

ALIGNMENT ACCESS AUTHENTICITY



GLOBAL
MEDICAL REIT



2021

CORPORATE SOCIAL RESPONSIBILITY

REPORT

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LETTER FROM THE CHAIRMAN

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At Global Medical REIT Inc. (GMRE), we are proud of the many milestones we have achieved since our IPO in 2016. Our growth story is full of triumphs. Our portfolio of medical real estate has performed extremely well, even under the unforeseen pressure of the COVID-19 pandemic. We have affirmed our prime investment thesis: that we can achieve substantial, sustainable, risk-adjusted returns by investing in high-quality healthcare real estate – in particular, medical office buildings in geographically disparate and mostly secondary markets – with tenants that have favorable credit profiles and attractive lease coverage ratios. Our success is attributable to the hard work and dedication of our team, the quality and resilience of our tenants and the support of our partners and advisors.

We are committed to producing superior long-term results, and we understand that doing so calls for a holistic, forward-looking approach to investing in our assets, managing our properties and operating our business. This belief is at the core of our environmental, social and governance (ESG) objectives, which put front and center the interests of our stakeholders, be they investors, employees, tenants or communities in which we operate.

At GMRE, we hold the long view. We incorporate a comprehensive, common-sense evaluation of our risk environment, preparing for and mitigating the full range of vulnerabilities that the future may hold. We know that we will confront myriad systemic challenges as we pursue our strategic objectives, and we aim to tackle them in a forthright and transparent way, with a diverse and capable board of directors, management and workforce. By continuing to increase our resilience, we will build on our successful performance record while contributing to a sustainable future.

Our ESG approach is based on three pillars: **Alignment**, **Access** and **Authenticity**. This framework galvanizes our efforts in each ESG domain and across the company.

For example, in pursuing our environmental goals, one challenge we face as a triple-net landlord is that tenants are responsible for building operations, which impacts our ability to directly affect energy measurement and consumption. Our commitment to **alignment** with our stakeholders has compelled us to look beyond that constraint and identify ways that we can incentivize and support our tenants to improve their environmental practices. That process begins with assessing and benchmarking energy consumption efficiency and carbon emissions – efforts currently underway.

In the social realm, we have continued to focus on diversity and inclusion throughout the organization and at all levels. Our Board of Directors has been recognized by Women on Boards for its leadership in board composition. Our executive team reflects our diverse staff and includes representation from the African-American, Hispanic and Asian communities. The value of authenticity is affirmed in the wide range of talent that has been brought to bear to contribute to GMRE's success.

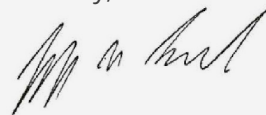
We are also using our resources to address the important social problem of healthcare **access**. For underprivileged patients seeking or receiving care, transportation to and from medical commitments often constitutes a barrier. In January 2021, alongside a consulting team from Georgetown University's Steers Center for Real Estate, we developed the concept for a project that would help those in need access transportation for medical appointments. The concept has been advanced to a pilot program and a partnership with United Way and Lyft to provide rides to and from medical appointments in Arizona's Greater Phoenix Metro Area. If this project proves to be the success we anticipate, we are prepared to expand into new geographies. The initiative is a clear example of how the **alignment** of our ESG initiatives with our tenant and community stakeholders can provide **access** to those in need.

We have always had a strong governance regime and our ESG

program has enhanced it further. Led by its Nominating and Governance Committee, our Board of Directors has continued to adopt policies with best practices in mind and has joined the National Association of Corporate Directors, a membership association chartered to increase boards' strategic awareness, support continuous improvement and boost effectiveness. In 2021, we adopted both anti-pledging and hedging policies to further our alignment with stockholders. In keeping with our value of **authenticity**, we are committed to communicating openly and directly, saying what we will do and doing what we say. To that end, we established an ESG Working Group, which includes both members of our Board of Directors and a company executive, internalized our management structure and increased the percentage of independent directors from 66 to 75 percent.

I am proud of the way we are approaching corporate sustainability and know that, through the lens of risk mitigation and resilience, and with our resources fully engaged to leverage ESG initiatives to enhance our business practices based on our three pillars, we will continue to achieve great and good things well into the future.

Sincerely,



Jeffrey M. Busch
Chairman & CEO
Global Medical REIT Inc.

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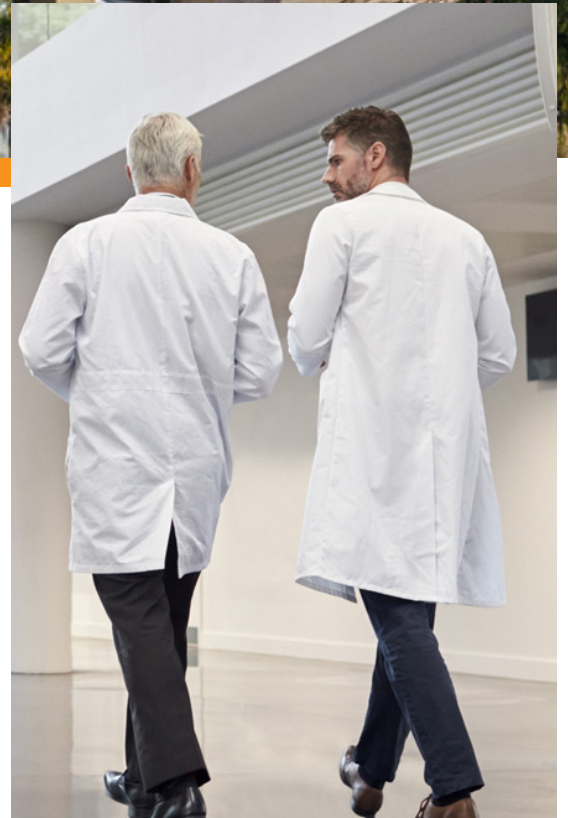
LETTER FROM THE CHAIRMAN

ABOUT US



Global Medical REIT Inc. is a net-lease medical office REIT that acquires purpose-built specialized healthcare facilities and leases those facilities to strong healthcare systems and physician groups with leading market share. We take a dogged approach to investing, seeking out opportunities and markets that others overlook. Our strategy is supported by favorable demographic trends and by the shift in healthcare delivery to local markets and to the smaller, specialized facilities we invest in.

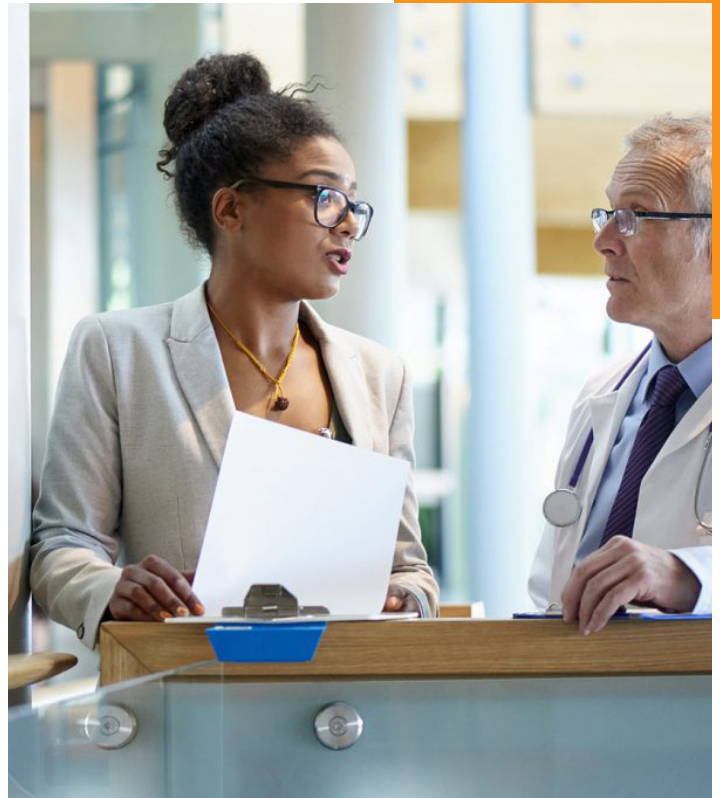
Our principal business objective is to provide attractive, risk-adjusted returns to our stockholders through a combination of sustainable and increasing rental income – which allows us to pay reliable dividends with the added potential for long-term appreciation in the value of our healthcare facilities and common stock.



