation and more capital through sustainable financing options

Climate Risk Adaptation

Mitigating climate-related risks is a critical component of our sustainability strategy. We are taking several measures to reduce our exposure to physical and transition climate risk, ranging from asset-level resilience and energy efficiency upgrades to broader portfolio-wide planning, engagement, and disclosure practices. These strategies are designed not only to safeguard asset value and ensure business continuity but also to align with evolving stakeholder expectations and global sustainability standards.

Climate Risk Analysis Identify at-risk properties through scenario and natural catastrophe (Nat Cat) risk analysis

Climate-Resilient Infrastructure Implement flood and hurricane mitigation measures in at-risk properties

Emergency Preparedness Plans Strengthen disaster recovery and business continuity plans to minimize downtime

Policy Tracking Regularly monitor regulatory changes at federal, state, and county levels to meet compliance

Phased Technology Implementation Prioritize high-ROI upgrades first (e.g., LED lighting, high-efficiency HVAC) before adopting emerging solutions

Lifecycle Cost Analysis Evaluate long-term savings potential versus upfront costs before investing in new technology

ESG Reporting Regularly disclose climate risks, GHG emissions, and sustainability performance using global standards

Stakeholder Engagement Collaborate with investors, tenants, and policymakers to align sustainability goals and share progress



Climate Risk Mitigation



Building Type Medical Office Building in Clinton, Maryland
Mitigation Measures Summary Leak detection devices installed
Estimated Cost \$15,000
Estimated Loss Avoidance \$300,000



Building Type Medical Office Building in Lincolnwood, Illinois
Mitigation Measures Summary Drain tiles and microbial wall liners
Estimated Cost \$45,000
Estimated Loss Avoidance \$200,000

Biodiversity & Sustainable Site Selection



Community Healthcare Trust recognizes that its operations have both direct and indirect impacts on the environment, including biodiversity and ecosystems. As a responsible corporate citizen, we are committed to minimizing our ecological footprint and preserving natural resources for present and future generations.

In addition to compliance to U.S. federal, state and local laws, ordinances, and regulations, CHCT also performs a [Phase 1 environmental site assessment](#) at any property we are considering acquiring.

We have designed and implemented several policies to uphold our commitment to protecting biodiversity, while maximizing the attractiveness of our development locations for potential tenants.

Sustainable Sites & Biodiversity Policies

- Sustainable Sites Policy
- Brownfield Development Policy
- Biodiversity and Habitat Policy
- Community Connectivity Policy

Our policies have the following intentions:

[Avoid the development of inappropriate sites](#) and reduce the environmental impact from the location of a building on a site.

[Channel development where reasonably feasible to areas with existing infrastructure](#), protect greenfields, and preserve habitat and natural resources.

[Evaluate the rehabilitation of damaged sites](#) where development is complicated by environmental contamination to reduce pressure on undeveloped land.

People and Communities



3 GOOD HEALTH AND WELL-BEING 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 	17 PARTNERSHIPS FOR THE GOALS 
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Employee Demographics

Our workforce is fundamental to the successful execution of our corporate strategy, as our business model depends on the capabilities, engagement, and performance of our people.

Our people strategy is closely aligned with our business model and its overall objectives. It is designed to respond to evolving market dynamics and societal expectations and is continuously refined through engagement with key stakeholders.

We are committed to fostering an environment where all employees can reach their full potential, supported by a culture that recognizes both individual contributions and collective achievements. Our employees are comprised of accountants, asset managers, leasing personnel, administrative staff, investment and construction management personnel, and the corporate management team. We believe that by supporting and investing in our employees, we are able to attract and retain the highest quality talent.

As of December 31, 2025, we had 35 employees. All of our employees work at our corporate office in Franklin, Tennessee. We have a stable workforce with an average tenure of 4.0 years. During 2025, we had total voluntary employee turnover of approximately 11%, including 3% of retirements. At December 31, 2025, 46% of our employees, 32% of our management team were female and 17% of our workforce identified as racially diverse. Our employee age distribution consisted of 10 employees under 30 years of age, 17 employees between 30 and 50 years of age, and 8 employees over 50 years of age, reflecting a balanced mix of experience and perspectives.



