



CORPORATE SUSTAINABILITY REPORT

2024



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A LETTER FROM OUR PRESIDENT & CEO

DEAR FELLOW STAKEHOLDER,

I am pleased to share CareTrust's fifth Corporate Sustainability Report, which emphasizes our continued commitment to Environmental, Social, and Governance (ESG) initiatives and sustainable, long-term growth. Our mission, to help exceptional healthcare operators achieve their growth potential while delivering consistent value to our shareholders, remains at the heart of our strategy.

CareTrust's ESG program is purpose-built for the triple-net lease model, uniquely aligning our sustainability goals with tenant success. As we thoughtfully expand our portfolio, we remain focused on working with operators who are dedicated to delivering quality care, supporting employee well-being, and driving operational excellence.

In 2024, we remained committed to our proven strategies while launching new initiatives to strengthen climate resilience, deepen operator and employee engagement, and reinforce responsible business practices across our portfolio of independent living, assisted living, memory care, and skilled nursing facilities.

2024 HIGHLIGHTS:

CLIMATE RISK & RESILIENCE:

We enhanced our climate risk planning through a more centralized and strategic approach and distributed property-level climate risk reports and resiliency resources to tenants. These efforts support our alignment with evolving climate disclosure requirements.

GREEN LEASING &

PERFORMANCE TRACKING:

We expanded ESG requirements in leases and consistently tracked tenant utility data. We also focused on providing intensity metrics for our most resource-intensive properties and resources to help tenants reduce consumption.

OPERATOR CONFERENCE:

We hosted our fourth Operator Conference, convening 63% of our tenant-operators for three days of collaboration and engagement.

REGULATORY COMPLIANCE:

We continued to monitor and engage tenants on local building performance standards and energy benchmarking regulations.

EMPLOYEE WELL-BEING & ENGAGEMENT:

We achieved 100% employee retention, hosted a company retreat, and recorded an average score of 91 on the Strata Intel Employee Wellness Assessment—reflecting strong levels of employee mental and emotional health.

CYBERSECURITY:

We maintained ongoing collaboration with a leading cybersecurity firm to ensure data integrity and safeguard sensitive information.

TRANSPARENCY & RATINGS:

We maintained alignment of our Corporate Sustainability Report with leading industry standards and preserved our ISS ESG Prime status in their ESG Corporate Rating.

CareTrust continues to allocate capital improvement funds to incentivize sustainable tenant renovations and actively promotes these opportunities to encourage adoption. These efforts help our operators stay ahead of evolving regulatory requirements and enhance operational efficiency. Our ESG program, tailored to the triple-net lease structure, aligns tenant practices with CareTrust's broader sustainability objectives, reinforcing long-term operational strength, market resilience, and value creation for all stakeholders.*

"In 2024, we remained committed to our proven ESG strategies while launching new initiatives that strengthened climate resilience, enhanced engagement with both operators and employees, and reinforced responsible business practices—delivering long-term value for all stakeholders."



David Sedgwick

*President & Chief Executive Officer
CareTrust REIT, Inc.*

*THROUGHOUT THIS REPORT, THE TERMS "OPERATORS" AND "TENANTS" ARE USED INTERCHANGEABLY TO REFLECT THE HEALTHCARE PROVIDERS WHO LEASE AND OPERATE OUR FACILITIES.

ABOUT CARETRUST

Founded in 2013 and launched as a fully independent, publicly traded real estate investment trust in 2014, CareTrust REIT, Inc. ("CareTrust") engages in the ownership, acquisition and leasing of seniors housing and healthcare-related properties.



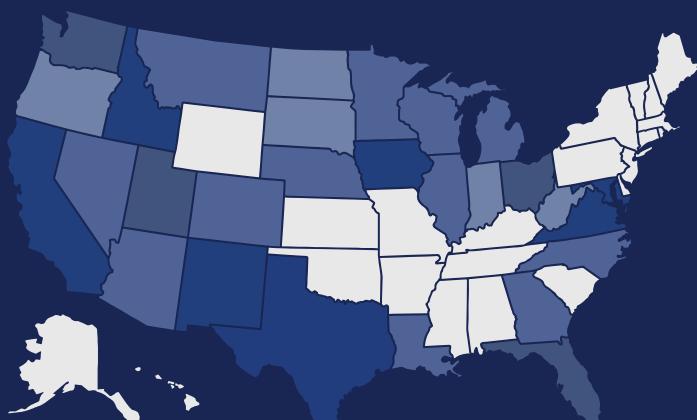
SKILLED NURSING
FACILITIES (SNF)



ASSISTED LIVING
FACILITIES (ALF) AND
INDEPENDENT LIVING
FACILITIES (ILF)



CAMPUSES
(SNF + ALF)



Facility Information*

NET LEASED ASSETS	247
BEDS/UNITS	26,905
OPERATORS	26
STATES	32
SKILLED NURSING FACILITIES	189
ASSISTED LIVING FACILITIES	27
INDEPENDENT LIVING FACILITIES	3
CAMPUSES	28
TOTAL SQUARE FOOTAGE	13,001,232

*DATA IS AS OF DECEMBER 2024,
FOR NET-LEASED ASSETS.

11 YEARS IN OPERATION & 5TH REPORT

AS OF DECEMBER 31, 2024, CARETRUST EARNED TOTAL REVENUES OF \$296.3 MILLION, HAD APPROXIMATELY \$1.4 BILLION IN LIQUIDITY AND CLOSED Q4 2024 WITH NET DEBT-TO-ANNUALIZED NORMALIZED RUN RATE EBITDA OF 0.5X.

Consecutive Years of Dividend Increases**
10

BEST-IN-CLASS 10YR AND 3YR TOTAL SHAREHOLDER RETURNS*

Average annual dollars invested since 2015**
\$355M

FFO Payout Ratio***
73%

Net Debt to EBITDA****
0.5X

Average yield of new investments since inception**
9.3%

* DATA FROM FACTSET AS OF MAY 20, 2025

** AS OF DEC. 31, 2024

*** FOR THE QUARTER ENDED DECEMBER 31, 2024. NORMALIZED FFO PAYOUT RATIO REPRESENTS DIVIDEND DECLARED DIVIDED BY NORMALIZED FFO. SEE "FINANCIALS – QUARTERLY RESULTS" ON THE INVESTORS SECTION OF OUR WEBSITE AT [HTTPS://INVESTOR.CARETRUSTREIT.COM/FINANCIALS/QUARTERLY-RESULTS](https://INVESTOR.CARETRUSTREIT.COM/FINANCIALS/QUARTERLY-RESULTS) FOR A RECONCILIATION OF NORMALIZED FFO TO THE MOST DIRECTLY COMPARABLE GAAP MEASURE FOR THE PERIODS PRESENTED.

**** FOR THE QUARTER ENDED DECEMBER 31, 2024. NET DEBT TO EBITDA COMPARES NET DEBT AS OF THE LAST DAY OF THE QUARTER TO ANNUALIZED NORMALIZED RUN RATE EBITDA FOR THE QUARTER WHICH ASSUMES INVESTMENTS CLOSED DURING THE QUARTER OCCURRED ON THE FIRST DAY OF THE QUARTER. SEE "FINANCIALS – QUARTERLY RESULTS" ON THE INVESTORS SECTION OF OUR WEBSITE AT [HTTPS://INVESTOR.CARETRUSTREIT.COM/FINANCIALS/QUARTERLY-RESULTS](https://INVESTOR.CARETRUSTREIT.COM/FINANCIALS/QUARTERLY-RESULTS) FOR RECONCILIATIONS OF NORMALIZED EBITDA AND NORMALIZED RUN RATE EBITDA TO THE MOST DIRECTLY COMPARABLE GAAP MEASURE FOR THE PERIODS PRESENTED.

REPORT INFORMATION

The purpose of CareTrust's annual Corporate Sustainability Report is to provide a comprehensive overview of our environmental, social, and governance (ESG) programs and performance throughout 2024, along with a brief preview of our planned initiatives for 2025. Unless otherwise noted, all sustainability information—along with the financial, utility, and other statistical data—reflects the period from January 1, 2024, through December 31, 2024.

CareTrust REIT, Inc. reports only as one entity in this report. The audited consolidated financial statements as disclosed in the CareTrust REIT, Inc.'s 10-K for the year ended December 31, 2024, belong to one consolidated entity (CareTrust REIT, Inc.). CareTrust REIT, Inc. is a consolidated corporation, including its wholly-owned subsidiaries and variable interest entities over which the Company exercises control, and thus, for sustainability purposes also reports as one entity: CareTrust REIT, Inc. This report was produced by the CareTrust Environmental, Social, and Governance Steering Committee (the "ESG Committee") in conjunction with

a third-party data management and ESG Consultant: Conservice ESG. There were no restatements of information from previous reports. This report has been prepared with reference to the GRI Standards and includes climate-related disclosure aligned with recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

For more information, please contact Jason Rodgers, Chairman of our ESG Committee, at jrogers@caretrustreit.com.

OUR ESG VISION

AT CARETRUST

As the coming demographic wave of older Americans requires an increasingly complex level of compassionate and sophisticated mental, emotional, and physical healthcare services, CareTrust remains committed to pairing these essential community assets with best-in-class care providers to serve aging seniors.