INVESTING IN THE FUTURE OF QUALITY CARE

Demand for healthcare is ubiquitous.

It is this axiom that guides our investment strategy. We offer flexible capital solutions to leading care providers at the forefront of healthcare delivery, freeing up the resources they need to expand and invest in the future. By monetizing the real estate of thriving physician groups and healthcare systems, we provide the capital they need to grow their businesses and invest in technology and other resources to ensure long-term success and high-quality healthcare delivery, particularly in secondary markets and suburbs of primary markets with strong demand drivers. We favor longer leases with a single dominant tenant. By bolstering these strong healthcare providers through investing in their real estate, GMRE helps fortify communities at large.



OUR TEAM

The key to GMRE's success is our diverse, dedicated and passionate team, which is led by an experienced Board of Directors and executive management with deep expertise in healthcare, real estate, investing, accounting and finance. The contributions of our talented employees are what distinguishes us and has enabled our steady growth. In the six years since our founding, we have fostered a culture of comradery and results, one that enshrines both commitment to the good of our stockholders and convivial teamwork as core values. We are devoted to ensuring that GMRE is not only a highly effective professional organization but also a fun and congenial place to work.



JEFFRY BUSCH



ALFONZO LEON



ROBERT J. KIERNAN



DANICA HOLLEY



JAMIE BARBER

OUR RESULTS

Our distinctive strategy, deliberately curated portfolio and experienced team are a strong foundation for success. By remaining nimble and forward-thinking, we can continue to capitalize on our scale and the dynamic demand drivers of our industry. To date we have:

\$1.3B

in gross real estate assets

Invested in nearly \$1.3 billion in gross real estate assets at a weighted-average cap rate of 7.8%, with annual base rent of approximately \$97 million and average annual contractual rent escalations of 2.1%

4M

square-foot portfolio

Amassed a stable portfolio of over 4 million square feet that is 99.1% occupied and is diversified by market, operator and medical use

33 STATES

Built a network across 33 states

Built a portfolio with high-quality, operationally profitable tenants consisting primarily of national and regional healthcare operators located in secondary markets and suburbs of primary markets across 33 states, with tenants that, as of September 30, 2021, have an average rent coverage ratio of 4.4.

\$100M

Annualized Base Rent as of Sep 30, 2021

Aligned our interests with those of our stockholders through a management internalization in July 2020, delivery of a sustainable dividend and strong governance policies



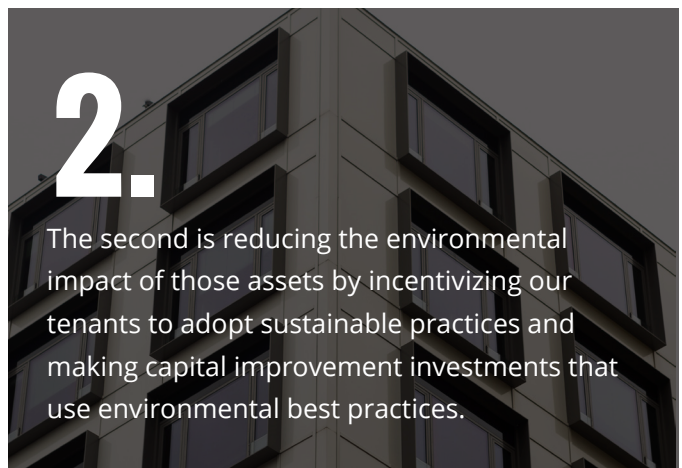
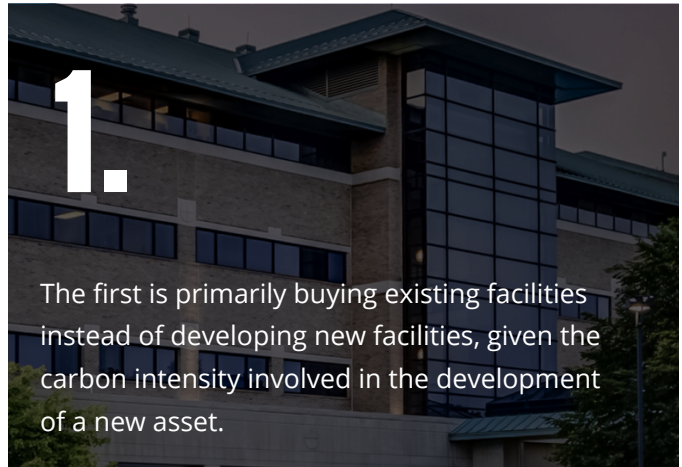
CORPORATE SUSTAINABILITY VISION

To evolve and grow a company that achieves strong results over the long term, we have adopted a holistic approach to investment (acquisitions), asset management and operation. Our business practices incorporate a comprehensive, common-sense evaluation of our risk environment to ensure that we remain alert to the range of vulnerabilities we may face – whether they be financial, regulatory, social, technological or environmental. By encountering these risks clear-sightedly, we can produce attractive returns while contributing to a sustainable future.

We view our corporate sustainability program not only as a way to incorporate ESG values into our stated business goals and objectives, but as a key opportunity to more fully capture strategies for risk mitigation and resilience while contributing to a brighter future.

For environmental issues, the primary focus for risk mitigation and resilience is at the asset level, where we are broadening our acquisition analysis to include greater detail around environmental concerns. During the due diligence process, we have always evaluated the condition of the physical plant and property, focusing on key building systems, environmental site assessments and construction quality. Re-envisioning this process with a risk-and-resilience lens has led us to broaden our criteria to include climate risk and environmental sustainability assessments. We can reap benefits at multiple stages of the business cycle by incorporating these elements into our analysis: they are key inputs into the decision matrix that underpins our purchase choices, and they also inform asset management strategies and approaches. Expanding our due diligence purview enables us to make more informed long-term decisions. We anticipate that the output from these reports will help asset management identify potential environmental improvements that will lead to better utilization of capital improvement funds and allow tenants to operate more efficiently and cost-effectively.

Climate change has the potential to impact our physical assets, the communities in which our properties operate and our tenants and other stakeholders. We believe we can contribute to mitigating climate change from two directions.