Employee Benefits & Retention

Our corporate culture is founded on the principles of inclusivity, respect, and a dedication to nurturing the professional and personal growth of our team members. We have implemented various programs and benefits to create a workplace that not only meets the needs of our diverse workforce but also inspires innovation and collaboration. As a result, we believe our employees are committed to building strong, innovative, and long-term relationships with each other and with our tenants.

Financial Benefits

- CHCT is committed to compensating its employees at competitive rates, in all cases above the minimum wage
- 401(k) with company match
- Cash and stock bonuses

Professional Development

- 13 hours of training for new hires
- Continuous Education Program- Reimbursement for professional certifications
- CHCT encourages its employees to participate in industry events

Health and Wellness

- Medical, Dental & Vision coverages
- Free access to mental health resources
- Paid time off to relax and recharge
- Health Savings Account (HSA)
- Ergonomic work stations
- Healthy snacks provided at no cost to employees
- Our corporate office is equipped with an Automated External Defibrillator

Family and Personal

- Work-life balance through flexible and remote working schedules
- Generous paid time off
- Personal day of service- Employees can take company time off for charitable causes

2025 Injuries and Lost Days

- 0% Lost Day Rate
- 0% Injury Rate
- 0 Work-related Fatalities

Employee Engagement and Culture

Our corporate culture is more than just a set of values on paper; it shapes how we collaborate, innovate, and contribute to the broader community. We recognize that employee engagement goes beyond traditional metrics. It involves creating an environment where each employee feels heard, valued, and connected to our shared purpose.

Our sustainability journey is intrinsically linked to the well-being of our workforce, and this report reflects our ongoing efforts to nurture a workplace where every individual can thrive.

Employee Satisfaction Survey

- Our survey addresses several topics, such as overall employee satisfaction, training and workforce development, commitment to our vision and corporate goals, engagement by leadership, work environment, health and safety, and performance recognition.
- Employee engagement and satisfaction continues to exceed the industry average, with a 84% employee engagement and a 85% employee satisfaction.

84%

PARTICIPATION

85%

SATISFACTION

Team Dialogue

At the start of each quarter, we convene town hall-style meetings where employees engage with the senior leadership team. These sessions serve as a platform to share important updates, engage in reflective discussions on the preceding quarter, and outline short-term plans and strategies. These gatherings offer a valuable opportunity for transparent communication and alignment with our organizational objectives.

Team Gatherings

CHCT also proudly sponsors quarterly social gatherings, providing an opportunity for employees to engage with each other and members of the Board in an informal and social setting. These gatherings aim to foster a sense of community and strengthen connections among our dedicated team members in a relaxed and enjoyable environment.

Community Engagement

In 2025, Community Healthcare Trust reaffirmed its commitment to social responsibility through various impactful initiatives.

CHCT participated in the “[Pull-Tab Challenge](#)” organized by the [Ronald McDonald House Charities \(RMHC\)](#). RMHC of Nashville, dedicated to “keeping families close,” received our support in their mission to provide crucial resources and a “home-away-from-home” for families with critically ill children undergoing medical care at Nashville area hospitals.

As part of our engagement to local communities, CHCT volunteered with [Thistle Farms](#). The organization provides women survivors of trafficking and prostitution the space to heal and thrive with free housing, healthcare, counseling, and job readiness training for two years.

In a continued effort to make a positive difference in our community, CHCT held a volunteer day at the [American Cancer Society](#) where our employees teamed up to add their contribution in the fight against cancer. The mission of the American Cancer Society is to improve the lives of people with cancer and their families through advocacy, research, and patient support, to ensure everyone has an opportunity to prevent, detect, treat, and survive cancer.

These initiatives underscore CHCT’s dedication to making a meaningful impact on health-related causes and supporting those in need within our community.



The CHCT team at the American Cancer Society

Good Governance



5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS
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Ethics and Compliance

Our adherence to the highest ethical standards is a core value that shapes every facet of our operations. At the heart of our corporate culture are values that emphasize honesty, transparency, and accountability. Our journey in ethics and compliance is one of continuous improvement. We actively seek feedback from stakeholders, learn from challenges, and adapt our practices to align with emerging global standards.

