

## AMERICAN HEALTHCARE REIT, INC.

### HUMAN RIGHTS POLICY

Adopted September 8, 2025

At American Healthcare REIT, Inc. (the “Company”, “we,” “us” or “our”), our mission is rooted in supporting the health, safety and dignity of the populations we serve—including our residents, tenants, employees, business partners and communities. We recognize that respect for human rights is a foundational component of long-term value creation and sustainable healthcare real estate investment.

This Human Rights Policy affirms our commitment to fundamental human rights and freedoms as outlined in key international standards, including the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions and the United Nations Guiding Principles on Business and Human Rights.

#### **Employee Rights and Workplace Dignity**

We believe our people are the cornerstone of our success. We are dedicated to fostering a workplace environment where every individual is respected, valued and empowered to reach their potential.

- **Non-Discrimination and Equal Opportunity**

We provide equal employment opportunities without regard to race, color, caste, age, religion, religious creed, national origin, ancestry, citizenship, physical or mental disability, reproductive health decisionmaking, medical condition, genetic information, marital status, sex (including pregnancy, breast feeding and medical conditions related to pregnancy, childbirth or breast feeding), gender, gender expression, gender identity, sexual orientation, military status or veteran status, domestic partner status, family care or medical leave status or other types of protected leave, domestic violence/victim of crime status, political affiliation or any other characteristic protected under applicable federal, state or local law. Discrimination, harassment and retaliation are strictly prohibited in all aspects of employment, including hiring, promotion, compensation and termination.

- **Safe and Supportive Work Environment**

All employees have the right to work in a safe and healthy setting, free from threats, physical violence or coercion. We are committed to ensuring such conditions for all our employees, including by providing trainings on workplace violence and harassment prevention to our employees.

- **Freedom of Association**

We respect employees’ rights to join or not join labor unions and to engage in collective bargaining in accordance with local laws and customs.

- **Inclusive Culture and Employee Voice**

We encourage open dialogue between employees and management. We support formal and informal channels for employee feedback, including anonymous reporting mechanisms. In

addition, our mentorship programs, employee engagement events and career development opportunities foster a culture of inclusion, innovation and professional growth.

### **Vendor and Operator Responsibilities**

Our business model depends on strong partnerships with operators, vendors and service providers who align with our values and ethical standards. We expect our business partners to share our commitment to human rights and social responsibility.

- **Standards for Business Partners**

All operators and vendors are required to adhere to our Vendor Code of Conduct, which outlines expectations regarding fair labor practices, health and safety protections, non-discrimination and anti-trafficking efforts. These partners must comply with all labor and human rights laws applicable in the jurisdictions where they operate.

### **Addressing Modern Slavery and Forced Labor**

We recognize the ongoing global challenges of human trafficking, modern slavery, forced labor and child labor. We are committed to ensuring that no such form of exploitation takes place within our company and properties or in connection with our operations.

- **Zero-Tolerance Policy**

We maintain a zero-tolerance stance on human trafficking, modern slavery, forced labor or child labor. These principles apply to our properties and operations and across our extended supply and service networks.

### **Community Engagement and Social Impact**

We understand that our impact extends beyond the real estate assets that we own. As an integral part of the communities in which we invest and serve, we embrace this responsibility by promoting the health and wellbeing of our residents, patients and communities.

- **Advancing Senior Well-being**

We work alongside nationally recognized operators to provide high-quality care and outcomes to the residents at our senior care facilities. We support programs that reduce social isolation, improve nutrition and enhance digital connectivity for our residents.

- **Local Community Investment**

Through donations, fundraisers and employee volunteering, we have partnerships with local organizations and charities, and we contribute to local initiatives that address affordable housing, healthcare access and educational opportunity.

- **Environmental Awareness**

We recognize the intersection between environmental sustainability and human rights, especially in vulnerable populations. We manage our operations in a way that promotes energy efficiency, effective waste and water management and sustainable procurement, while seeking to minimize waste and water consumption across all of our properties.

## **Reporting and Remediation**

Any known or suspected violations of human rights at the Company or any of our properties must be reported immediately, either (i) to our executive team; (ii) to our Human Resources Department; or (iii) through EthicsPoint<sup>1</sup>, a confidential and secure channel that our employees may use to direct a concern anonymously at any time.

## **Oversight and Continuous Improvement**

Our Board of Directors, through its oversight of the Corporate Responsibility Committee, oversees the development and implementation of this Human Rights Policy. Responsibility for day-to-day execution lies with our executive team, in collaboration with Corporate Responsibility Committee members.

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<sup>1</sup> EthicsPoint may be reached toll-free at 833-609-5249 or at [www.americanhealthcarereit.ethicspoint.com](http://www.americanhealthcarereit.ethicspoint.com) on any web-connected device.