GMRE appreciates the extent to which systemic inequality creates social vulnerability, for our employees no less than for those in the communities our tenants serve. We have therefore approached this risk from a labor practices and development perspective as well as by initiating a proactive effort to help mitigate barriers to healthcare **access**. We are dedicated to ensuring that our workforce reflects the diversity of 21st-century America, that we are cultivating and retaining talent and that we are aligning employee achievement with stockholder objectives. This commitment has led to a robust and inclusive equity compensation plan and senior executive performance goals that include ESG-specific duties and targets. Our Ride United pilot program in Phoenix, Arizona, is an innovative approach to lessening the barriers to quality healthcare **access** for those who are economically or socially disadvantaged. We are committed to being part of the solution for developing human resources and expanding social opportunity.

GMRE's corporate governance structure is designed to align with the interests of our investors and other stakeholders. We emphasize professional business conduct and ethics, transparency and accountability. Our diverse and experienced Board of Directors is organized around three standing committees, each with its own charter. In addition, the Board recently established an ESG Working Group to oversee ESG priorities. This Group's assistance with course charting has been invaluable in planning long-term business activities while simultaneously making immediate progress on key benchmarks.

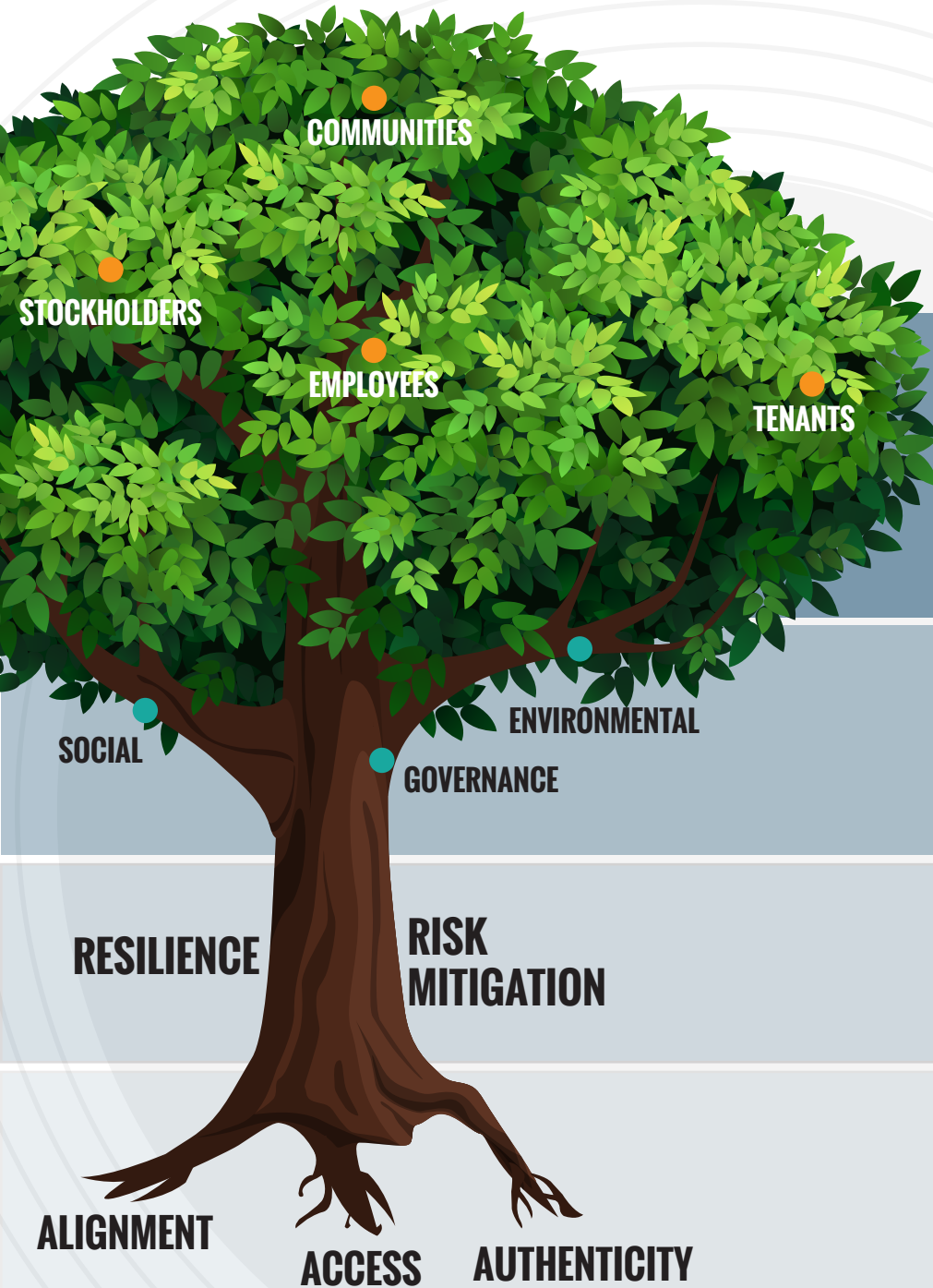


**BY
ENCOUNTERING
THESE RISKS
CLEAR-SIGHTEDLY,
WE CAN PRODUCE
ATTRACTIVE
RETURNS WHILE
CONTRIBUTING TO
A SUSTAINABLE
FUTURE.**

OUR CORPORATE SUSTAINABILITY VALUES

We are at the beginning of our ESG journey. To provide structure and rigor as we take further strides, we have developed an ESG framework. It encompasses a forward-looking, inclusive perspective on our obligations to our stockholders, tenants, employees and the communities in which we invest and live. We base our ESG approach on three pillars:

Alignment, Access and Authenticity.



FOR WHOM WE DO IT

WHAT WE DO

WHY WE DO IT

HOW WE DO IT



ALIGNMENT

Stakeholder alignment is a key goal of GMRE's ESG program.

We see it as the connective tissue that links, on the one hand, the full spectrum of environmental, social and governance initiatives, and, on the other, our ultimate strategic goal – providing attractive, risk-adjusted returns to our stockholders. We believe our focus on stakeholder alignment will drive successful performance by helping us to calibrate and boost our ESG efforts.

Our investment strategy is nimble, tenacious and disciplined. We have a distinct approach rooted in our knowledge of the industry and our hard-working team, bolstered by strong demographics and favorable healthcare delivery trends. Quality healthcare is in demand outside of gateway markets and medical providers who offer healthcare in these communities will continue to thrive by addressing the medical needs of an aging population. We believe there is long-term value in acquiring facilities with strong tenant-operators in bedroom and secondary markets and managing these assets in a way that contributes to the success of our tenants' healthcare operations. This means selecting experienced property managers, ensuring prudent maintenance and making capital improvements that foster a positive environment for tenant stakeholders, physicians, healthcare workers, patients and the communities at large. Not only do these actions move the needle on our ESG goals, but they are forward-looking strategies designed to maximize long-term investment results for our stockholders.