Corporate Governance Guidelines and the Code of Ethics and Business Conduct

Community Healthcare Trust has implemented the Corporate Governance Guidelines and the Code of Ethics and Business Conduct to guide the decision-making processes of its employees, executives, and board members, and to foster trust among our stakeholders.

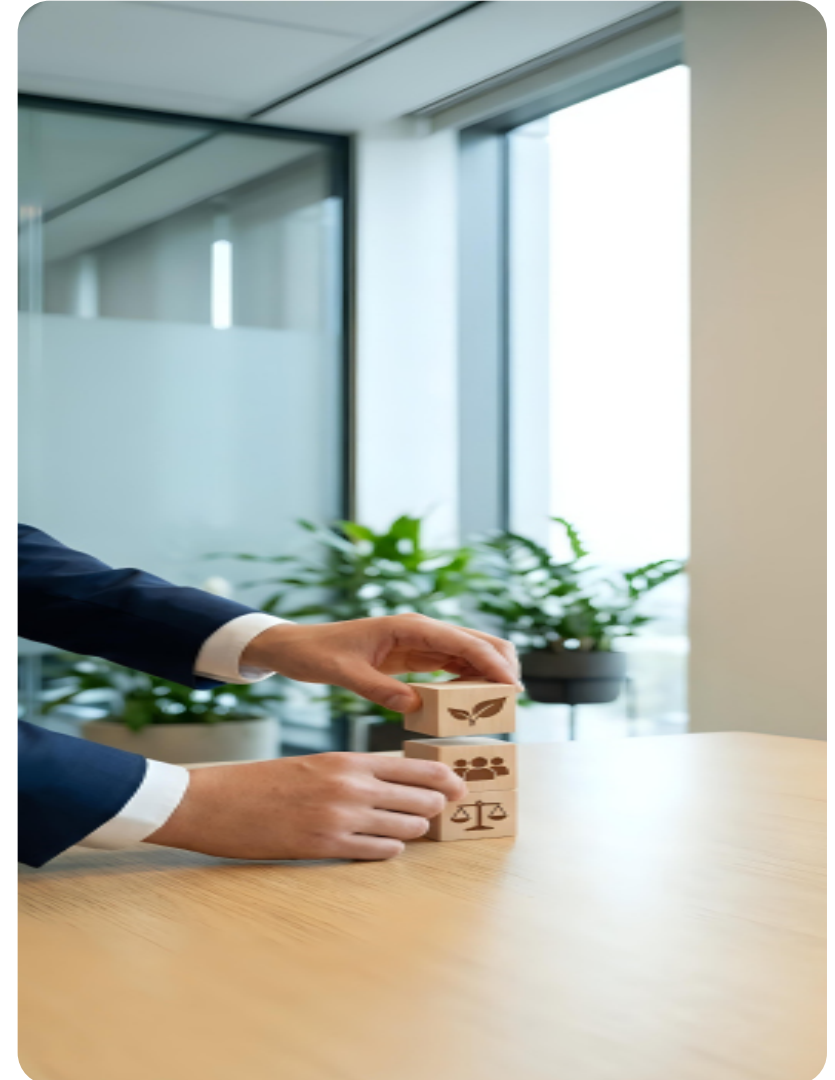
- The codes apply to all employees, executives and directors of the company.
- CHCT expects its vendors, service providers, contractors, and consultants to embrace the Company's commitment to integrity and personal responsibility at all times.
- The codes provide guidance on ethical conduct, compliance, board leadership, committees and responsibilities, conflicts of interest, anti-bribery and anti corruption, and disclosures and transparency.

All CHCT employees complete an annual training on good governance practices.

Human Rights Policy

To supplement our Corporate Governance Guidelines and Code of Ethics and Business Conduct, we have a Human Rights Policy to foster a culture of respect, equality, and inclusivity, ensuring that our business practices contribute positively to the well-being of people globally.

All CHCT employees complete an annual training on human rights.



