2025

SUSTAINABILITY REPORT

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Portfolio

Number of Assets, by Property Subsector

Office Properties	Retail Properties	Multifamily Properties
14	46	11
2.3 M SQ. FT.	3.8 M SQ. FT.	2,492 STABILIZED UNITS
Average Occupancy 96.4%	Average Occupancy 94.9%	Average Occupancy 94.6%

* Data as of December 31, 2025 for stabilized properties only

02

Our Sustainability Roadmap

AH Realty Trust has always placed value on being a sustainability leader, driving higher standards both inside and outside of the real estate industry. Our sustainability strategy is built on three pillars.

Commitment

Conduct our business, the development and operation of new and existing buildings, in a manner that contributes to positive economic, social, and environmental outcomes for our customers, shareholders, employees, and the communities we serve.

People

Aspirations

Provide each employee with a safe, welcoming, and inclusive work environment and culture that enables them to contribute fully and develop to their highest potential.

Key Priorities

- Talent Management
- Human Rights
- Health & Safety

Communities

Aspirations

Make our communities a better place to work, live, and play.

Key Priorities

- Fostering a Sense of Community
- Economic Development
- Charitable Giving

Planet

Aspirations

Minimize our overall impact on the environment while encouraging and activating environmentally responsible behavior in the communities in which we operate.

Key Priorities

- Greenhouse Gas (GHG) Emissions & Energy
- Water
- Waste

Strong Foundation

Ethics | Governance | Compliance

Linkage to United Nations Sustainable Development Goals

We recognize the powerful role we play in not only supporting but also contributing to achieving the United Nations Sustainable Development Goals (SDGs). Through core business and social investments, we believe we can contribute in the most meaningful way to the following goals.

SDG 8: Decent Work and Economic Growth

Through our projects, we help to create job opportunities and revitalize urban and town centers.

SDG 11: Sustainable Cities and Communities

By integrating sustainability into all our design and development projects and working closely with local, state, and national officials, we are helping to build sustainable cities and communities.

SDG 13: Climate Action

We are working to reduce our energy use, where our environmental impact is greatest. See page 11 for more details.

03 People

Our employees are at the foundation of our success. We're committed to providing each with a safe, welcoming, and inclusive work environment and culture that enables them to contribute fully and develop to their highest potential.

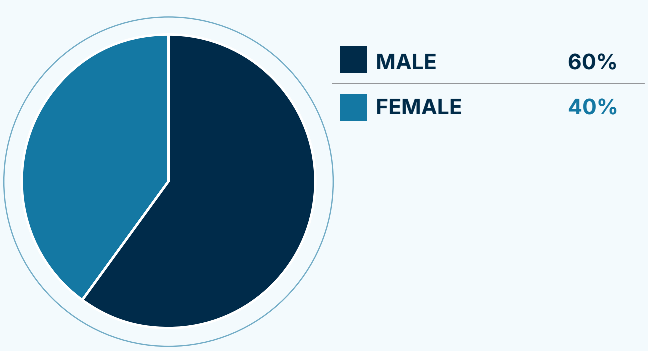
> Our future growth is dependent on our ability to attract, develop, and retain a highly skilled, engaged, and diverse workforce.

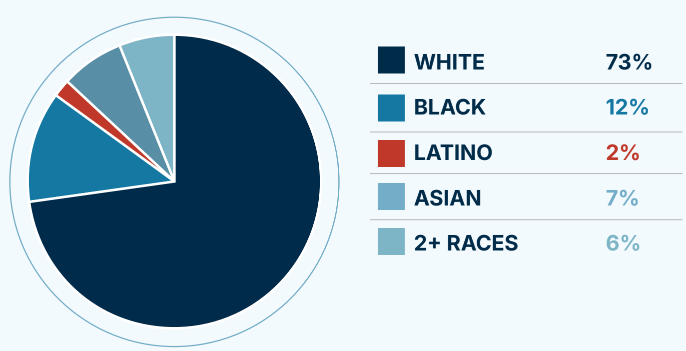
Our Approach

We provide applicants equal opportunity for employment without regard to sex, race, color, national origin, religion, age, disability, veteran or current military status, sexual orientation, gender identity, or any other status or characteristic protected by applicable law. We prohibit discrimination and harassment of all forms.

Employee Metrics for 2025	Amount
Total Employees *(average numbers for 2025)*	127
Full-Time Employees	125
Part-Time Employees	2
New Hires	15
Average Years of Tenure Executive Leadership *(LH, ST, AH, CH, MBS)*	21.98
Average Years of Tenure of All Employees	9.13
10+ Year Employees *(as of 12/31/25)*	33/33%
Turnover Rate	30%

Total Workforce





Our Work Environment

AH Realty Trust prides itself in maintaining a positive, dynamic, and fun work environment. AH Realty Trust's culture is one of energy, opportunity, and excitement, where teamwork is encouraged and excellence is rewarded. We biannually survey employee satisfaction through a third-party vendor.