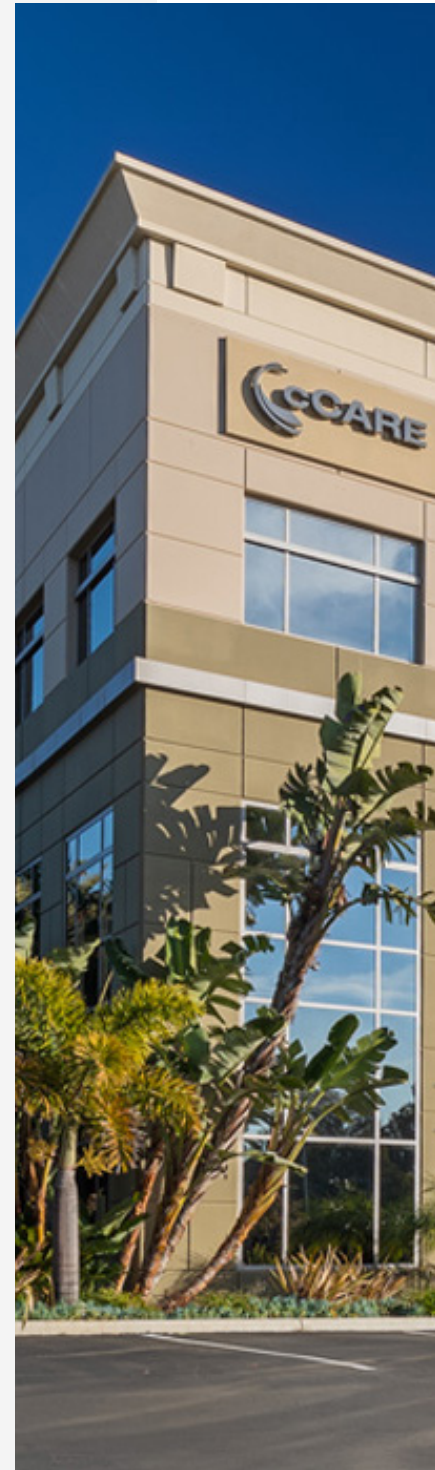
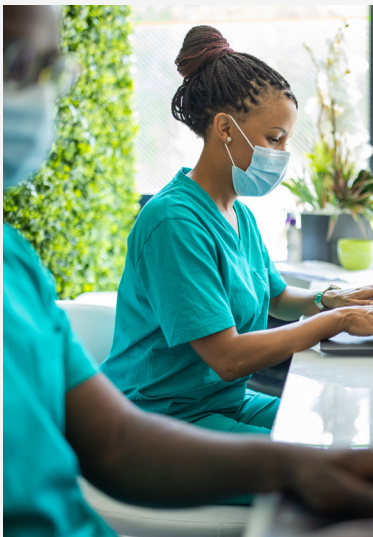
We take a holistic approach to aligning employee and workforce growth with GMRE's goals and long-term vision. We strive to attract and retain talented and devoted employees whose commitment and results are rewarded in concert with the company's success at meeting objectives. Through professional development and skill building, positive corporate culture, performance feedback and reviews, we aim to support our employees in a way that makes their growth and development synonymous with GMRE's.

ACCESS

We approach the concept of access from two fronts.

As we invest in facilities that house high-quality medical services, we are aware that the barriers for some community members to receive medical care are significant. For patients with insufficient access to transportation, getting to the doctor for preventative or essential care can be a burden that is not easily overcome. We therefore seek to contribute to improving healthcare access in the communities where we invest.

At GMRE, access also means opening doors and expanding opportunity. We aim to bring down barriers in both the business and social spheres, serving as an employer of choice for a diverse workforce, helping healthcare providers expand their operations and providing transparency to our stockholders through a well-constructed governance regime.





AUTHENTICITY

Our ESG efforts are an organic extension of our core business strategy.

We incorporate our core values of discipline, nimbleness and tenacity into our ESG program. Through this integrated approach, our ESG objectives will benefit the entire company and all its functions. Our ESG initiatives are an authentic extension of our approach, leveraging our strengths and addressing our challenges with solutions that enable us to continue to prosper and grow.

Most importantly, authenticity means forthrightness in what we say and do. We promise to continue communicating openly and directly, with sincerity of purpose, to earn trust and build credibility on our ESG commitments.



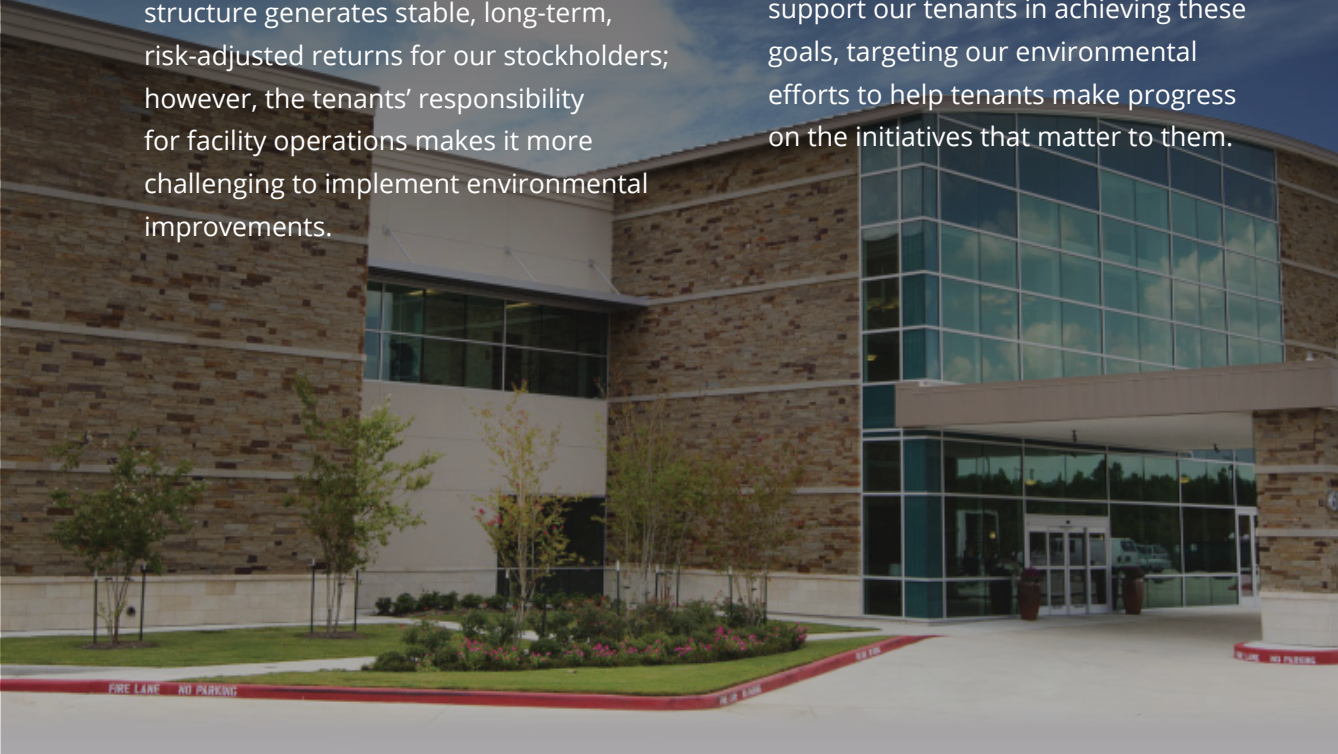


ENVIRONMENTAL

GMRE's environmental efforts are not an artificial imposition on our operational practices – instead, they arise from how we do business every day, and they flow naturally from our growth strategy.

Under our triple-net lease structure, our reputable medical tenants take on the responsibility for daily property management, maintenance and improvements – a model that results in well-kept, efficiently managed specialized facilities that are maintained to the high standards of discerning end users and regulatory authorities. The net-lease structure generates stable, long-term, risk-adjusted returns for our stockholders; however, the tenants' responsibility for facility operations makes it more challenging to implement environmental improvements.