Corporate Integrity

Our Board of Directors, supported by the Environmental, Social, and Governance Committee, actively oversees the ethical dimensions of our operations. Regular reviews of our governance practices ensure alignment with the highest ethical standards. This commitment extends beyond compliance to inspire a proactive approach to ethical decision-making at every level of the organization.

Political Contribution Policy

Community Healthcare Trust maintains a strict political contribution policy. This policy underscores our dedication to ensuring that our corporate activities align with ethical practices, and it reflects our commitment to avoid undue influence in the political landscape. We offer comprehensive guidelines to our employees concerning political contributions and encourage them to exercise their individual political rights responsibly.

Whistle Blower Hot-line

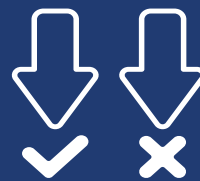
Our whistle blower hot-line plays an the integral role in upholding our dedication to ethical conduct, integrity, and corporate responsibility. Community Healthcare Trust provides confidential and secure reporting channels to facilitate the reporting of any ethical concerns, misconduct, or potential violations. We assure whistle blowers that they will be protected from any form of retaliation for reporting concerns in good faith. We believe in creating an environment where employees can raise issues without fear of adverse consequences.



Ethical leadership



Governance



Decision



Responsibility



Trust

Data & Cybersecurity

Community Healthcare Trust maintains robust cybersecurity measures to safeguard our information systems and protect the confidentiality, integrity, and availability of our data.

Our policies, standards, processes, and practices for assessing, identifying, and managing material risks from cybersecurity threats are integrated into our overall risk management program and are based on the Center for Internet Security (CIS) benchmarks. Given the complexity and evolving nature of cybersecurity threats, the Company engages with a range of external experts, including cybersecurity assessors, consultants, and auditors in evaluating and testing our risk management systems.

Board of Directors Oversight

The Audit Committee of the Company's Board of Directors oversees the Company's cybersecurity risk management. Management has formed an IT Committee consisting of the Chief Executive Officer, Chief Financial Officer, and the Vice President of Information Technology to review and discuss information security matters and cybersecurity risks. The committee meets at least twice a year. The Audit Committee receives quarterly updates from management regarding cybersecurity risks and reports on such matters to the Board of Directors on a quarterly basis. Furthermore, significant cybersecurity matters, and strategic risk management decisions are escalated to the Board of Directors as circumstances require, ensuring that they have comprehensive oversight and can provide guidance on critical cybersecurity issues.



Cybersecurity Incidents

In 2025, CHCT did not encounter any cybersecurity challenges that materially impaired our operations or financial standing.

Since our inception we have not had a security breach resulting in expenses, penalties, or settlements.

Employee Training & Awareness

Our employees play a crucial role in maintaining a secure digital environment. To empower them with the knowledge and skills needed, we conduct annual cybersecurity training programs. These initiatives cover topics such as phishing, password selection, and the responsible use of company resources.

Board of Directors

Chaired by Mr. Gardner, our board includes leaders with diverse backgrounds, skills, and perspectives, reflecting a comprehensive understanding of the complex challenges and opportunities in the real estate business landscape.

The Board, supported by its committees, is responsible for overseeing sustainability-related impacts, risks, and opportunities. The composition of the Board’s committees include the following board members.

Audit Committee Chair Mr. Hensley | **Members** Ms. Gulmi, Ms. Cotman

Compensation Committee Chair Ms. Gulmi | **Members** Mr. Hensley, Mr. Van Horn

ESG Committee Chair Mr. Van Horn | **Members** Ms. Cotman, Mr. Gardner

Additional information regarding our Board, including biographical data, is available in our [2026 Proxy Statement](#) and on the [CHCT website](#).