We are proud to offer the AH Realty Trust internship program designed to provide interns with a comprehensive, hands-on experience in the world of real estate investment trusts (REITs). Interns will have the opportunity to work across key departments, including development, construction, asset management, accounting, and finance, with the ability to explore different roles within each area.

Our goal is to create an environment that supports learning, growth, and career development through mentorship and real-world experience. We are dedicated to providing an exceptional internship experience that fosters both professional and personal growth.

Learning & Development

We believe our business will thrive when our employees are given the tools and opportunities to succeed. That is why we invest in employee education and skill development. Our goal is to provide development for all employees related not only to regulatory requirements and corporate policies, but also ongoing learning opportunities to help our employees build their professional skills and capabilities necessary to meet business needs and advance their careers.

To support our employees, we encourage frequent performance check-ins between supervisors and their employees and annual career path planning discussions.

We are committed to fostering a culture of continuous learning and development that reflects our core values of operational excellence and long-term value creation. We invest in our employees' growth through a comprehensive range of programs, including formal training, certifications, workshops, seminars, and online courses, building both technical expertise and leadership capability at all levels of the organization.

We further strengthen this foundation through cross-functional project opportunities and a structured mentorship program that connects employees with experienced leaders across the organization, fostering collaboration, knowledge sharing, and meaningful professional growth. Through regular performance check-ins and annual career path planning discussions, we ensure development remains personalized, ongoing, and aligned with the evolving needs of our business, our people, and the communities we serve.

	2025	2024	2023
Total Training Hours	4,792.3	4,715.65	4,248
Average number of training hours per employee	37.73	30.04	27.4

Compensation & Benefits

Our Total Rewards Program is designed to attract, motivate, reward, recognize, and retain the talent we need to realize our vision and deliver on our growth expectations, while taking a holistic view of employee well-being, including financial, emotional, physical, and social wellness.

We offer more than 30 benefits, incentives, amenities, and rewards to all employees who work at least 25 hours per week.

Financial Benefits

We offer market-competitive wages and top-tier benefits designed to motivate employees and reinforce our values and business priorities. Employees are eligible to participate in our 401(k) retirement savings plan. Employees can receive a match of 50% for contributions up to $10,000. In 2025, the company matched $488,711.73. We also offer financial workshops to help employees manage their personal finances and strengthen their financial literacy.

Medical Benefits

We provide comprehensive medical benefits that offer flexibility for the diverse and changing needs of our employees and their family members.

Other Benefits

- Gym membership reimbursement
- Legal benefits
- Identity theft protection
- Paid time off
- Parental leave
- Bereavement leave
- Work/life balance benefits

Our Culture

At AH Realty Trust, we are committed to fostering a culture of belonging and equity, where diversity is celebrated and inclusion is the norm.

AH Realty Trust is committed to building a diverse and inclusive workforce, recognizing that varied perspectives and backgrounds strengthen our organization and drive innovation. We strive to create an environment where every employee feels welcomed, respected, and empowered to contribute authentically. This commitment extends to expanding opportunity across all roles through targeted partnerships and outreach initiatives that reflect the communities we serve. We hold ourselves to a culture of dignity and accountability, where every individual is treated with equity and respect.

Disability Inclusion: Raising awareness and recognizing our strengths

Individuals living with a disability are an underrepresented community of talent who can bring great strengths to the workforce. At AH Realty Trust, we are striving to break down the barriers that often limit these individuals from being considered for employment.

We are proud to continue our partnership with Eggleston Services, which provides education, training, and employment for persons with disabilities. Their mission is to help individuals with disabilities gain independence, confidence, and increased feelings of self-worth through on-the-job training and stable, rewarding work opportunities. Through Eggleston Services, people living with disabilities will provide shredding services for AH Realty Trust.

Human Rights

AH Realty Trust believes in the fundamental dignity of the individual. As outlined in our Human Rights Policy, the Company is committed to respecting and protecting the basic human rights of our employees using the UN Guiding Principles on Business and Human Rights as a reference. The Company's Sustainability Steering Committee oversees compliance with the policy and works to ensure employees are aware of the policy.

Among other things, this policy:

- Prohibits the use of forced or compulsory labor or child labor;
- Expressly acknowledges employees' rights to lawfully associate or not to associate with groups of their choosing without fear of retaliation; and
- Reinforces our commitment to maintaining a healthy and safe work environment that is free from violence, harassment, discrimination, and other unsafe or disruptive conditions.

Suspected violations of our Human Rights Policy can be reported confidentially to humanrights@ahrealtytrust.com. If adverse human rights impacts are identified in our workplace or supply chain, we are committed to providing fair and equitable remediation.