Our commitment to Environmental, Social and Governance (ESG) excellence is evident through our promotion of sustainability and corporate responsibility within the company's business, our developed ESG tenant programs, and our commitment to create and protect shareholder value while serving the needs of all CareTrust stakeholders.

As a triple-net landlord, our third-party operators not only possess our real estate (subject to in-place lease agreements), but they also have full control and operational responsibility for the facilities located on the real estate and their daily maintenance. We focus on working with our operators on implementing our ESG goals through our developed programs.

We believe that sustainable operating practices and consistent attention to ESG priorities enhance long-term value for our stockholders.

Recognizing the need for effective oversight, our Board of Directors established the Sustainability & Corporate Responsibility (SCR) Committee in 2020, along with an internal Environmental, Social, and Governance (ESG) Committee composed of a representative group of employees. The ESG Committee supports the Company's ongoing commitment to ESG by assisting senior management in setting strategy and by developing, proposing, implementing, and monitoring related initiatives and policies. With proper oversight from senior leadership, this governance structure ensures ESG priorities are integrated into company initiatives and performance metrics, driving consistent progress.

ESG PROGRAM DEVELOPMENT

ESG MATERIALITY ASSESSMENT

The foundation of our ESG Program was built around a materiality assessment conducted in 2020, aimed at identifying our material topics and developing a 3-year (2021-2023) ESG roadmap that aligned with our core values and goals. The ESG materiality assessment involved stakeholder interviews, industry research on ESG practices and standards in net-lease real estate, and a materiality survey to prioritize topics and develop a materiality matrix. The ESG Materiality Assessment Methodology & Material Topics Identified can be found in the Corporate Disclosures Section of this report.

STAKEHOLDER ENGAGEMENT

CareTrust maintains an ongoing stakeholder engagement process to identify and assess sustainability impacts, ensuring our ESG initiatives align with both operational priorities and stakeholder expectations.

As a triple-net landlord, our environmental impact is primarily driven by our leased assets. Since operators maintain complete control over day-to-day facility operations,

we focus our ESG efforts on collaboration—working with tenants to implement sustainability goals through structured programs and engagement.

During tenant onboarding, ESG expectations are embedded in lease language, and all new tenants are introduced to our Tenant ESG Program. We also communicate the availability of economic incentives for implementing sustainability improvements for those who choose to participate in the program.

Ongoing engagement includes tenant surveys, utility data collection, sharing of informative resources (e.g., property-level resource intensity and climate risk reports), and support with regulatory compliance. We further inform our ESG strategy through performance assessments in ESG ratings (e.g., ISS and MSCI), alignment with reporting standards such as the Global Reporting Initiative (GRI) Material Topics and TCFD recommendations, and ongoing peer benchmarking. We also monitor investor expectations and leverage insights from third-party ESG consultants to ensure a stakeholder-informed, data-driven approach to ESG program development and refinement.

ESG STRATEGY IMPLEMENTATION TIMELINE

2020	CONDUCTED A MATERIALITY ASSESSMENT; DEVELOPED AN ESG PROGRAM, ESG POLICY, AND TENANT INCENTIVE PROGRAM
2021	IMPLEMENTED TENANT INCENTIVE PROJECTS; CONSTRUCTED EMPLOYEE ESG CURRICULUM; HELD SECOND OPERATOR CONFERENCE; TRACKED ENERGY AND WATER DATA
2022	PREPARED GREEN LEASE LANGUAGE; FIRST ALIGNED CS REPORT IN REFERENCE TO GRI; TRACKED ADDITIONAL PROPERTIES; UTILIZED ESG ACQUISITION CHECKLIST, HELD THIRD OPERATOR CONFERENCE
2023	DISTRIBUTED FIRST ANNUAL EMPLOYEE SURVEY; CONDUCTED PORTFOLIO CLIMATE RISK ASSESSMENT; ADDED WASTE TRACKING; DEVELOPED TENANT CLIMATE RISK-OPPORTUNITY SURVEY; PUBLISHED FIRST CS REPORT WITH TCFD RECOMMENDED DISCLOSURE; BEGAN MONITORING PORTFOLIO ENERGY STAR BENCHMARKING REQUIREMENTS; ASSESSED ENERGY REDUCTION AND COST-SAVINGS FROM EFFICIENCY PROJECTS
2024	ENGAGED TENANTS ON TOP RESOURCE-INTENSIVE PROPERTIES; IMPLEMENTED EMPLOYEE WELLNESS ASSESSMENTS; IMPLEMENTED CYBERSECURITY STRATEGY; CONDUCTED A CALIFORNIA CLIMATE LAW: SB261 READINESS ASSESSMENT; DEVELOPED TENANT RESILIENCE CHECKLIST; DEVELOPED CLIMATE RISK PLANNING TOOL; CONDUCTED CLIMATE RISK ASSESSMENT FOR 2024 ACQUISITIONS; BEGAN MONITORING BUILDING PERFORMANCE STANDARDS (BPS) REQUIREMENTS

2024 ESG OBJECTIVES

ENVIRONMENTAL	MAINTAIN DATA TRACKING FOR ENERGY, WATER, AND WASTE CONSUMPTION FOR 105 PROPERTIES IN 2024	100%
	IDENTIFY TOP 20 RESOURCE INTENSIVE PROPERTIES FOR 2024 BY 2025	100%
	INCLUDE GREEN LEASE LANGUAGE IN ALL NEW LEASES	100%
SOCIAL	HOLD ANNUAL ESG TRAINING FOR NEW EMPLOYEES	100%
	CONDUCT ANNUAL EMPLOYEE SATISFACTION SURVEY	100%
	SUPPORT EMPLOYEE PROFESSIONAL DEVELOPMENT	100%
	CONDUCT WELLNESS ASSESSMENTS BY 2024	100%
GOVERNANCE	IMPLEMENT A CYBERSECURITY STRATEGY BY 2024	100%

RISK & RESILIENCE	CONDUCT PHYSICAL CLIMATE RISK ASSESSMENTS FOR 2024 ACQUISITIONS	100%
	DISTRIBUTE A TENANT CLIMATE-RELATED SURVEY IN 2024	100%
	DEVELOP RESILIENCY CHECKLIST IN 2024	100%

ESG REPORTING & ACHIEVEMENTS

CareTrust has set out to improve the integration of ESG into its overall business strategy and has utilized reporting guidance from ESG Reporting Frameworks and Standards to improve strategies while also providing transparency on initiative progress.

GLOBAL REPORTING INITIATIVE



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)



ISS ESG PRIME STATUS



The Global Reporting Initiative (GRI) is an international independent standards organization that helps businesses, governments, and other organizations understand and communicate their impacts on issues such as climate change, human rights, and corruption. CareTrust utilizes the GRI standards to identify improvements in reporting and ESG practices across our portfolio. The GRI Content Index can be found in the Corporate Disclosures Section of this report.

The Task Force on Climate-Related Financial Disclosures developed a framework to help public companies and other organizations more effectively disclose climate-related risks and opportunities through their existing reporting processes. CareTrust utilizes the TCFD framework to align CS Report communication on climate-related strategies with the TCFD recommendations, disclosing information on our climate-related risk and opportunity identification and management processes. The TCFD Index can be found in the Corporate Disclosures Section of this report.

CareTrust REIT, Inc. was awarded Prime status by ISS ESG in their ESG Corporate Rating on March 21, 2024. Prime status is awarded to companies with an environmental, social and governance (ESG) performance above the sector-specific Prime threshold, meaning that CareTrust REIT demonstrated strategies to manage ESG risks and impacts and implement opportunities throughout our value chain.

[Press Release](#)

ISS ESG'S ESG CORPORATE RATING

ISS ESG's ESG Corporate Rating is designed to enable institutional investors to support their investment strategies by assessing the ESG performance of corporate issuers. Refer to the link provided [here](#) for additional information.



ENVIRONMENTAL

OVERVIEW

CareTrust remains committed to implementing environmentally sustainable best practices for our operations. We work with our triple-net healthcare and seniors housing tenants to address environmental opportunities and challenges in the properties they lease. We believe that environmental sustainability is an important part of our commitment to help people live and age well in those communities.

As a "triple-net" REIT, CareTrust does not have operational control of our assets, and

our tenants are solely responsible for the maintenance, improvement, and operating expenses of the properties they lease from us. To address this hurdle, we have contractually required each tenant to meet or exceed certain thresholds of annual amounts spent on capital improvement projects and established a unique Tenant ESG Program where we incentivize environmental projects through financial incentives. We also track tenant utility data, monitor top resource intensive properties, and have a green leasing strategy in place.

RESOURCE DATA TRACKING & MONITORING

CareTrust understands that the foundation for setting meaningful goals and making informed decisions around resource consumption begins with consistent data collection and monitoring. For the past four years, we have partnered with a third-party **ISO 14001-aligned Environmental Management System** (EMS) to track performance at properties where the tenant agrees to onboard and participate in our Tenant ESG Program.

We initiated utility data tracking services in 2020 and in Q4 2023 we achieved portfolio-wide coverage across **50%** of owned assets – 105 properties.