Alan Gardner Chairman of the Board

Cathrine Cotman Director

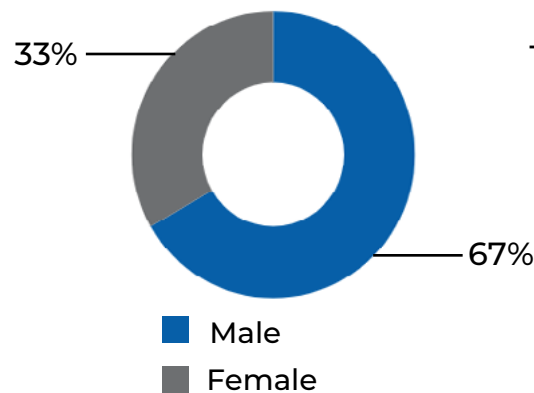
David Dupuy Director and Chief Executive Officer

Claire Gulmi Director- Compensation Committee Chairperson

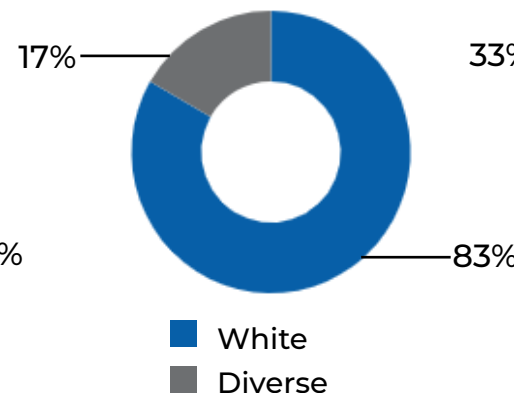
Bob Hensley Director- Audit Committee Chairman

Larry Van Horn Director- ESG Committee Chairman

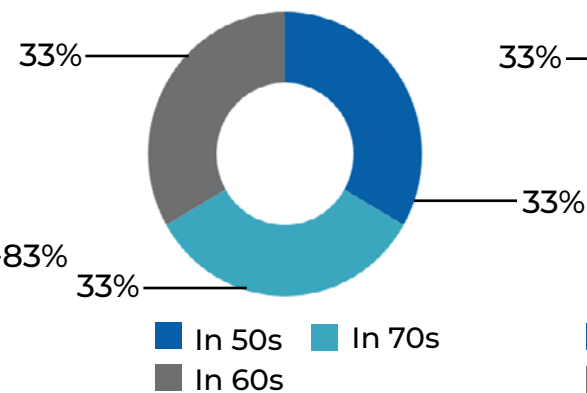
Gender Diversity



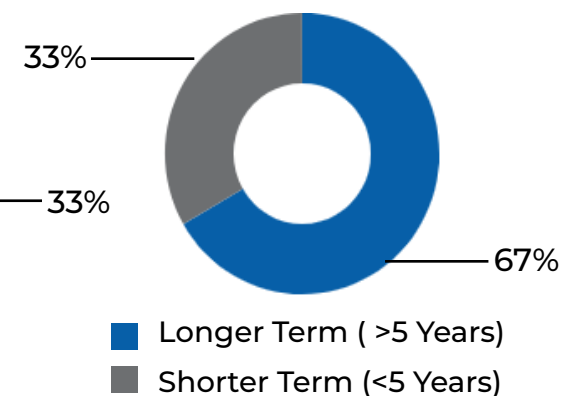
Racial/ Ethnic Diversity



Age



Tenure



Board ESG Oversight

The Board of Directors is actively engaged in providing strategic guidance, setting priorities, and ensuring that our sustainability initiatives align with our core values and business strategy. Chaired by Mr. Van Horn, the ESG Committee is responsible for setting the strategic direction of our sustainability initiatives. The committee oversees the development and execution of our sustainability strategy, ensuring that it aligns with our business objectives while addressing the environmental and social impacts of our operations.

Climate change mitigation strategies, such as GHG emissions reduction, renewable energy adoption, and energy efficiency improvements.

Corporate governance practices that foster transparency, compliance, and ethical conduct.

Investor confidence and capital access, by ensuring that CHCT’s sustainability performance meets stakeholder expectations and regulatory frameworks.

Workforce engagement and inclusion, promoting equal opportunities, ethical business conduct, and safe working conditions.

The Board receives regular and structured updates on operational and management matters, including sustainability-related impacts, risks, and opportunities. The ESG Committee met four times in 2025.