	2025	2024	2023
Identified human rights violations in our workplace	0	0	0
Identified human rights violations tier 1 supply chain	0	0	0

Employee Health & Safety

AH Realty Trust has a clear goal when it comes to health and safety: zero incidents.

The Company complies with all health, safety, and security laws and regulations of the jurisdictions in which it does business and limits employee exposure to potential safety hazards through proper design, engineering and administrative controls, preventive maintenance, and safe work procedures.

AH Realty Trust records, tracks, and reports all occupational injuries and illnesses in its incident reporting management system and encourages employee reporting of job-related injuries. We investigate all safety incidents and implement corrective actions to eliminate their causes.

As part of the Company's enterprise-wide safety management system, AH Realty Trust invests in training, technology, and people. Our approach to safety is grounded in our Corporate Safety and Health Program, which applies to all employees and contractors. It is based on the U.S. Occupational Safety & Health Administration (OSHA) standards.

Our training not only includes traditional OSHA compliance training, but we also provide information to employees on how to be safe off the clock as well.

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Planet

AH Realty Trust is committed to minimizing our overall impact on the environment while encouraging and activating environmentally responsible behavior in the communities in which we operate.

> Reducing our impact on the planet is not only our responsibility as a corporate citizen, but it will also be a critical cost mitigation strategy as energy prices rise and the impacts of climate change further strain access to natural resources. Addressing climate risk will also help limit our exposure to future regulatory risks linked to carbon emissions.

Our Approach

AH Realty Trust is always searching for ways to continue the reduction of energy- and natural-resource consumption and minimize waste in every part of our business. We incorporate leading environmental practices into our business and operations and work to foster environmental awareness and responsibility among our employees, vendors, and suppliers. Our intent is to minimize our impact to our environmental surroundings and mitigate the risk that our environmental surroundings pose to our business.

Our approach is guided by our Environmental Policy, which outlines our commitment to operate in an environmentally responsible manner while complying with and striving to exceed all applicable laws, regulations, and company standards. The Company's Sustainability Steering Committee oversees the implementation of our Environmental Policy.

Addressing Climate Change

At AH Realty Trust, we recognize the escalating physical risks posed by climate change and remain steadfast in our dedication to mitigating our environmental impact.

In alignment with our sustainability objectives, we are committed to reducing our energy and water consumption, as well as our greenhouse gas (GHG) emissions.

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Community

AH Realty Trust strives to be a strong corporate citizen by making our communities a better place to work, live, and play.

> AH Realty Trust is part of our communities. It is where our employees, customers, suppliers, and partners live and work. Supporting the growth of strong, resilient communities helps us and, we believe, inspires others to make the world a better place.

Our Approach

We are working to lift communities to higher levels of inclusion, connectiveness, and prosperity. We do this through our core business of designing and developing buildings that bring people together and by helping to revitalize communities. AH Realty Trust is expanding economic opportunities within the communities in which we operate by working with diverse suppliers and supporting local job creation. And we contribute to economic growth through local, state, and federal taxes.

Beyond our commercial business, we collaborate with local nonprofits, academic institutions, and civic organizations to help address areas of need through corporate and employee giving.

Tenant Engagement

Tenant engagement is fundamental to sustaining long-term asset performance and value across our portfolio.

At AH Realty Trust, we are committed to fostering transparent communication, prioritizing tenant satisfaction, and proactively addressing needs to cultivate strong, lasting relationships. We view our tenants as long-term partners, an approach we believe supports retention, occupancy, and operational stability.

> We remain connected to our office and retail tenants through regular check-in meetings, surveys, and dedicated community management teams.

Outreach Overview

Supporting Local Families in Virginia

AH Realty Trust and its employees have supported disadvantaged students and their families at Thurgood Marshall Elementary School in Chesapeake, Virginia, for almost 40 years. Each year, our support starts with a back-to-school drive when employees donate school supplies. In November, we provide Thanksgiving meals and gift cards to families, and in December, we drop off "secret" holiday gifts for children selected by the school's guidance counselors.

2025 Overall Contributions

$109,584
Corporate Charitable Donations

608
Employee Volunteer Hours

Impact Spotlight: Thurgood Marshall Elementary School

Entire Christmas provided to
65 Children

100 Meals
Provided for Thanksgiving

School supplies donated for
100 Students

Supporting a Cause for a Cure

Crush Cancer

AH Realty Trust proudly sponsors Crush Cancer each year in May. Crush Cancer is a local, rare cancer research fundraising event benefiting Cycle for Survival, the national movement to beat rare cancers. Crush Cancer and Cycle for Survival's high-energy, team spin-cycling events provide a tangible way to fight back against cancer—100% of every team donation goes to lifesaving rare cancer research at Memorial Sloan Kettering (MSK) Cancer Center.