While our long-term goal is to continue expanding data tracking coverage, we achieved our 2024 goal to maintain tracking of 105 properties. This approach allows for continuity and data integrity during a period of ongoing portfolio activity—including operator transitions, property sales, and acquisition strategy planning in new markets. The utility data collected is analyzed to identify opportunities for environmental improvement and to evaluate resource efficiency gains from previously implemented initiatives. As our portfolio continues to evolve, we remain committed to strengthening our tenant engagement to increase data tracking coverage across the portfolio.



The resource metrics below represent properties, where the tenants have agreed to CareTrust tracking utility data at leased properties.

PORTFOLIO ENERGY METRICS TRACKED ENERGY CONSUMPTION

YEAR	RESOURCE	KWH	INTENSITY KWH/SQ FT	SQ FT	PROPERTIES
2024	Energy Use	117,834,067	26.3	4,487,496	105
	Natural Gas	56,013,030	12.5		
	Electricity	61,821,037	13.8		
2023	Energy Use	118,826,385	27.09	4,386,890	105
	Natural Gas	60,050,382	13.92		
	Electricity	59,924,681	13.66		
2022	Energy Use	118,327,672	27.44	4,312,197	104
	Natural Gas	57,345,005	13.53		
	Electricity	60,982,667	14.14		
2021	Energy Use	90,283,649	28.07	3,216,014	83
	Natural Gas	43,662,670	13.58		
	Electricity	46,620,979	14.50		

The 2024 reported metrics include estimations for 2% of the electricity data and 3% of the natural gas data. Estimation rates from prior years are disclosed in previous reports. Estimates were calculated using the Holt-Winters method, where the model predicts or forecast usage values based on the trend of the existing data. If the model predicts a negative value, this value will not be used. The model requires four consecutive data points to mathematically estimate a value. Where four consecutive values do not exist, this estimation method will not be done and instead an average for the property will be provided based on the monthly average of the individual property being determined.

PORTFOLIO WATER METRICS TRACKED

WATER CONSUMPTION

YEAR	RESOURCE	CUBIC METERS	INTENSITY M3/SQ FT	SQ FT	PROPERTIES
2024	Freshwater Use	1,571,063	0.352	4,461,239	104
2023	Freshwater Use	1,623,702	0.372	4,360,633	104
2022	Freshwater Use	1,646,142	0.378	4,360,633	104
2021	Freshwater Use	1,251,437	0.392	3,189,757	82

The 2024 reported metrics include estimations for 2% of reported water data. Estimation rates from prior years are disclosed in previous reports. See explanation on estimations in the "Energy Consumption" table. Even though CareTrust has data tracking services for 105 properties, invoice access for 1 property was unavailable because water is consumed from a well at the property.

PORTFOLIO WASTE TRACKED

WASTE BY DISPOSAL ROUTE

YEAR	DISPOSAL METHOD	METRIC TONS	PERCENTAGE	2024	LANDFILL INTENSITY MT/SQ FT	0.003
				2022 & 2023	0.004	
2024	Landfill	11,781	94%	4,487,496	105	
	Composted	92	1%	899,137	22	
	Recycled	689	5%	2,041,187	54	
	Diverted Waste	781	6%	2,211,804	58	
	Waste Production	12,562	100%	4,386,890	105	
	Landfill	17,529	89%	4,386,890	105	
	Composted	347	2%	814,499	19	
	Recycled	1,753	9%	2,045,774	55	
	Diverted Waste	2,100	11%	2,860,273	74	
	Waste Production	19,629	100%	4,386,890	105	
Waste data is collected from triple-net tenants through a survey collecting service level frequencies which considers the bin size, quantity, and pickup frequency. None of the waste data is estimated. The reported data represents usage collected from the 2024 tenant waste survey.						

Waste data is collected from triple-net tenants through a survey collecting service level frequencies which considers the bin size, quantity, and pickup frequency. None of the waste data is estimated. The reported data represents usage collected from the 2024 tenant waste survey.

PORTFOLIO GHG EMISSIONS TRACKED

GREENHOUSE GAS EMISSIONS

YEAR	OPERATIONAL BOUNDARIES	EMISSION SOURCES	METRIC TONS OF CO ₂ EQUIVALENT	INTENSITY MTCO ₂ E/SQ FT	SQ FT	PROPERTIES		
2024		EMISSIONS FROM ENERGY	28,808	0.00642	4,487,496	105		
		NATURAL GAS	10,151	0.00226				
		ELECTRICITY	18,657	0.00416				
2023		EMISSIONS FROM ENERGY	30,935	0.00705	4,386,890	105		
		NATURAL GAS	10,953	0.00250				
		ELECTRICITY	19,982	0.00455				
2022	Scope 3 INDIRECT EMISSIONS: DOWNSTREAM LEASED ASSETS:	EMISSIONS FROM ENERGY	30,659	0.00711	4,312,197	104		
		NATURAL GAS	10,447	0.00242				
		ELECTRICITY	20,212	0.00469				
2021		EMISSIONS FROM ENERGY	23,615	0.00734	3,216,014	83		
		NATURAL GAS	7,921	0.00246				
		ELECTRICITY	15,694	0.00488				
2021-2023	Scope 1	CareTrust does not have any Scope 1 emissions due to our "triple-net" lease type, that we rent our corporate office, and that we do not own company vehicles.						
2021-2023	Scope 2	CareTrust does not have any Scope 2 emissions due to our "triple-net" lease type and that we rent our corporate office.						

As a "triple-net" REIT, CareTrust does not have operational control of our assets, and our tenants are solely responsible for the maintenance, improvement, and operating expenses of the properties they lease from us. Due to our lease type CareTrust's tenant emissions fall under Scope 3. CareTrust rents our corporate office and does not own company vehicles, thus we do not have scope 1 or 2 emissions. Tenant emissions associated with electricity and natural gas use were calculated using the energy data in the "Energy Consumption" table for properties where CareTrust tracks utility data through the Goby Platform.

GHG emissions were calculated in the Goby Platform which calculates ghg emissions from electricity using the United States EPA eGRID sub-region emissions factors and Global warming potential (GWP) values from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report. GHG emissions from natural gas were calculated utilizing emissions factors from the Center for Corporate Climate Leadership: EPA Emission Factors for Greenhouse Gas Inventories and GWP values from the IPCC Fifth Assessment Report. Data Estimation: 1.96% of the natural gas and electricity data includes estimations, see explanation on estimations in the "Energy Consumption" table.

LANDLORD-TENANT

As a triple-net lease REIT, where tenants maintain full control of their leased facilities, we prioritize collaborating with them on ESG strategy—strengthening relationships and supporting operational improvements across our portfolio.

Through our Tenant ESG Program, CareTrust provides triple-net tenants economic incentives for implementing sustainability improvements, creating a

mutually beneficial economic arrangement between us and our triple-net tenants who choose to participate. We have aligned the Sustainability Incentive List for our Tenant ESG program with our respective goals within each facility.

The Tenant Sustainability Incentive List includes devised goals with an anticipated incentive amount for each goal.

INCENTIVE LIST EXAMPLE:

GOAL: FOR NEW CONSTRUCTION OR REPLACEMENT OF EXISTING HVAC EQUIPMENT, SELECT HIGHLY EFFICIENT HVAC EQUIPMENT AND CONTROLS, EQUIPMENT SHOULD BE ENERGY STAR CERTIFIED.

CARETRUST INCENTIVE: 100% COST DIFFERENCE BETWEEN STANDARD AND HIGH EFFICIENCY, ENERGY STAR RATED EQUIPMENT WITH A NTE (NOT TO EXCEED) FACTOR OF \$150/ LICENSED BED.

OUR INCENTIVE LIST GOALS FALL UNDER THE BELOW SUSTAINABILITY ISSUES:

ALTERNATE TRANSPORTATION
HEAT ISLAND EFFECT REDUCTION
WATER USE REDUCTION
MATERIAL SOURCING

We share our Tenant Code of Conduct & Corporate Responsibility Policy with tenants who request to opt into our Tenant ESG Program where financial incentives for sustainability projects would become available.

SUSTAINABLE PROCUREMENT
INDOOR AIR QUALITY
SITE DEVELOPMENT

LIGHT POLLUTION REDUCTION
MINIMUM ENERGY PERFORMANCE
WASTE MANAGEMENT

The Tenant Code includes practices for managing GHG emissions, energy efficiency, air quality, renewable energy, green building materials, water and waste management, and sustainable development practices.

