

HEALTHCARE REALTY TRUST INCORPORATED

Charter of the Compensation and Human Capital Committee of the Board of Directors

1. PURPOSE

The Compensation and Human Capital Committee of Healthcare Realty Trust Incorporated (the “Company”) is appointed by the Board of Directors (the “Board”) upon the recommendation of the Nominating and Corporate Governance Committee to discharge the Board’s responsibilities relating to the compensation of the Company’s directors and executive officers. The Committee has overall responsibility for administering the director and executive officer compensation plans, policies and programs of the Company. The Committee is also responsible for overseeing the Company’s human capital programs, including with respect to effective talent management and development and leadership depth.

2. COMPOSITION

The Committee shall be comprised of no less than three directors, the exact number to be determined by the Board. Each Committee member shall meet the independence requirements of the Securities and Exchange Commission (the “SEC”) and the New York Stock Exchange, as from time to time in effect.

In addition, each member of the Committee shall be free from any relationship that, in the opinion of the Board, would interfere with the exercise of his or her independent judgment as a member of the Committee.

The members of the Committee shall be appointed and removed by the Board on the recommendation of the Nominating and Corporate Governance Committee. The members of the Committee shall designate a chairman.

3. MEETINGS

The Committee shall meet at least four times annually, and more frequently if circumstances dictate. The Committee shall also meet at least annually with the Chief Executive Officer and may meet from time to time with one or more of the executive officers of the Company in separate executive sessions to discuss any matters that the Committee believes should be discussed privately. The Committee shall set its own rules of procedure and may delegate authority to subcommittees of its members. The Committee may also act by unanimous written consent in lieu of a meeting in accordance with the Company’s bylaws. The Committee shall keep minutes of its actions.

4. COMMITTEE AUTHORITY AND RESPONSIBILITIES

- A. The Committee shall conduct its activities in accordance with the policies and principles set forth in the Company’s Corporate Governance Principles.
- B. The Committee shall have all the powers of administration under all of the Company’s equity incentive plans, bonus plans for executive officers, and employee stock purchase plans. In connection therewith, the Committee shall determine, subject to the provision of the Company’s plans, the directors, officers and employees of the Company eligible to participate in any of such plans, the extent of such participation, and the terms and conditions under which benefits may be vested, received or exercised.
- C. The Committee shall (subject to any delegated authority) approve all compensation for directors and shall approve salaries and all other components of compensation for the Company’s Chief Executive Officer and its other named executive officers (the “Executive Officers”). The Committee shall annually review the compensation of the Executive Officers and participate in and support the Board’s evaluation of the performance of the Chief Executive Officer.
- D. The Committee will meet to review and discuss with management the Compensation Discussion and Analysis (the “CD&A”) required by the SEC’s rules and regulations. The Committee will recommend

to the Board whether the CD&A should be included in the Company's proxy statement or other applicable SEC filings. The Committee will prepare a Compensation Committee Report in accordance with SEC rules and regulations for inclusion in the Company's proxy statement or other applicable SEC filings. Such report will state whether the Committee reviewed and discussed with management the CD&A and whether, based on such review and discussion, the Committee recommended to the Board that the CD&A be included in the Company's proxy statement or other applicable SEC filings.

- E. The Committee shall give consideration to the development and succession of the Executive Officers in conjunction with its annual review of the performance of the Chief Executive Officer.
- F. The Committee shall periodically review and assess reports from management, and make reports and recommendations to the Board as appropriate, on the Company's culture and strategies relating to human capital management, including talent management and development.
- G. The Committee shall report to the Board at least quarterly and more frequently as circumstances dictate.
- H. The Committee shall have the sole authority to retain, at the Company's expense, and terminate any compensation consultant to be used to assist in the evaluation of director or executive compensation and shall have sole authority to approve the consultant's fees and other retention terms. The Committee shall also have the authority to obtain advice and assistance from legal, accounting or other advisors at the Company's expense.
- I. The Committee shall review and assess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval.
- J. The Committee shall consider the Company's stated initiatives with respect to environmental, social, and governance goals and directives in its oversight of Executive Officer compensation and talent management and development.
- K. The Committee shall have all powers of administration under the Company's policy concerning recovery of erroneously awarded compensation adopted pursuant to NYSE Rule 303A.14.
- L. The Committee shall also have authority to assume additional responsibilities and take additional actions as may be delegated to it by the Board.

5. ANNUAL PERFORMANCE EVALUATION

The Committee shall conduct an annual self-evaluation to determine whether it is functioning effectively, which may include solicitation of comments from all directors, and shall report annually to the Nominating and Corporate Governance Committee with an assessment of the Committee's performance. This assessment shall focus on the Committee's contribution to the Company and on areas in which it is currently effective and in which further attention is needed.

Amended and approved by the Committee on November 27, 2023 and adopted by the Board of Directors on February 13, 2024.