Our approach is to identify and pursue environmental initiatives that are in **alignment** with our tenants' goals. Tenants may aspire to boost energy efficiency to reduce costs; promote clean air and water for their communities; improve the working environment for their employees; or use renewable resources. GMRE aims to support our tenants in achieving these goals, targeting our environmental efforts to help tenants make progress on the initiatives that matter to them.



**WITH 282 LEASES AND
163 BUILDINGS, THIS IS
AN AMBITIOUS VISION,
ONE WE ARE TACKLING
INCREMENTALLY.**



ASSESSING OUR FOUNDATION: GATHERING DATA

The first step is assessment, data collection and benchmarking. In order to achieve meaningful improvement, we need to know where our efforts can have the greatest impact.

To this end, we began collecting and tracking utility consumption data for our portfolio in 2019. For two successive years, we have submitted this information to the GRESB annual assessment, which compares our performance to that of other real estate owners globally. In those two years, we improved our overall score from 21 to 42, even as our data coverage ratio also improved dramatically, from 11 percent of our portfolio in 2019 to 50.5 percent in 2020. We continue to build on this progress and streamline our collection efforts with tenants and property managers. In 2020, we engaged a leading third-party ESG data management provider, Measurabl, to serve as an aggregating platform to help us centralize and benchmark the energy consumption of our assets. As we gain an energy track record for individual assets and better comprehend how our portfolio performs overall, we can identify properties that are prime candidates for energy reduction and efficiency improvement.

ENVIRONMENTAL INDICATORS

Percentage of portfolio with collected utility data

Percent change in extent of utility data collection across the portfolio year over year

GRESB assessment score improvement year over year

Total kilowatts (kilowatts per square foot)

Total carbon emissions (carbon emissions per square foot)

Total water used (water usage per square foot)

ELECTRICITY DATA



51 SITES WITH AN AREA OF 1.707 MILLION SQUARE FEET



36,826,100 KILOWATT-HOURS OF ELECTRICITY



21.567 KILOWATT-HOURS PER SQUARE FOOT



17,131 TONS OF TOTAL E-CO₂ GREENHOUSE GAS EMISSIONS, OR 0.01 TON PER SQUARE FOOT *

* Emissions include natural gas usage.

WATER DATA



40 SITES WITH AN AREA OF 1.268 MILLION SQUARE FEET



404,285 CUBIC METERS OF WATER USAGE, OR 0.237 CUBIC METERS PER SQUARE FOOT

We were unable to separate water usage inside the building from external usage for landscape irrigation, as some sites use one water meter to monitor the water flow for both.

WASTE DATA

Waste data was collected from seven sites, but most of them have only one monthly bill that covers the charge for both trash collection and recycling removal.

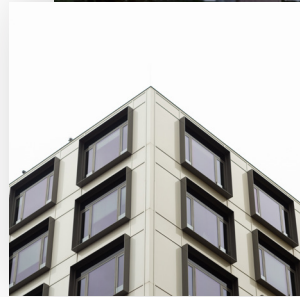
BY THE NUMBERS

SUSTAINABILITY DATA FOR 2020

For the 2020 GRESB benchmarking assessment, we restructured our assets according to the building location. Out of our 139 sites, we were able to collect utility data from 59 – an area of 1.877 million square feet out of the total portfolio area of 3.695 million, for a data coverage ratio of 50.5 percent.

To complete the picture, we have adopted a strategy to understand and capture the environmental efforts that our tenants and vendors are undertaking on their own behalf that are consistent with our objectives. We monitor and collect public information relating to ESG-related subject matter from our tenants and have initiated relationships with several tenants' sustainability professionals so that we can better assist each other in reaching our respective goals. Connecting with tenants on a basis beyond real estate builds stronger relationships and establishes a foundation for positive interaction. This is an opportunity created by our otherwise challenging net-lease portfolio composition.

Our objective in quantifying and, where possible, reducing our facilities' energy consumption is to participate meaningfully in decreasing the carbon footprint of our buildings. We are exploring several approaches to reducing carbon emissions, including retrofitting lighting fixtures with high-efficiency alternatives, sourcing renewable energy, upgrading HVAC systems, implementing xeriscape landscaping, installing solar panels, and offering electric vehicle charging stations; we have engaged third-party assistance to evaluate the suitability of our sites for the latter two initiatives. In keeping with our ESG pillar of **alignment**, these endeavors will benefit our tenants, our property values and the planet.



OUR APPROACH IS TO IDENTIFY AND PURSUE ENVIRONMENTAL INITIATIVES THAT ARE IN ALIGNMENT WITH OUR TENANTS' GOALS.

STAKEHOLDER SYNERGY

ALIGNING OUR ENVIRONMENTAL STRATEGY WITH OUR TENANTS, STOCKHOLDERS, AND COMMUNITIES.

Working with tenants to maintain and improve their facilities with resilience measures that provide better, more productive work and medical environments

Advocating for energy-saving practices and investing in building infrastructure that supports carbon reduction and operational savings

Identifying buildings that are suitable for solar or other renewable energy installations to reduce carbon footprint and energy costs

Investing in assets and locations that deliver quality healthcare where patients are located, simultaneously meeting demand, supporting stable communities and reducing transportation distances

Sourcing renewable energy to reduce carbon emissions

Benchmarking for utility use and waste production to track and reduce consumption

Assessing climate risk to mitigate threats and boost resilience



INTERVENTIONS THAT IMPROVE RETURN ON INVESTMENT, NET OPERATING INCOME, TENANT RETENTION AND SHAREHOLDER VALUE

ASSESSING GROWTH OPPORTUNITIES: ENERGY USE

We are seeking ways to integrate and deepen our approach to environmental issues in an **authentic** manner. As a young organization in growth mode, we understand the importance of finding ways to incorporate environmental concerns into our acquisition and due diligence process. By adding or adapting our procedures to consider the influence of environmental factors on performance, we believe can improve our long-term results.

To explore the most effective ways to accomplish this, we engaged Georgetown University's Steers Center of Global Real Estate. Based on their recommendations, we elected to add an Energy Utility Audit to the assessments we conduct during due diligence.

These assessments provide a specialized look at an asset, helping us further identify areas of potential concern or hidden value when it comes to building systems or construction quality. Being aware of these attributes not only helps us improve the quality of our acquisitions but also makes us better, more informed asset managers. We will be able to track energy consumption earlier in the properties



ownership lifecycle and target improvements and capital expenses more accurately.

By gaining a comprehensive understanding of an acquisition target's energy profile, we will be able not only to catch warning signs related to energy consumption but also to discover opportunities for value creation and to develop an asset management strategy early in our ownership cycle.