RESOURCE PERFORMANCE ANALYSIS & COMMUNICATION

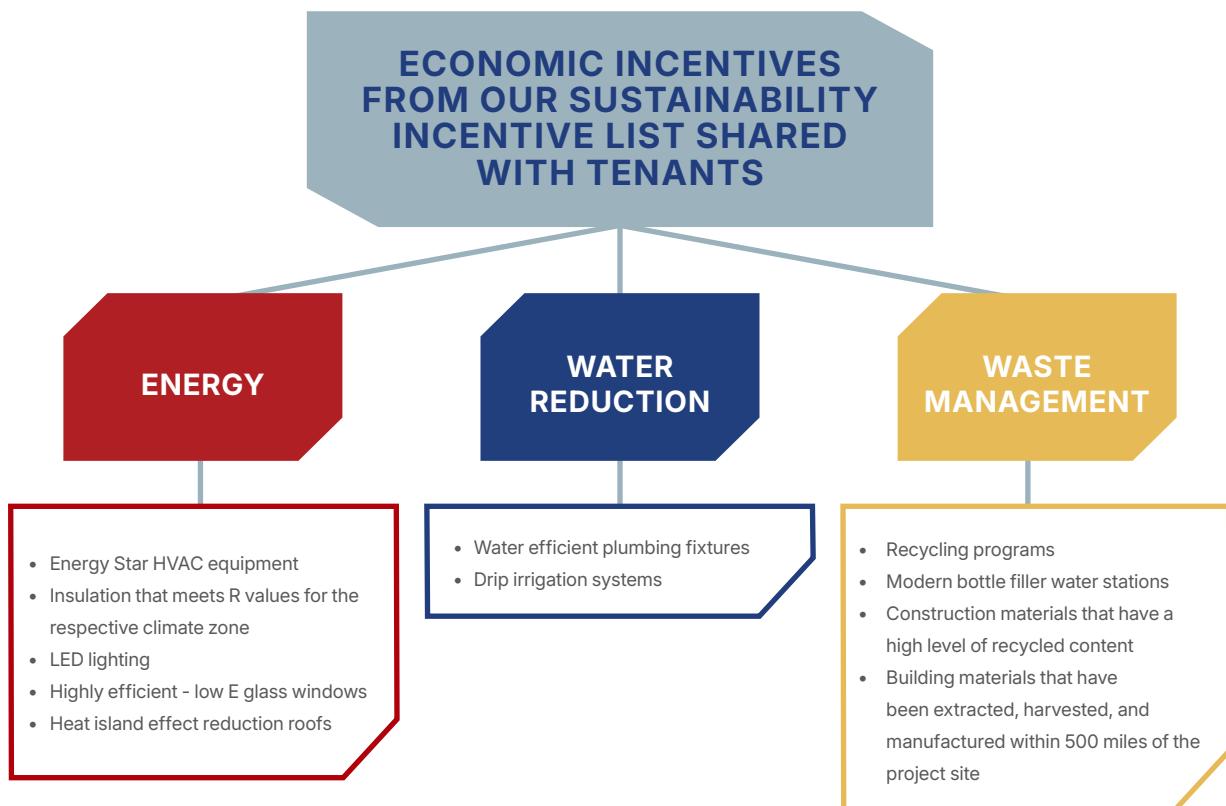
2022 DATA ASSESSMENT (CONDUCTED IN 2024)

In 2024 CareTrust utilized our energy management system to identify the **top 20 energy, water, and waste intensive properties in each category for the year 2022**. We also identified properties for which we did not have a record of waste diversion practices (e.g., recycling).

We shared intensity metrics for relevant properties and resources for reducing consumption on properties with tenants in hopes that they would prioritize the top resource intensive properties for energy, water, and waste efficiency initiatives.

WE SHARED INFORMATION ON:

- Rebates related to resource management
- Waste management strategies related to rightsizing and safe disposal programs
- Recycling providers
- Efficiency measures and economic incentives from our Sustainability Incentive List



2024 DATA ASSESSMENT

We assessed the top 20 most resource-intensive properties in each category—energy, water, and waste—for the year 2024. To evaluate changes since our baseline year, we also compared the top 20 highest-consuming properties in each category between 2022 and 2024. The primary objectives were to identify improvements in resource performance and highlight properties

that no longer appeared on 2024 top 20 intensity lists, based on 2022 data.

21% of properties previously identified for high energy intensity, 24% for high water intensity, and 35% for high waste intensity showed improvement and were no longer on the high-intensity list in 2024.

INTENSITY COMPARISON OF 2022 VS. 2024 TOP-INTENSIVE PROPERTIES:

*The comparison uses two different property sets

ENVIRONMENTAL IMPROVEMENT PROJECTS

RESOURCE TYPE	ENERGY (in kilowatt-hours)	WATER (in cubic meters)	WASTE (in metric tons)
TOTAL INTENSITY CHANGE	Intensity improved from 50 to 47 kWh/sq ft. 6% Energy Intensity Reduction	Intensity improved from 0.778 to 0.690 M3/sq ft. 11% Water Intensity Reduction	Intensity improved from 0.013 to 0.008 MT/sq ft. 38% Waste Intensity Reduction

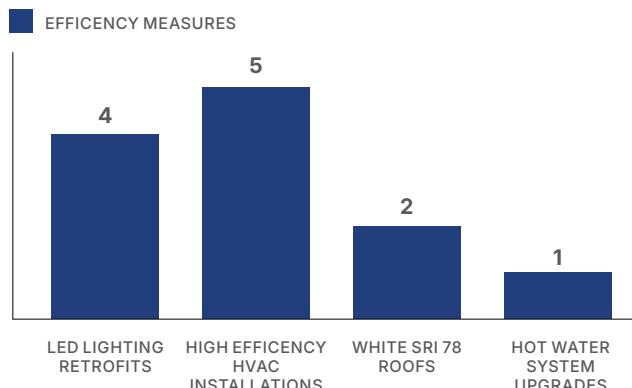
TENANT ESG PROGRAM PERFORMANCE OVERTIME: 2022 - 2024

CareTrust's tenant-landlord approach, through both operator-led environmental initiatives and economic incentives offered through our Tenant ESG program, has driven sustainability improvements from 2022 to 2024.

TENANT ESG PROGRAM ANNUAL FINANCIAL INCENTIVE BUDGET: \$500,000

2022-2024:

- We have tracked **\$1,368,340** in environmental improvements through the Tenant ESG Program
- **7** environmental - improvement projects
- received financial incentives
- **12** environmental - improvement projects
- were completed and went through tenant ESG Program incentive opportunity review
- For 2024 only, we tracked **3** projects and
- **\$145,383** in environmental improvements



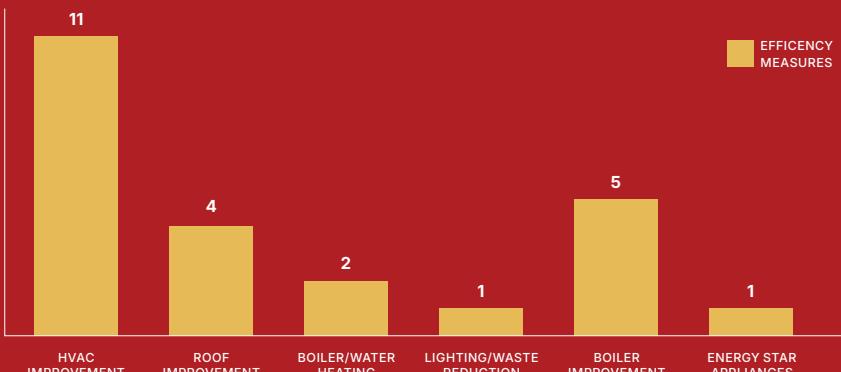
CASE STUDY:

OPERATOR EFFICIENCY PROJECTS IMPLEMENTED AT PROPERTIES IN 2024

As part of our ongoing efforts to better understand asset performance in relation to sustainability initiatives, we engaged our largest operator to identify efficiency measures implemented across our leased properties. In 2024, the operator completed 24 projects with sustainability components, representing a total investment of \$1,793,509.

The chart to the right shows the number of properties where each specified efficiency measure was implemented.

PROPERTIES WITH IMPLEMENTED EFFICIENCY MEASURES



GREEN LEASING

CareTrust's Green Lease strategy includes adding new ESG-specific requirements in lease agreements when amending or modifying existing lease relationships. Our green lease strategy complements our efforts to track utility data across our portfolio and work with tenants to identify ESG building operation opportunities. In 2022, we prepared "green" lease language for our form master lease. By Q4 2024, we increased leases with ESG requirements by 14 percentage points from September 2023, by including green lease language in 16 leases out of 47 total. We also tracked the number of operators with ESG-specific requirements in leases, which totaled 14 of 29 operators as of Q4 2024.

34% OF LEASES HAVE ESG CLAUSES

48% OF OPERATORS HAVE LEASES ESG

ESG CLAUSES INCLUDED IN OUR LEASES ARE RELATED TO:

- Energy Management
- Water Management
- Utility Data Sharing
- Enabling Upgrade Works
- ESG Management Collaboration
- Sustainability improvements
- Sustainability Material Selection
- Indoor Air Quality
- Energy Star Benchmarking
- Climate Risk Assessments
- Climate Mitigative Measures
- Human Rights Issues

Additionally, we have contractual obligations in 100% of our leases that require tenants to:

Preserve and maintain CareTrust properties in good working order and repair.

Meet or exceed certain thresholds of annual amounts spent on capital expenditure and capital improvement projects.