Coastal Virginia Walk to End Alzheimer's

AH Realty Trust was a sponsor of the 2025 Coastal Virginia Walk to End Alzheimer's. With a group of over 30 participants in the walk to raise awareness and support Alzheimer's research, most of whom have family members affected by the disease. This was our 11th year participating in the local event, and we plan to continue the partnership in the fight against Alzheimer's.

Held annually in more than 600 communities nationwide, the Alzheimer's Association Walk to End Alzheimer's® is the world's largest fundraiser for Alzheimer's care, support, and research. This inspiring event calls on participants of all ages and abilities to join the fight against the disease.

Helping to Provide a "Home-Away-From-Home" for military moms-to-be

In March 2025, AH Realty Trust hosted a Star Spangled Baby Shower through Operation Homefront. We welcomed 50 lower enlisted military moms in the Hampton Roads area, where we celebrated their special addition and showered them with gifts. There were multiple events leading up to the shower so it was truly a group effort from our team. We held craft events to make toys, a packing 'party' where we compiled the gift baskets, then the actual shower where expecting parents attended the shower held at The Westin in Town Center of Virginia Beach.

Operation Homefront helps support strong, stable, and secure military families so they are able to thrive in the communities that they have worked tirelessly to protect.

Responsible Business

> **AH Realty Trust is committed to conducting business ethically and meeting or exceeding the laws and regulations that govern our business and industry. We believe this starts with strong governance practices, which are essential to providing long-term value for our shareholders, customers, employees, and communities.**

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Governance

Corporate Governance

Our Board of Directors has adopted Corporate Governance Guidelines that serve as a framework for the governance of the Company. The Nominating and Corporate Governance Committee of the Board of Directors reviews the guidelines annually and recommends changes to the Board as appropriate.

Board Leadership

As of December 31, 2025, our Board of Directors consisted of nine directors, six of whom are independent based on SEC and New York Stock Exchange ("NYSE") rules for director independence. The Board is supported by a lead independent director and has three standing committees: the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee, each consisting solely of independent directors.

We strive to maintain a healthy blend of director tenure, recognizing that longer-serving directors possess crucial institutional knowledge of our Company and its culture, while periodic refreshment brings a fresh outlook and contributes to Board independence and oversight. We prioritize Board diversity and are mindful of the many ways the Board benefits from receiving a wide range of viewpoints and perspectives.

You can find more detailed information about our Board's unique set of experiences and qualifications and Committee Charters on our website.

Executive Compensation

We are committed to a compensation program that is transparent, pays for performance, and aligns the interests of our executives with those of shareholders. Our Compensation Committee reviews and approves our executive and director compensation programs annually to ensure they are appropriate and reflect best practices. For more information, please see our Proxy Statement.

Risk Management

AH Realty Trust regularly encounters risks as part of the normal course of our business and has designed an enterprise-wide risk management framework, policies, and processes to help accurately identify and manage all risks, including nonfinancial risks.

We conduct an enterprise-wide risk assessment each year, which includes surveys of upper management and interviews with executive leadership. The results of this assessment are discussed with executive management and with the Board's Audit Committee. We also conduct a comprehensive business process risk assessment as required by Sarbanes-Oxley. Our Internal Audit team oversees and evaluates the operational effectiveness of controls designed to mitigate risk. Our Director of Internal Audit updates our Board of Directors quarterly on our internal audit plan.

Data Privacy & Cyber Security

To ensure data protection and privacy, AH Realty Trust has a broad security program in place governed by its IT policies and procedures. The program is supported by an extensive catalogue of layered security controls designed to prevent and detect internal and external security threats to partner, employee, supplier, and company data.

The Company's Director of Information Technology (IT) is responsible for developing and implementing IT plans and managing IT security to protect our systems and data. In the unlikely event we are exposed to a cyber breach, we have a quick, tested method in place to eradicate it, minimize the effect, and to recover efficiently and effectively with minimal impact to our business continuity. We conduct both annual internal and third-party risk assessments to continuously evaluate the effectiveness of our security controls and identify new threats and vulnerabilities and appropriate controls to mitigate risks.

The Audit Committee of AH Realty Trust's Board of Directors oversees the risk management processes related to cybersecurity. It meets regularly with the Company's IT personnel and senior management to discuss recent trends in cyber risks and the Company's strategy to defend its IT networks, business systems, and information against cyberattacks and intrusions.

As part of the Company's Information Security Awareness Program, all team members must complete online security awareness courses. In addition, team members receive ongoing security awareness communications related to specific risks.

Public Policy & Corporate Political Contributions

AH Realty Trust does not make corporate political contributions. Officers, directors, and employees may make personal contributions to a candidate or party of their choice, provided that the contributions do not involve, directly or indirectly, Company funds or other assets.

AHRealtyTrust.com