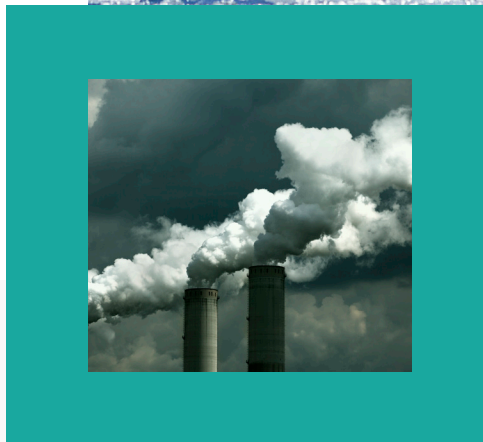
The detailed Energy Utility Audit report recommends energy conservation measures, financially quantifying and justifying its recommendations for short-, medium- and long-term implementation plans. Ultimately, these audits provide the data needed to make and underwrite capital improvements with high return on investment (ROI). They are designed to:

- Benchmark our utility rates and identify energy expenditure by end use
- Review existing asset information, design drawings and data from Building Automation Systems
- Conduct an onsite inspection of major energy-consuming equipment and systems
- Identify available no- or low-cost and capital-intensive energy conservation measures
- Calculate costs, savings, incentives, payback periods and ROI for all energy conservation measures

ASSESSING FUTURE THREATS: CLIMATE RISK

Comprehending our portfolio's risk from climate events and shifts is a meaningful component of our risk mitigation and resilience strategy. In the coming year, we will engage a third-party climate intelligence risk assessor to help us integrate climate data into our underwriting and portfolio management. Our goals for this analysis include navigating short-term exposure versus long-term risk, moving beyond an insurance and insurability approach and using ESG initiatives as a catalyst for risk mitigation. In combination with our Energy Utility Audits, assessing our portfolio's climate risk will allow us to determine our assets' physical resilience, their ability to withstand future climate events, their ability to perform under changing conditions, and their value as community resources.

Once the climate risk of our portfolio has been rigorously evaluated, we will be in a position to assess and disclose our financial risk in line with the Task Force on Climate-Related Financial Disclosures (TCFD) framework.



WE WILL USE ESG INITIATIVES AS A CATALYST FOR RISK MITIGATION



SOCIAL

Our approach to social concerns is grounded in our framework pillars of access and authenticity. Our efforts in this realm have an impact on all stakeholders, with particular emphasis on our workforce, tenants and communities.

SERVING OUR WORKFORCE

Since our founding six years ago, we have grown quickly. Building our asset base – from \$100 million at IPO to over \$1 billion currently – has required dedication from our small team. Attracting and retaining top talent has been crucial to our success. One key element is our inclusive equity granting strategy, which sets us apart as an employer. Participation in our equity incentive plans are not limited to executives or upper management. This is an acknowledgement that every team member makes an impact and contributes skills that are invaluable to achieving our results. Our employee-centric policies (unrestricted paid time off, hybrid and remote work arrangements, personalized professional development opportunities) emphasize work-life balance and accountability to results while offering flexibility. As a result, we have experienced consistently low turnover, with rates ranging from from 2% to 8% while the team has grown from 15 to 25 in the last three years.

These policies also help foster one of GMRE's core strengths: diversity. Our commitment to access does not just mean inclusive equity and benefits programs; it manifests in a dedication to breaking down barriers and expanding opportunity. Our Board of Directors has been recognized by Women on Boards and our executive team reflects our demographically diverse staff. This year, we commissioned an Employee Engagement Survey to capture demographic and sociographic information about our team, ensure that we are in touch with their current needs, and elicit their recommendations for future growth.

Focusing on diversity and inclusion enables us to craft business strategies, manage our assets, engage with tenants and communities, and create policies in ways that authentically reflect who we are and what we stand for. That





authenticity carries over to our ESG program, which is driven in large part by our staff. Our employees are actively engaged in the conceptualization and implementation of our ESG initiatives. In

2021, we formed a cross-departmental committee comprising employees from all levels, known as Project Peri Peri, that meets weekly to discuss and progress our ESG agenda. The enthusiasm and engagement of this group is exceptional and a testament to what we will be able to achieve.



Our workplace culture drives our success. This culture is something we are proud of and actively cultivate. We focus on improving and continually raising our game. Leaders model collegial, can-do attitudes that reward hard work and creativity, and we devote meaningful effort to fostering team spirit. To celebrate the momentous event of GMRE's public offering and the listing of our stock on the New York Stock Exchange, the entire staff, their family members and the Board of Directors attended the bell-ringing at the Exchange. We continue to carve out time for connection on a quarterly basis, participating in potlucks, happy hours, scavenger hunts and office-wide outings. In the age of Zoom, we have organized trivia competitions, an online bar-tending class and virtual hang-out sessions. We believe that the sense of comradery created during these social activities contributes to cross-organizational relationship building and communication and fosters positive working conditions that lead to exceptional results.



STAKEHOLDER ENGAGEMENT: ENSURING ACCESS

...FOR PATIENTS

- Our assets are located in communities that are typically overlooked by other investors, supporting healthcare access for patients and increasing the local availability of quality healthcare providers.
- The Ride United pilot project aims to make care more accessible and help the vulnerable stay healthy.

...FOR TENANTS

- We provide access to facilities that support the delivery of quality care and function well for healthcare professionals, with appropriate technology and environmentally sustainable systems.

...FOR INVESTORS

- Transparent and responsive governance policies.

...FOR REAL ESTATE SELLERS

- Our company offers access to a public source of capital that extends liquidity to non-gateway geographic locations, strengthening local communities.
- We give healthcare providers more capital to improve healthcare for patients, expand operations and invest in personnel, new technology and equipment.

...FOR EMPLOYEES

- Our inclusive structure and orientation toward personal growth contribute to greater opportunities for executives and employees from historically under-represented groups to be vital contributors.