CORPORATE OFFICE INITIATIVES

Although CareTrust maintains a modest corporate footprint, with 21 employees, a 24% remote workforce, and fully leased office space—we continue to uphold environmentally responsible practices in our daily operations. These corporate initiatives reflect our commitment to operational efficiency and sustainability, while much of our environmental focus is directed toward our real estate portfolio and engagement with operators. **These efforts include:**

EMPLOYEE COMMUTE

- Secure bicycle storage and onsite showers to encourage biking
- Headquarters sited closer to employee residences
- In-office snacks and occasional meals to reduce vehicle trips

RESOURCE MANAGEMENT

- Remanufactured workstations and furnishings
- Comprehensive recycling program (aluminum, plastic, paper, e-waste)
- Reusable water bottles and hands-free bottle-filling station

SOCIAL

OVERVIEW

CareTrust provides real estate capital to the healthcare industry and leverages our influence to elevate humanitarian-focused issues that necessitate greater awareness and action. Our inpatient healthcare and housing facilities serve as essential infrastructure that supports the health and well-being of the senior communities they are designed to serve. We believe the best way to promote quality care for patients and residents is to first care for and respect the people who provide that care. We continue to encourage our tenants to invest in human capital and implement programs that attract and retain top talent in seniors' healthcare.

As part of our ongoing commitment to collaboration and improvement, we plan

operator engagement to share insights, strengthen relationships, and spotlight best practices across our tenant network. Internally, we recognize that our employees are the foundation of our success. We continue to invest in their development and well-being through professional support, wellness assessments, and social events. We are committed to fostering a workplace that employees are proud to be part of.

Through stakeholder engagement strategies and programs, we continue to promote the ethical treatment of all CareTrust stakeholders—including employees, operators and their residents and patients, vendors, and the broader communities we serve.



EMPLOYEE ENGAGEMENT

Our employees are the heart of our company, and their passion, professionalism, and determination are essential to CareTrust achieving our full potential as a key capital provider in healthcare delivery. We care about providing employees opportunities to provide feedback, so that we can continue to strengthen our employee partnerships and foster a positive and healthy work environment.

EMPLOYEE FEEDBACK METHODS



Held weekly meetings where employees were encouraged to provide feedback to management.



Partnered with a third-party provider to conduct an employee satisfaction survey, ensuring anonymity and unbiased collection of feedback.

2024 EMPLOYEE SURVEY RESULTS



DISTRIBUTION RATE
(COMPLETED 19/19)



SURVEY RESPONSE RATE
(COMPLETED 19/19)



OVERALL SATISFACTION RATE



50%
PROMOTERS ● PASSIVES ● DETRACTORS
12%
NET PROMOTER SCORE (NPS)

The 2024 survey results showed strong employee confidence in our workplace culture, with 78% or more employees agreeing that:

- Our comprehensive benefits package, including flexible work hours, the option to work remotely, and workplace amenities is a competitive strength
- Compensation is equitable, and employees feel supported in their roles
- Employees are committed to continuing their careers with CareTrust over the next three years
- The frequency of social events organized in the office is to satisfaction, contributing to a positive employee culture
- Our culture values respect, inclusivity, and a sense of belonging
- Leadership encourages employee input and communicates transparently

The survey results also showed that 100% of employees agreed with two key statements:

"I am satisfied with my current benefits"
"I feel included in my team"

Compared to 2023, employee agreement increased by over 14% in the following areas:

- Fair compensation
- Access to resources and support
- Belief in advancement opportunities
- Feeling heard and energized at work
- Receiving constructive feedback and timely praise
- Satisfaction with internal communications, amenities, and office social events



POST-SURVEY EMPLOYEE ENGAGEMENT

In 2023, we built on our 2022 employee engagement results by formalizing a process to review feedback and prioritize areas for action. C-suite leaders participated in feedback sessions where survey outcomes were reviewed and used to shape an engagement strategy.

In 2024, we introduced a dedicated well-being initiative in direct response to employee feedback, reinforcing our commitment to continuous improvement and responsiveness to employee feedback.

HEALTH & WELL-BEING

While work is important, we believe it is only one aspect of a well-lived life, and we support the desire for fulfilment both on the job and during non-working hours. We have developed policies, programming, and education that specifically focuses on the well-being of stakeholders and helps them stay healthy, engaged, and informed.

EMPLOYEE WELL-BEING INITIATIVE

CareTrust has partnered with Strata Intel to conduct a monthly wellness assessment of employees. Collecting confidential data on the well-being of the group will guide us in creating better policies, offering relevant programs, developing leaders, and fostering a supportive environment for mental and physical health for our employees.

WELL-BEING IMPROVEMENT PROCESS

- Measure employee wellness
- Identify trends
- Deploy corrections
- Measure results

2024 WELLNESS ASSESSMENT RESULTS

THE ASSESSMENT FRAMEWORK ORGANIZES RESULTS INTO THREE FINAL STRESS CATEGORIZATIONS:

Manageable: Employees are managing stress effectively while maintaining performance and engagement

Increasing: Indicates rising stress levels that could impact performance and well-being

Extreme: Reflects significant stress and dysfunction

In 2024, **100% of employees** fell into the **“Manageable”** stress category based on the 9-category wellness assessment. This indicates that all respondents are managing stress effectively while maintaining strong engagement and performance.

In 2024, CareTrust employees reported an average score of 91 on the Strata Intel Assessment, reflecting strong overall well-being and engagement.



Hosted a company-wide Lunch & Learn featuring Dr. Cristian Tomasetti, Ph.D., from City of Hope, who presented on Mathematics for Cancer Evolution & Early Detection.



COMPANY RETREAT HIGHLIGHT

In 2024, CareTrust hosted an all-expenses-paid company retreat designed to foster team connection, rejuvenation, and employee appreciation. This event serves as both a celebration of our shared successes and an opportunity to strengthen cross-functional relationships in a setting that promotes wellness and rest.

Employees and their invited guests enjoyed thoughtfully curated experiences, including wellness activities such as spa services, fitness classes, golf outings, and shared meals. The retreat reflects our commitment to supporting the well-being of our team by providing space to recharge, connect, and return energized for their continued journey with CareTrust.

EMPLOYEE FINANCIAL WELL-BEING

CareTrust is committed to compensating its employees at competitive rates, as well as offering healthcare and other employee benefits that **meet or exceed** market standards.

- Medical, dental and vision coverage with substantial employer funding and a wide menu of medical options
- 401(k) plan with fixed employer contribution
- Flexible Spending Accounts (FSAs)
- Employer-funded life insurance
- An employer-funded employee assistance program (EAP)
- Generous vacation
- Holiday and personal time off policy

OTHER HEALTH & WELL-BEING BENEFITS

- Provide annual fitness stipend of \$350.00 for fitness memberships, fitness equipment and fees related to fitness events
- Provide an audiobook subscription
- Flexible and remote work opportunities
- Company-paid incentive trips for which all employees are eligible
- Periodically sponsor offsite activities

Benefits apply to all CareTrust employees.

We include Health & Well-being questions in our annual employee survey to assess satisfaction well-being-related efforts.

IN 2024:

86%
OF EMPLOYEES
PARTICIPATED IN
THE OFFERED
FITNESS STIPEND

24%
OF EMPLOYEES ARE
FULLY REMOTE

1
EMPLOYEE TOOK PATERNITY/
MATERNITY LEAVE.
EMPLOYEE CONTINUES TO
WORK AT CARETRUST

\$6,281
IN WELLNESS
REIMBURSEMENTS

HEALTH & SAFETY

CareTrust recognizes the importance of the health, safety and environmental well-being of our employees and communities we serve and is committed to safeguarding these objectives. We believe that health, safety and environmental goals can, and should, be consistent with the economic health of our company. We strive to maintain a safe and healthy work environment, fostering open communication that encourages employees to voice their health, safety, and environmental concerns without hesitation.

2024 SAFETY METRICS

0 CASES OF EMPLOYEE WORK-RELATED INJURIES
0 CASES OF EMPLOYEE WORK-RELATED ILL HEALTH
0 CASES OF EMPLOYEE FATAL ACCIDENTS

0% ABSENTEE RATE
0% LOST DAY RATE

0% CASES OF CONTRACTOR FATALITIES

OUR TENANTS

CareTrust is committed to encouraging that the tenants who operate our assets meet acceptable standards of safety and care. We contractually require our triple-net tenants to operate our facilities in compliance with all applicable health and safety laws, ordinances, and regulations.

EMPLOYEE TRAINING & DEVELOPMENT

CareTrust values continuous learning, improvement, and professional development. This helps our employees to keep their skills current and to adapt to new responsibilities and emerging market needs. CareTrust provides financial support

for professional association dues and memberships, continuing education credits, and fees and travel expenses to attend relevant conferences and seminars. We encourage employees to work with their managers to identify learning opportunities that will contribute to their career goals and to CareTrust's success. All employees receive regular performance and career development reviews to aid in this process.

2024 EMPLOYEE PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- Job-specific Continuing Education Certifications (e.g., CPA license, MAI designation, CA broker's license, Legal)
- NAREIT Conferences
- National Investment Center (NIC) Conferences
- Job-specific Webinars
- Executive Capital Summit (eCap)
- Brigham Young University Real Estate Conference
- Bank of America (BofA) Global Real Estate Conference
- Baird REIT Summit
- American College of Healthcare Architects (ACHA) Conference
- Wells Fargo Conference

580 HOURS OF PROFESSIONAL DEVELOPMENT TRAINING COMPLETED

\$53,518 DEDICATED TO PROFESSIONAL DEVELOPMENT

48% OF EMPLOYEES PARTICIPATED IN PROFESSIONAL DEVELOPMENT OPPORTUNITIES

ESG TRAINING

In 2024 our **ESG Curriculum Training**, which includes our ESG commitments, strategies, and policies, was distributed to all new employees. The training ensures that every team member is informed, aligned, and empowered to contribute to our ESG goals from day one.