Policies and Guidelines

- [ESG Guidelines](#)
- [CHCT Corporate Environmental Policy](#)
- Environmental and Sustainability Policy
- Environmental Management System
- [Human Capital Support and Development](#)
- [Human Rights Policy](#)



The Board oversees and reviews CHCT’s operational controls and risks regarding ESG matters.



Management reports quarterly to the board on CHCT’s performance, and CHCT’s internal and external communications and disclosures.



The ESG team is tasked with the implementation of CHCT’s ESG strategy. The team reports directly to the CFO.

Disclosures



Scope of Reporting & Boundaries



Scope of Report This Corporate Sustainability report encompasses the stabilized building portfolio in which CHCT has partial or full operational control. In 2025, this accounted for 51 properties or 26% of our real estate portfolio. Our stabilized portfolio excludes development and redevelopment properties currently under construction or committed for construction, vacant properties, undeveloped land, and real estate assets held for sale.

Reporting Boundaries Community Healthcare Trust recognizes the existence of data gaps and, we are actively working on improving our data collection processes and systems to enhance the completeness of future reports. We remain committed to ongoing enhancements in data availability and reporting transparency as part of our sustainability journey.

Period of Report January 1, 2025 to December 31, 2025

Timing of Updates We intend to update our stakeholders on our sustainability initiatives and progress on an annual basis.

Inquiries regarding Sustainability

Contact Person Bill Monroe; Chief Financial Officer

Email bmonroe@chct.reit

Contact Person Navnit Guckhool; Associate of Sustainability & Financial Responsibility

Email nguckhool@chct.reit

Address Community Healthcare Trust
3326 Aspen Grove Dr, Suite 150
Franklin, TN 37067

GRI Content Index

Statement of Use	Community Healthcare Trust Incorporated has reported cited information in this GRI content index for the period January 1, 2025 to December 31, 2025 with reference to GRI Standards
GRI 1 Used	GRI 1: Foundation 2021

Disclosures	Description	Location	Direct Response/ Reference
GRI 2: General Disclosures 2021	Organizational Details		
	2-1-a Name of the organization	Page 5	Community Healthcare Trust Incorporated (NYSE:CHCT)
	2-1-b Nature of ownership and legal form	Page 5	Community Healthcare Trust is a publicly traded, self-managed, fully integrated healthcare real estate company (REIT).
	2-1-c Location of Headquarters		3326 Aspen Grove Drive, Suite 150, Franklin, TN, 37067, US
	2-1-d Countries of operations	Page 6	Community Healthcare Trust operates in the United States.
	2-2-a Entities included in reporting		Community Healthcare Trust operates as one entity.
	2-2-b Difference between entities included in financial reporting and sustainability reporting		Community Healthcare Trust reports as one entity for both its financial reporting (Financial statements and information in its 10-k) and its sustainability reporting.

GRI Content Index

Disclosures	Description	Location	Direct Response/ Reference
	Reporting Period, Frequency, and Point of Contact		
	2-3-a Reporting period and frequency of sustainability reporting	Page 40	The reporting period for Community Healthcare Trust's sustainability report is January 1, 2025 to December 31, 2025. Sustainability reporting is an exercise conducted on an annual basis.
	2-3-b Reporting period of financial reporting		The reporting period for Community Healthcare Trust's financial report is January 1, 2025 to December 31, 2025.
	2-3-d Contact person for question about the report or reported information	Page 40	Bill Monroe, Chief Financial Officer
Restatement of Information			
	2-4-a Reasons for restatement and effect of restatement	Page 16	Previously reported energy, water, and greenhouse gas (GHG) emissions data have been restated to reflect improved data coverage, completeness, and additional assets included in reporting.
	Activities, Value Chain, and other Business Relationship		
	2-6-a Sectors in which the organization is active		Form 10K; Page 6-7
	2-6-b The organization's value chain		Form 10K; Page 6-7
	2-6-c Other relevant business relationships		Form 10K; Page 6-7