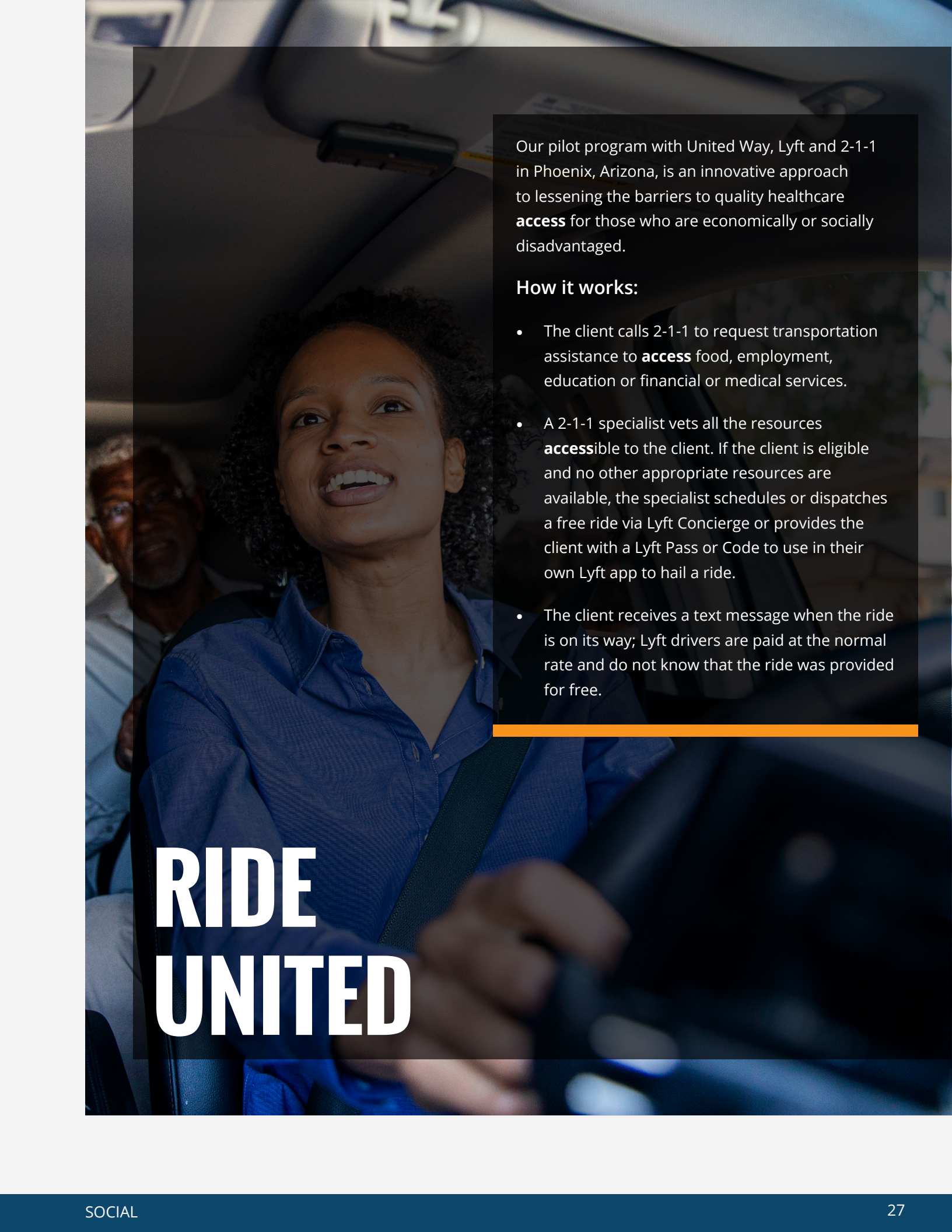
SERVING OUR COMMUNITIES

In January 2021, we engaged a consulting team from Georgetown University's Steers Center for Real Estate to identify how we could effectively help address issues of healthcare access in the markets where GMRE has a real estate presence. The result was the concept for a project that would assist disadvantaged patients in getting to and from medical appointments, thereby promoting better health outcomes among those for whom accessing reliable transportation is a barrier to receiving medical care.

With the Steers Center recommendation in hand, we set out to establish a program that aimed to close transportation gaps. Our goal was to support improved healthcare access for a community with a concentration of GMRE properties. We found United Way's program Ride United Transportation Access, which meets personal needs that impact health, education and financial stability. The program, established in 2018, is a partnership between United Way, Lyft rideshare, and the 2-1-1 community resource phone service. Of the more than 250,000 calls received in 2020 for transportation assistance through 2-1-1, 42 percent were related to accessing medical and healthcare services, not including the additional 4 percent that were related to COVID-19 inoculations.

This collaboration met our requirements for a social program that we could connect to the communities served by our medical properties. On November 1, 2021, we signed a partnership agreement with United Way to conduct a pilot program that will provide 1,000 rides for non-emergency medical appointments and other healthcare-related necessities in the Greater Phoenix Metro Area. Rides are available to anyone in the coverage area with demonstrated need and are provided to any qualified healthcare-related destination. Since Greater Phoenix is home to six GMRE properties, or 159,835 square feet of real estate, our efforts in this geographical area signal our support for a broader community that includes several of our tenants, addressing a need that promotes patients' health and engagement with the medical establishment. Should the project prove successful – as we expect it will – we are prepared to expand the program to other regions, continuing to align our ESG initiatives with our tenant and community stakeholders.





Our pilot program with United Way, Lyft and 2-1-1 in Phoenix, Arizona, is an innovative approach to lessening the barriers to quality healthcare **access** for those who are economically or socially disadvantaged.

How it works:

- The client calls 2-1-1 to request transportation assistance to **access** food, employment, education or financial or medical services.
- A 2-1-1 specialist vets all the resources **accessible** to the client. If the client is eligible and no other appropriate resources are available, the specialist schedules or dispatches a free ride via Lyft Concierge or provides the client with a Lyft Pass or Code to use in their own Lyft app to hail a ride.
- The client receives a text message when the ride is on its way; Lyft drivers are paid at the normal rate and do not know that the ride was provided for free.

RIDE UNITED



GOVERNANCE

We are committed to strong corporate governance practices that bring together all of our ESG pillars in an approach based on the principles of integrity, transparency and accountability.

GOVERNANCE

Our corporate governance structure is in **alignment** with the interests of our investors, employees and other stakeholders, with a management team and Board members that bring to the table extensive collective experience in healthcare and real estate. These skill sets also prime our Board to understand the value of ESG initiatives – which is why our directors have prioritized ESG as part of our broader business strategy and oversight.



The **authenticity** of our leadership's commitment to ESG can be seen in our dedicated ESG Working Group, made up of both Board members and a representative from the executive management team.

Access has been a critical tenet in the governance of the organization, given the dynamic relationship between the Board and the executive management team. The Board and the management team maintain an ongoing and open dialogue as well as a mutual understanding that ESG is critical to the company's long-term value creation. ESG has become and will continue to be a critical framework across all aspects of our corporate governance.



GOOD GOVERNANCE

Our Board of Directors is organized around three standing committees: the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee. Each has a charter that sets forth the committee's purposes, goals and responsibilities, as well as the qualifications for committee membership. In 2020, the Board established an ESG Working Group, comprising three members of the Board and one senior executive. The group oversees the company's ESG priorities, assisting management with course charting and long-term planning while monitoring short-term progress. The creation of the ESG Working Group is a key part of GMRE's efforts to **authentically** integrate ESG initiatives into our operations and processes, making short-term decisions that support our long-term results.

In July 2020, we internalized our management structure as a meaningful demonstration of our **alignment** with stockholder interests. Our simplified corporate structure increases transparency to investors and, as a result of the management internalization, we now directly employ all staff, as well as the executive team. The retention of the executive team ensures continuity of strategy and operations. The internal structure also substantively benefits our employees by increasing visibility into and oversight of compensation, professional development and other employment practices and standards.



We maintain a slate of corporate policies and procedures that promote good corporate governance, including: i) a code of business conduct and ethics (including an enhanced code of ethics for our CEO and financial officers); ii) corporate governance guidelines; iii) a corporate disclosure policy; iv) an insider trading policy; v) a whistleblower policy; and vi) a policy on related-party transactions. Our directors, executive officers and employees are expected to review and abide by these policies.

Through a robust peer review program, continuing professional development through the National Association of Corporate Directors and the service of a lead independent director, GMRE is oversighted rigorously by its Board. For example, in 2020, the Nominating and Governance Committee implemented a revised director review process designed to ensure that each Board member is held accountable and acts in **alignment** with the goals and objectives of GMRE.