**100% EMPLOYEE COMPLETION
ON ALL ESG TRAINING**

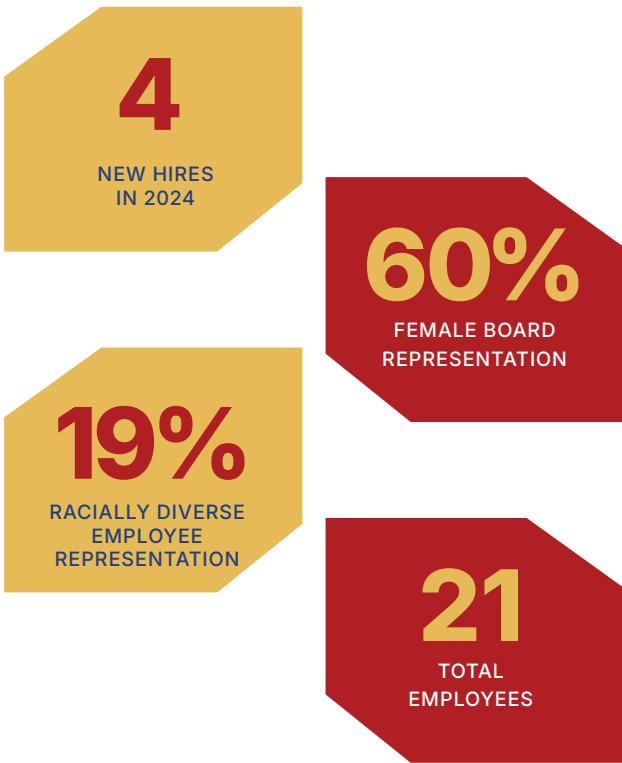
WORKPLACE FAIRNESS & INCLUSION

CareTrust is committed to upholding the dignity and rights of all employees, as outlined in our Human Capital and Human Rights policies. We are dedicated to maintaining a workplace free from unlawful discrimination based on race, gender, marital status, age, color, religion, national origin, disability, veteran status, sexual orientation, or any other characteristic protected by law. We are an equal-opportunity employer and foster a workplace where everyone's unique background is respected and valued.

CareTrust ensures that our hiring processes are impartial and fair, focusing on a person's experience, work ethic, and demonstrated ability, rather than personal characteristics. To further support an inclusive workplace, we include questions in our employee satisfaction survey to assess how well we are fostering a sense of belonging for all employees. Our employee demographic information for 2024 can be found in the "Corporate Disclosures" section of this report.

THE CARETRUST BOARD OF DIRECTORS ACHIEVES A HIGH STANDARD OF DIVERSITY WITHIN ITS BOARD OF DIRECTORS, WHICH IS CURRENTLY COMPRISED OF **60% WOMEN, 20% AFRICAN AMERICAN MEMBERS, AND 80% INDEPENDENT DIRECTORS.**

EMPLOYEE METRIC HIGHLIGHTS



RETENTION & TURNOVER RATE IMPROVEMENTS

IN 2024, CARETRUST ACHIEVED A **100% EMPLOYEE RETENTION RATE**—UP FROM 73%—AND A 0% TURNOVER RATE, DOWN FROM 25% IN 2023. THESE RESULTS HIGHLIGHT THE STRENGTH OF OUR COMPENSATION STRUCTURE, ORGANIZATIONAL STABILITY, AND THE LONG TENURE OF OUR CLOSE-KNIT TEAM.

TENANT ENGAGEMENT

As a triple-net landlord, it is especially crucial to our business to maintain strong relationships with our third-party operators and continue to educate them on our ESG initiatives and commitments.

Since 2019, CareTrust has organized Operator Conferences to complement our Tenant ESG Program and strengthen collaboration across our tenant network.

These conferences foster ongoing dialogue between CareTrust and our operators on topics ranging from workplace culture and community engagement to energy efficiency and operational performance. The event provides tenants with access to cutting-edge instructional sessions led by top healthcare experts, insights into evolving regulatory landscapes, and opportunities to exchange best practices—supporting continuous progress toward our shared ESG goals.

4 CONFERENCES TOTAL
15 OPERATORS ATTENDED THE
2024 CONFERENCE

CONFERENCE FEEDBACK:

2024 TENANT CONFERENCE ENGAGEMENT HIGHLIGHT

Following each event, CareTrust distributes a post-conference survey to gather feedback and identify opportunities to enhance future engagement strategies. This year's results aligned with the consistent positive feedback received in past years.

2024 FEEDBACK SURVEY HIGHLIGHTS:

100% OF RESPONDENTS RATED THE OVERALL CONFERENCE EXPERIENCE AND A 5 OUT OF 5.
100% OF RESPONDENTS ALSO RATED THE KEYNOTE SPEAKERS HIGHLY.

2024 CARETRUST OPERATOR CONFERENCE:

In October 2024, we proudly hosted our fourth Operator Conference at the newly renovated Surf and Sand Resort in Laguna Beach, California, bringing together 63% of our operators for three days of engagement and growth. Against the backdrop of the Pacific Ocean, participants attended sessions focused on leadership, healthcare technology advancements, regulatory updates, and the role of AI in skilled nursing—reinforcing shared values and uncovering new opportunities to improve care, operations, and community impact.

The conference featured high-impact keynote speakers, including Mark Parkinson, President and CEO of the American

Tenants also left comments highlighting high satisfaction with the venue, entertainment, and networking opportunities. The collected responses reinforce the value of the conference in supporting tenant operations and fostering a collaborative environment.

COMMUNITY

CareTrust, together with our employees, donates time and resources to charitable non-profit organizations—particularly those connected to the healthcare industry and its stakeholders. We support individual and collective philanthropic efforts by offering service opportunities, paid time off for approved volunteer work, and a matching program for employee charitable contributions.

In 2024, we contributed \$15,000 to the **American Health Care Association (AHCA)**, a national organization that represents nursing homes, assisted living communities, and other long-term care providers. We also provided a \$10,000 sponsorship for the **Healthcare Annual Summit** hosted by one of our skilled nursing and rehabilitation operators, reinforcing our commitment to tenant engagement and operator excellence.

CareTrust has also supported charitable causes beyond our immediate operations. We've contributed to a fundraiser for **A Child's Hope Foundation**, which works with and incentivizes orphanages globally to improve standards of living, care, and education for orphans. Additionally, CareTrust has supported one of our employees for the past few years in hosting an annual event for **Second Wind Dreams**, an organization dedicated to fulfilling dreams for elders living in long-term care in the United States.

IN 2024:

3
DIFFERENT
ORGANIZATIONS
SUPPORTED

\$26,700
SPONSORSHIPS

Health Care Association and the National Center for Assisted Living (AHCA/NCAL) and former Governor of Kansas, and Tom Lawry, a globally recognized AI transformation advisor and former Microsoft executive driving innovation in healthcare.

With curated wellness activities such as beachside yoga, spa access, and golf at Pelican Hill, the event reflected our commitment to both professional and personal well-being. More than a conference, it was an investment in the people who power our properties—and a testament to how tenant engagement directly supports CareTrust's ESG objectives.



GOVERNANCE

OVERVIEW

Our corporate governance initiatives are designed to improve professional business conduct and ethics while setting a clear standard and expectation for our teams. CareTrust's leadership team, who has more than 65 years of collective experience, works collaboratively to align the interests of tenants and investors. The company's corporate governance guidelines are structured to engage experts who promote corporate governance standards that help deliver long-term profitability to shareholders

while allowing tenants to improve operations and meet their long-term financial goals.

CareTrust has interwoven Corporate Governance into its company committees, policies, and practices. Our standalone ESG Board and Employee Committees along with Senior Management are responsible for various aspects of our ESG strategy, enabling all levels of the organization to be involved in ESG.

ESG GOVERNANCE & OVERSIGHT

BOARD OF DIRECTORS

The members of CareTrust's Board of Directors each bring deep expertise in healthcare, real estate, investing, accounting, and/or business development.

- The Board of Directors is selected by the stockholders to provide oversight of, and strategic guidance to the company in a

manner consistent with the best interests of the company.

- The Board serves as the ultimate decision-making body of the company, except for those matters reserved to or shared with the stockholders.