GRI Content Index

Disclosures	Description	Location	Direct Response/ Reference
	Employees		
	2-7-a Total number of employees and a breakdown by gender and region	Page 29	Community Healthcare Trust ended the year 2025 with 35 full time permanent employees, comprising 16 female employees. All of our employees work at our corporate office in Franklin, Tennessee. Full time employees are defined as those who work 40 hours a week.
	Governance Structure and Composition		
	2-9-a The organization’s governance structure, including committees of the highest governance body	Page 37	Corporate Governance Guidelines; Page 7
	2-9-b Highest governance body responsible for decision-making on and overseeing the management of the organization’s impacts on the economy, environment, and people	Page 38	
	2-9-c Composition of the highest governance body and its committees	Page 37-38	

GRI Content Index

Disclosures	Description	Location	Direct Response/ Reference
	Nomination and selection of the Highest Governance Body		
	2-10-a Nomination and selection processes and criteria for the highest governance body and its committees		Proxy Statement; Page 12-15 Corporate Governance Guidelines; Page 2
	Chair of Highest Governance Body		
	2-11-a Independence of the chair of the highest Governance body		Proxy Statement; Page 10
	Highest Governance Body and the Management of Impacts		
	2-12 Role of the highest governance body and of senior executives in developing strategies, policies, and goals	Page 37-38	Proxy Statement; Page 12-15
	Delegation of Responsibility for Managing Impacts		
	2-13-a Delegation of responsibility for managing impacts by the highest governance body		ESG Committee Charter, Page 3
	2-13-b Process and frequency of reporting back to the highest governance body on the management of impacts	Page 38	Management reports quarterly to the board on CHCT's ESG performance.

GRI Content Index

Disclosures	Description	Location	Direct Response/ Reference
	Role of the highest Governance Body in Sustainability Reporting		
	2-14 Role and process of the highest governance body in reviewing and approving reported information		Corporate Governance Guidelines, Page 2
	Conflict of Interest		
	2-15-a Processes for the highest governance body to prevent and mitigate conflicts of interests		Corporate Governance Guidelines, Page 5-6
	2-15-b Disclosure of conflicts of interest to stakeholders		Code of Ethics and Business Conduct
	Collective Knowledge of the Highest Governance Body		
	2-17-a Measures taken to enhance the collective knowledge, skills, and experience of the highest governance body		Corporate Governance Guidelines, Page 2
	Evaluation of the Performance of the Highest Governance Body		
	2-18-a Processes for evaluating the performance of the highest governance body		ESG Committee Charter, Page 2
	2-18-b Independence and frequency of evaluations		ESG Committee Charter, Page 4

GRI Content Index

Disclosures	Description	Location	Direct Response/ Reference
	Remuneration Policies		
	2-19 Remuneration policies for members of the highest governance body and senior executives		Proxy Statement; Page 16-42
	Process for determining remunerations		
	2-20-a Process for designing remuneration policies and determining remunerations		Proxy Statement; Page 16-42
	Annual Total Compensation Ratio		
	2-21-a Ratio of the annual total compensation for the organization's highest paid individual to the median total compensation for all employees		Proxy Statement; Page 42
	Statement on Sustainable Development Strategy		
	2-22 Statement from the most senior executive on the organization's strategy to sustainable development	Page 4	
	Policy Commitments		
	2-23-a Policies responsible for business conduct		Corporate Governance Guidelines, Code of Ethics and Business Conduct, ESG Guidelines, and Political Contribution Policy

GRI Content Index

Disclosures	Description	Location	Direct Response/ Reference
	2-23-b Policy commitment to respect human rights	Page 34	CHCT Human Rights Policy
	Mechanisms for Seeking Advice and Raising Concerns		
	2-26 Mechanisms to raise concerns on responsible business conducts	Page 35	CHCT provides confidential and secure reporting channels to facilitate the reporting of any ethical concerns, misconduct, or potential violations.
	Compliance with Laws and Regulations		
	2-27-a Number of significant instances of non-compliance with laws and regulations		None
	2-27-b Number and monetary value of fines for instances of non-compliance		None
	Approach to Stakeholder Engagement		
	2-29-a The organization's approach to engaging with its stakeholders	Page 10	In coordination with the Board of Directors, we narrowed and ranked our list of topics after consulting and receiving feedback from our key internal and external stakeholders. We communicate regularly with our stakeholders through surveys, meetings, and reporting.