COMPENSATION

We aim to balance competitive compensation packages that can entice and retain talented employees with the production of attractive returns for our stockholders. We implement our compensation philosophy by providing attractive salaries and bonus opportunities, but linking these bonus opportunities to short-term (annual) and long-term (three-year) goals around operations and stockholder returns. The table below summarizes some key features of our compensation program:



WHAT WE DO

- Tie annual incentive compensation to the achievement of pre-established corporate and individual performance goals
- Provide long-term incentive compensation in the form of performance-based long-term incentive plan (LTIP) units, with performance tied to total stockholder returns and relative stockholder returns
- Use comparable peer groups when setting compensation
- Maintain guidelines on director and executive stock ownership
- Include “double-trigger” change-in-control provisions in our employment agreements and severance plan
- Retain an independent compensation consultant to ensure that compensation is consistent with peers and in keeping with industry and sector best practices
- Include ESG goals in executive performance criteria

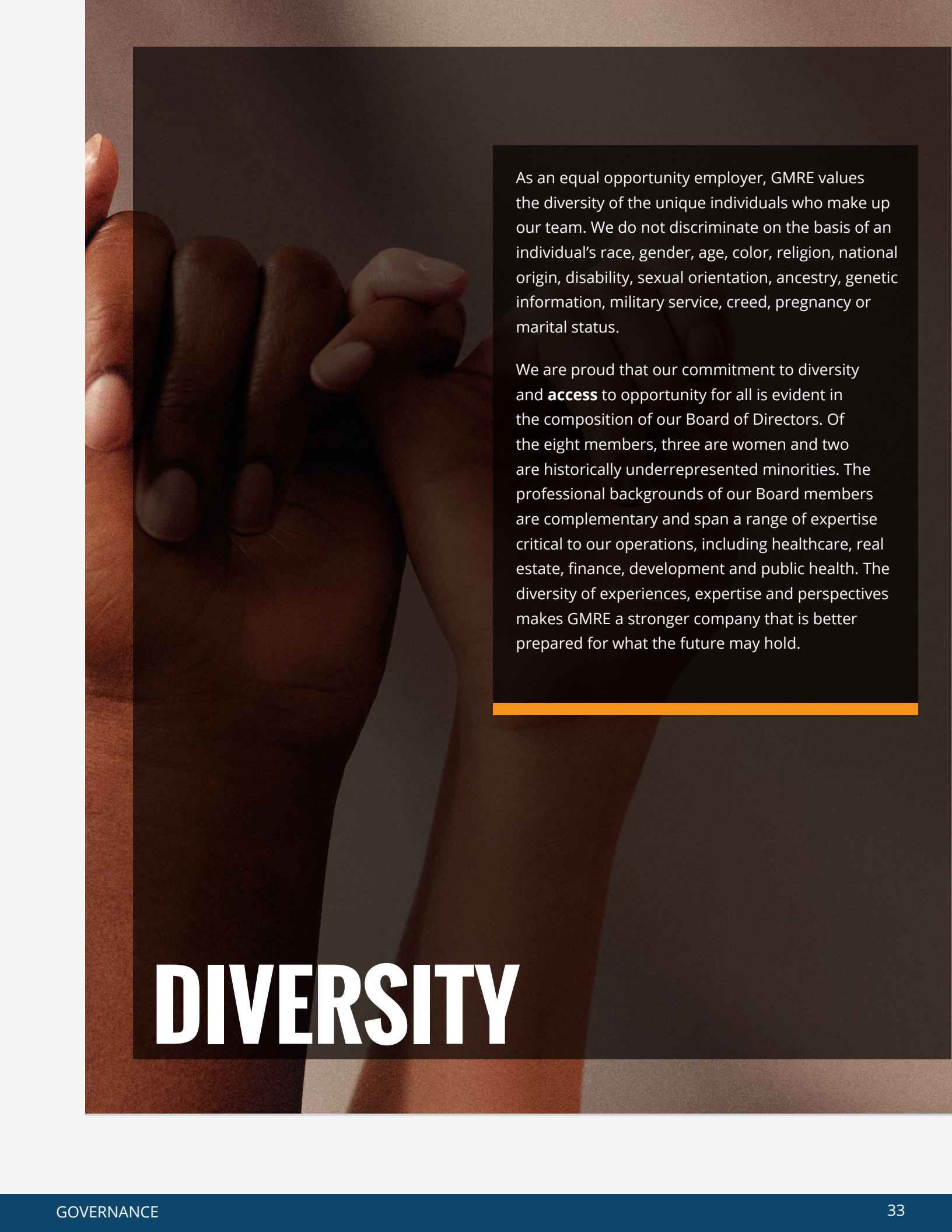
WHAT WE DO NOT DO

- Provide excessive perquisites to our executive officers
- Allow “single-trigger” change-in-control cash payments
- Provide tax gross-ups
- Allow hedging of the company’s stock
- Allow pledging of the company’s stock as collateral for loans

ETHICS AND INTEGRITY

We emphasize probity and professionalism in all we do. GMRE's Code of Business Conduct and Ethics applies to all employees, officers and directors of the company, and is intended to meet the requirements for a code of ethics under the Sarbanes-Oxley Act of 2002 and the listing standards of the New York Stock Exchange. The Code is designed to encourage not only letter-of-the-law compliance with relevant laws and regulations, but honest, principled conduct in everyday business affairs. It makes employees, directors and executives accountable for acting honorably – dealing with conflicts of interest ethically, for example, or making required disclosures clearly, fairly and on time.

The Code is specifically applicable to the company's principal executive officer, principal financial and accounting officer and controller (or persons performing similar functions). A statement of compliance with this Code must be signed by all employees, officers and directors, and all employees and directors have a duty to promptly report any known or suspected violation of this Code to the Chief Executive Officer, General Counsel or the company's whistleblower ethics hotline. These policies capture an attitude and business approach that our executive leadership models for the entire organization on a daily basis. They embody a commitment to ethical behavior that permeates GMRE's culture.



As an equal opportunity employer, GMRE values the diversity of the unique individuals who make up our team. We do not discriminate on the basis of an individual's race, gender, age, color, religion, national origin, disability, sexual orientation, ancestry, genetic information, military service, creed, pregnancy or marital status.

We are proud that our commitment to diversity and **access** to opportunity for all is evident in the composition of our Board of Directors. Of the eight members, three are women and two are historically underrepresented minorities. The professional backgrounds of our Board members are complementary and span a range of expertise critical to our operations, including healthcare, real estate, finance, development and public health. The diversity of experiences, expertise and perspectives makes GMRE a stronger company that is better prepared for what the future may hold.

DIVERSITY



WHAT'S NEXT

We are excited to be taking the first steps on our ESG journey. The next few years are full of opportunity and paths for growth and evolution. The map of our future progress is an exciting blank canvas. As we further collect data, we will more comprehensively establish our baseline, filling in the picture of where we stand so we can plot our future route.

WHAT'S NEXT

In the coming years, building on our foundation of data, we will find new ways to reduce the carbon footprint and energy use of our properties, support our tenants in accessing capital and growing their businesses, integrate climate risk into our decision-making, and continue expanding healthcare **access** for the communities we and our tenants serve. These ESG initiatives are not exercises in box-checking or virtue signaling. Rather, they are highly effective ways to improve our efficiency, our long-term results and our bottom line. That benefits everyone – our employees and our investors, our tenants and their patients, our planet and our future.

The last couple of years have taught us that life is full of risk. Unanticipated change and inopportune disruption – even calamity – is inevitable. It is prudent to look forward, anticipating changes in our society, our economy, and our world to the greatest extent we can. No one can know what the next decade may bring, but we believe that if we work hard to operate sustainably, with devotion to our talented employees, deep commitment to our communities, and forthright alignment with our investors, we can move forward into the future without fear.

The past few years have also taught us that GMRE is resilient. They have shown us where our strengths lie. They have reaffirmed the value of the qualities that define us as a company – the value of being nimble in response to unexpected changes of circumstance, of remaining tenacious in the face of challenges, and of maintaining discipline in pursuit of our goals. We will continue our work with vision, optimism and integrity as we chart our course into the future.

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