80% OF OUR BOARD IS INDEPENDENT

BOARD COMMITTEES

SUSTAINABILITY & CORPORATE RESPONSIBILITY (SCR) COMMITTEE

- Oversee and drive ESG priorities
- Create and recommend policies
- Review the development/implementation of ESG goals
- Identify ESG metrics relevant to senior management's activities and establish incentive plan targets
- Periodically assessing and recommending risk management responses regarding sustainability, corporate responsibility matters, and climate related risks and opportunities

AUDIT COMMITTEE

- Oversee the accounting and financial reporting processes of the company
- Select, evaluate, and manage auditors of public accounting firms that engage with the company
- Periodically meet with independent auditors to ensure transparency and to review critical audit matters
- Oversees cybersecurity matters the management of cybersecurity-related risks
- Reviews enterprise risks and related risk management program

COMPENSATION COMMITTEE

- Oversee the company's compensation and employee benefit plans and practices, including the executive compensation plans, and the incentive and equity-based plans
- Determine and prepare, if applicable, annual reporting related to executive compensation
- Administer the Company's Clawback policy

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

- Identify and recommend individuals qualified to serve as directors
- Annually review the composition of the board (experience, skills, diversity, and independent directors required by the NYSE)
- Develop and review, at least annually, the corporate governance principles adopted by the board

ESG STEERING COMMITTEE

Our ESG Steering Committee is an internal, multi-disciplinary body formed to support CareTrust's ESG commitments. The ESG Committee includes representatives from various departments including Investment, Asset Management, Accounting and Construction.

- Monitor global public policy trends and other ESG-related concerns for new initiative development or improvement (e.g., climate risk assessment)
- Develop and updates the company's proprietary Tenant ESG Program
- Make recommendations to enhance employee engagement, and philanthropic initiatives

- Gather information on the company's sustainability and corporate responsibility initiatives
- Advise management on stockholder proposals regarding ESG matters
- Review and regularly update ESG policies and practices





ESG SENIOR MANAGEMENT

While the Sustainability and Corporate Responsibility (SCR) Committee oversees the development and implementation of our environmental programs, our President & CEO is ultimately responsible for our progress on ESG matters. Our President & CEO provides quarterly updates to the Board of Directors, addressing policy and disclosure developments, including climate-related and other environmental risks, opportunities, and key initiatives.

Since 2020, we have tied a portion of our President & CEO's annual cash incentive bonus to the achievement of defined and measurable environmental, social, and governance objectives ("ESG Incentives"), reinforcing executive accountability and alignment with our long-term sustainability goals.

2024 PRESIDENT & CEO ESG PERFORMANCE TARGETS TIED TO FINANCIAL INCENTIVES:

- Communicate identified properties with higher climate risk to tenants. Ensure tenants leasing properties with higher physical risk have resiliency plans (or emergency preparedness plans) in place.
- Analyze energy, water, and waste data to identify opportunities to reduce consumption through environmental improvement projects.



- Utilize the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations to disclose climate-related risks and opportunities through our Corporate Sustainability Report and prepare for the SEC's climate-related disclosures.

2024 FINANCIAL INCENTIVE OUTCOME:

The SCR committee determined that each of the ESG Incentives were met, and the Compensation Committee determined that the ESG performance metric was met at the high-performance level with respect to the annual cash incentive award for our President & CEO.

ESG COMPANY POLICY

At CareTrust, we continue to share our policies and expectations of stakeholders as part of our ongoing ESG communications.

WE COMMUNICATE OUR CORPORATE PHILOSOPHIES AND POLICIES RELATED TO ESG MATTERS ON OUR [WEBSITE](#):

- Environmental, Social & Governance Policy
- The Charter of our Board's Sustainability & Corporate Responsibility Committee
- The Charter of our internal Environmental, Social & Governance Steering Committee
- Policy on Human Rights & Responsibilities
- Policy on Human Capital
- Policy on Environmental Sustainability
- Tenant Code of Conduct & Corporate Responsibility
- Vendor Code of Conduct & Business Ethics

CORPORATE GOVERNANCE POLICIES ARE ALSO FOUND ON OUR [WEBSITE](#):

- Audit Committee Charter
- Compensation Committee Charter
- Nominating and Corporate Governance Committee Charter
- Corporate Governance Guidelines
- Stock Ownership Policy
- Code of Business Conduct & Ethics

ETHICS

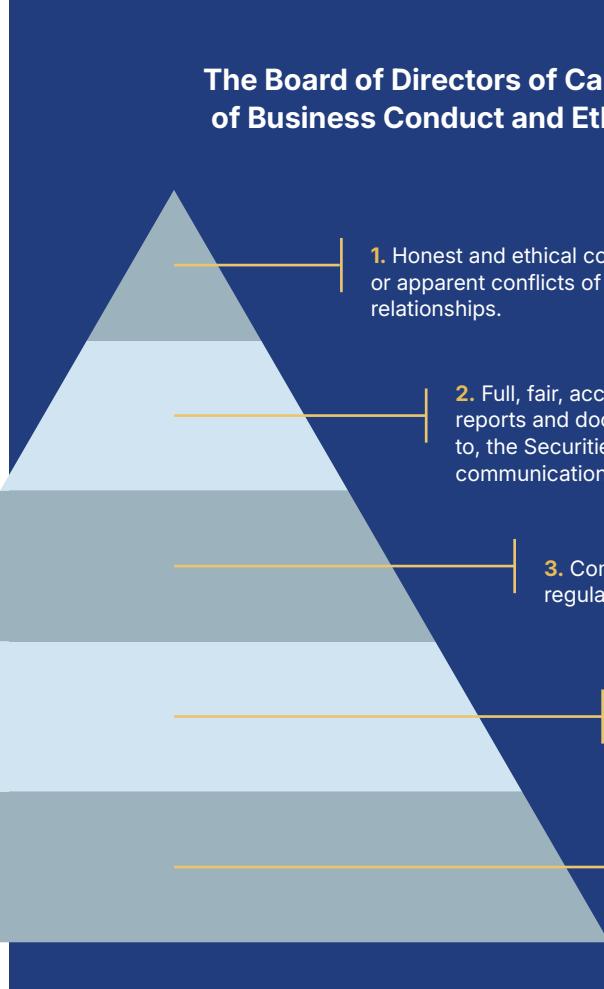
OUR COMPANY ETHICS

CareTrust's board, management, and employees are committed to honoring the policies and principles set forth in our published Code of Business Conduct and Ethics in our day-to-day business activities.

Our Code of Business Conduct and Ethics applies to all employees, officers, and directors of the company.

- A statement of compliance with this Code must be signed by all employees, officers, and directors.
- All employees and directors have a duty to promptly report violation of this Code to the Chief Executive Officer or the company's ethics hotline.

The Board of Directors of CareTrust REIT, Inc. has adopted the Code of Business Conduct and Ethics to deter wrongdoing and promote:



- 1.** Honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships.
- 2.** Full, fair, accurate, timely, and understandable disclosure in reports and documents that the company files with, or submits to, the Securities and Exchange Commission and in other public communications made.
- 3.** Compliance with applicable governmental laws, rules and regulations.
- 4.** Prompt internal reporting of violations of the Code to an appropriate person or persons; and
- 5.** Accountability for adherence to the code.

ANTI-CORRUPTION

CareTrust prohibits corruption in all its forms. CareTrust will not engage in any form of corrupt practices including, without limitation, extortion, fraud, impersonation, false declarations, bribery, money laundering, supporting or involvement with

terrorist or organized crime organizations or activities. CareTrust will not offer, and CareTrust personnel will not solicit or accept, bribes or kickbacks involving any government official or third party with the intention of obtaining or retaining a business advantage.*

*THERE WERE NO SIGNIFICANT INCIDENTS OF CORRUPTION IN 2024.

RESPONSIBLE INVESTMENT

CareTrust's Investment Team utilizes our ESG Acquisition Checklist to incorporate ESG issues into investment analysis processes during an acquisition. The information gathered from the checklist provides opportunity factors for the Operations Team to work with incoming tenants to develop ESG-related actions.

ITEMS WE CONSIDER IN OUR ACQUISITION DUE DILIGENCE PROCESS:

- Utility Data Tracking
- Climate Risk
- City Benchmarking
- Sustainable Purchasing
- Interior/Exterior Efficiency Measures
- Facility Systems Efficiency
- Waste Management
- Building Certifications
- Air Quality Measurements & Sanitation Requirements
- Tenant Satisfaction Surveys
- Health & Wellness Programs

The Social and Governance encouragements (requirements for tenants participating in our Tenant ESG Program) outlined in the Tenant Code of Conduct & Corporate Responsibility Policy include:

FUNCTIONING COMPLIANCE PROGRAM

CODE OF BUSINESS CONDUCT & ETHICS

COMMITMENT TO DIVERSITY

COMPENSATION & BENEFITS FOR EMPLOYEES

HEALTH & SAFETY PROCEDURES

PARTICIPATE IN TRAINING & EDUCATION

EMPLOYEE ENGAGEMENT

VOLUNTEERISM & PHILANTHROPIC SUPPORT

OUR TENANTS

CareTrust also encourages its triple-net tenants to reflect a similar commitment to integrity and corporate responsibility.

COMPLIANCE:

We share our Tenant Code of Conduct and Corporate Responsibility Policy with tenants who request to opt into our ESG Program, encouraging social and governance practices. Tenants participating in our Tenant ESG Program sign this policy acknowledging that they understand the contents and expectations.





We use a system to track ethical metrics of:

- Allegations of patient abuse substantiated by state agencies
- Patient referral patterns in our tenant markets

VENDOR CODE OF CONDUCT & BUSINESS ETHICS

CareTrust has a standing Vendor Code of Conduct and Business Ethics which lays out expectations for suppliers and vendors, as well as their employees, agents and subcontractors.