GRI Content Index

Disclosures	Description	Location	Direct Response/ Reference
	Collective bargaining Agreements		
	2-30-a Percentage of total employees covered by collective bargaining agreements		Form 10K; Page 7
	2-30-b The organization's method to determine working conditions and terms of employment for workers not covered by collective bargaining agreements		Form 10K; Page 7
GRI 3: Material Topics 2021	Disclosure on Material Topics		
	3-1-a Process the organization has followed to determine its material topics	Page 10-11	
	3-1-b Stakeholders involved in the process of determining material topics	Page 10	
	List of Material Topics		
	3-2-a List of the organization's material topics	Page 11	
	Management of Material Topics		
	3-3 The organization's approach to managing its material topics	Whole Report	

GRI Content Index

Disclosures	Description	Location	Direct Response/ Reference
GRI 201: Economic Performance 2016	Direct Economic Value Generated and Distributed		
	201-2 Risks and opportunities posed by climate change	Page 24	
GRI 205: Anti-Corruption 2016	Communication and training about anti-corruption policies and procedures		
	205-2 Training and communication about anti-corruption and communication of policies and procedures to stakeholders		Code of Ethics and Business Conduct
	Incidents of corruption and actions taken		
	205-3 Total number of incidents of corruptions in which employees and/ or business partners were involved		None
GRI 302: Energy 2016	Energy Consumption		
	302-1 Total energy consumption from electricity, heating and cooling consumption within the organization	Page 16	
	302-2 Total energy consumption from electricity, heating and cooling consumption outside the organization	Page 16	
	302-3 Energy Intensity ratio for the organization	Page 16	

GRI Content Index

Disclosures	Description	Location	Direct Response/ Reference
GRI 303: Water and Effluents 2018	Water Consumption		
	303-5-a Total water consumption	Page 16	
GRI 305: Emissions 2016	GHG Emissions		
	305 GHG emissions Scope 1, 2 and 3	Page 16	
GRI 401: Employment 2016	Benefits to full time employees		
	401-2 Benefits provided to full-time employees	Page 30	
GRI 403: Occupational Health and Safety 2018	Occupational Health and Safety Management System		
	403-1 Implementation of an occupational health and safety management system	Page 30	ESG Guidelines; Page 6
	403-4 Employee consultation and communication on occupational health and safety		CHCT conducts an employee survey on an annual basis which addresses occupational health and safety.
	403-6 Promotion of workers' health	Page 30	

GRI Content Index

Disclosures	Description	Location	Direct Response/ Reference
	403-7 Prevention and mitigation of occupational health and safety impacts	Page 30	
	403-8 Workers covered by an occupational health and safety management system		100% of our full-time employees are covered by CHCT's occupational health and safety management system
	403-9 Work related injuries and fatalities	Page 30	Number of work-related injuries: 0 Number of work-related fatalities: 0
	403-10 Work-related ill health		Number of work-related ill health: 0
GRI 404: Training and Education 2016	Hours of Training		
	404-1 Average hours of training per employee per year	Page 30	13 hours of training for all new hires
	404-2 Upgrading employee skills and transition assistance programs	Page 30	
GRI 405: Diversity and Equal Opportunity 2016	Diversity of Governance Bodies and Employees		
	405-1-a Diversity in our Board of Directors	Page 37	Female: 33% Racial Diversity: 17%
	405-1-b Diversity among employees	Page 29	Female: 46% Racial Diversity: 17%

GRI Content Index

Disclosures	Description	Location	Direct Response/ Reference
GRI 405: Diversity and Equal Opportunity 2016	Incidents of Discrimination and Corrective Actions Taken		
	406-1 Total number of incidents of discrimination		Community Healthcare Trust is an equal opportunity employer and had no incidents or reports of discrimination where corrective actions were required to be taken.
GRI 418: Customer Privacy 2016	Breaches of Customer Privacy and Losses of Customer Data		
	418-1 Total number of identified leaks, thefts, or losses of customer data	Page 36	Community Healthcare Trust has not received any complaints concerning breaches of customer privacy or losses of customer data.