HUMAN RIGHTS LAWS

CareTrust's Policy on Human Rights & Responsibilities reflects our commitment to the dignity and rights of all people, especially those whose lives may be impacted by our properties and business activities.

THE POLICY ADDRESSES:

- Child labor, forced labor, the basic dignity of each resident and patient at our facilities, occupational health and safety, discrimination and the compensation and promotion of our employees

CYBERSECURITY

At CareTrust, we recognize that robust cybersecurity is essential to protecting our information systems, ensuring business continuity, and maintaining the trust of our stakeholders.

OVERSIGHT:

Our Audit Committee oversees cybersecurity matters, including management's efforts to identify, manage, and mitigate cybersecurity-related risks. In addition, our Chief of Staff has cybersecurity

*THERE HAVE BEEN NO SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY OR LOSSES OF CUSTOMER DATA.

oversight responsibilities integrated into their role, further embedding cybersecurity governance into our organizational structure.

THIRD-PARTY RISK MANAGEMENT:

CareTrust partners with FIT Cybersecurity, a third-party provider specializing in comprehensive information security solutions. FIT Cybersecurity began its engagement with a comprehensive technical security assessment, evaluating our existing controls, identifying potential vulnerabilities, and recommending enhancements to mitigate risk. Since then, we have implemented several of these recommendations to further strengthen our cyber defense infrastructure.

FIT Cybersecurity provides continuous monitoring of our systems and works closely with CareTrust acting as our 24/7 security operations center (SOC), gathering data in real time from across the organization and using intelligent automation to identify, prioritize, and respond to potential cybersecurity threats.

Reporting controls are also in place for employees, who have direct access to FIT Cybersecurity for incident reporting and resolution support. Together, our internal oversight and partnership with FIT Cybersecurity help uphold the integrity and security of our information systems.

EMPLOYEE ENGAGEMENT & COMPLIANCE:

- We also delivered **Web Security Training** to **100%** of employees to strengthen employee awareness and preparedness around cyber risks, equipping staff with the knowledge to identify threats and respond appropriately to protect company and stakeholder data.
- CareTrust employees follow procedures outlined in our **Information Security Incident Response Policy**.



RISK & RESILIENCE

OVERVIEW

As real estate owners and investors, we recognize the importance of assessing the potential physical and transitional climate-related risks to our assets and tenants as well as the importance of being prepared for identified risks. We also acknowledge the interests of stakeholders and have invested efforts in aligning to the Task Force on Climate-Related Financial Disclosures (TCFD) Recommendations to assist us in transparent disclosure on climate-related risks.

We assess risks through the acquisition and operating phases of our properties. We engage our tenants in climate risk analysis and factor findings into our process for identifying potential business risks and opportunities. We have assessed physical risks at all standing investments with an applied scenario analysis and have developed plans to communicate identified potential physical risks to tenants as well as resilience strategies that include mitigation and adaptation opportunities.

CLIMATE RISK & BUSINESS PROCESSES

In 2023, we developed a multi-step approach to identifying physical and transitional climate-related risks. In 2024, we focused on addressing gaps in our climate assessment and management processes and initiated stakeholder engagement with relevant employees and tenants to strengthen our climate risk management efforts. Based on this gap analysis, we determined that centralizing climate risk planning would enhance our ability to identify and plan for climate-related risks and opportunities.

CENTRALIZING CLIMATE RISK PLANNING:

CareTrust maintains an internal climate risk planning tool to consolidate insights from assessments, track risk and opportunity themes, and support consistent documentation of climate-related decision-making. While not yet fully embedded in enterprise risk processes, the tool is maintained by the ESG Chairperson, reviewed annually with a third-party consultant, and serves as a foundation for more integrated climate risk governance moving forward.

The tool consolidates the following aspects:

- Risk assessment responsibilities
- Prioritized risks and opportunities
- Asset-level physical climate risk scores
- Energy benchmarking data
- Tenant climate survey results
- Input from CareTrust teams on transitional and physical risks
- Sector materiality guidance
- Regulatory research.

ACQUISITION PROCESS:

For each prospective property, CareTrust commissions a qualified third party to complete a Phase 1 Environmental Site Assessment (ESA), a Property Condition Assessment (PCA), and our ESG Acquisition Checklist. The Phase 1 ESA focuses on potential environmental contamination risks, while the PCA evaluates overall building condition. Findings from the PCA—such as major deficiencies or aging equipment—can reveal opportunities to improve efficiency or enhance building resiliency. When significant issues affecting life safety, licensure, or operational viability are identified in the PCA, CareTrust may negotiate tenant

capital improvement allowances, either as rent-free expenditures or as improvement rates incorporated into the lease.

The ESG Acquisition Checklist complements these assessments by capturing facility information related to equipment age, energy benchmarking readiness, and other sustainability indicators, which help to identify potential operational improvements early in the acquisition process.

OPERATIONAL PROCESS:

CareTrust integrates climate risk considerations into asset management and tenant engagement processes to strengthen portfolio resilience. Following an acquisition, we obtain facility-specific physical climate risk reports from Climate Check and share them with tenants, along with a Resiliency Checklist and mitigation guidance. Tenants participating in our ESG Program are informed of sustainability incentives for environmental projects, including rent-free capital improvement allowances aimed at improving efficiency and long-term property value.

Given our triple-net lease structure, we are implementing green-lease provisions in new tenant agreements to further support collaboration on climate-related and sustainability initiatives. These provisions address utility data sharing, sustainability project incentives, climate risk assessments, and future building improvement requirements, where applicable.

We leverage our energy management system to track asset utility data, support emissions tracking, and prepare for potential disclosure requirements. Properties with high resource intensity are prioritized for engagement on efficiency improvements. Additionally, we conducted a Tenant Climate Survey to gather information on transition and physical risks, tenant preparedness, and mitigation strategies. The survey results help identify shared risks and opportunities, as well as inform our tenant engagement efforts.



RESILIENCE STRATEGY

CareTrust has developed a Resilience Strategy focused on tenant engagement to address potential physical climate-related risks and enhance portfolio-wide resilience. Our approach includes sharing property-specific climate risk reports—highlighting facilities with an “Extreme Risk” rating (80–100) for hazards such as heat, fire, flood, precipitation, or drought—and providing a Resiliency Checklist with recommended mitigation and adaptation measures. Tenants are encouraged to conduct self-assessments to evaluate resilience measures in place and identify gaps. Where new resilience measures are desired but not included on our Tenant Sustainability Incentive List, CareTrust considers adding them, supporting tenant-led capital improvements to enhance both facility resilience and community safety.

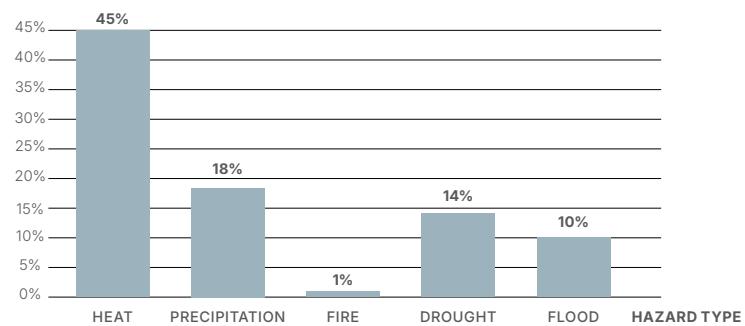
THE CHECKLIST INCLUDES GUIDANCE ON PROPERTY-SPECIFIC ACTIONS SUCH AS:

- Emergency Response Plan specific to the identified “Extreme” risk
- Adequate insurance coverage tailored to the property
- Tenant and local community engagement strategy
- Heat: Adequate insulation and enclosure
- Fire: Enhanced HVAC and air filtration systems
- Flood: Elevated building and/or electrical systems
- Precipitation: Installed backwater valves
- Drought: Xeriscaping and drought-tolerant landscaping

2024 CLIMATE RISK ASSESSMENT RESULTS

In 2024, portfolio-wide physical climate risk assessments conducted by ClimateCheck identified the percentage of properties with “Extreme” physical climate risk ratings (80–100) as follows:

2024: AGGREGATED PORTFOLIO HAZARDS RATED AS “EXTREME”



HEAT RISK REPRESENTS CARETRUST'S HIGHEST EXPOSURE, AND WE PRIORITIZE COLLECTING INFORMATION FROM TENANTS ON HEAT-SPECIFIC PREPAREDNESS PLANS.

Climate Check Methodology: Properties that received an “Extreme” risk rating in our physical climate risk assessment were in areas projected to experience increased frequency and severity of climate-related events. These ratings were informed by both historical data and forward-looking climate models through 2050, incorporating multiple emissions scenarios (e.g., RCP4.5 and RCP8.5) to capture a range of potential climate futures.

2024 TENANT CLIMATE SURVEY HIGHLIGHTS

CareTrust distributed its second Tenant Climate Survey in 2024 to assess tenant exposure to climate-related risks and resilience planning efforts.

Resilience & Emergency Planning:

- All respondents described existing resiliency plans, ranging from physical measures to preparedness protocols.
- 100% confirmed having Emergency Response Plans for climate-related events.
- All assets with Extreme Heat Risk have specific resiliency plans in place.

Physical & Transition Risk Insights:

- 56% reported conducting physical climate or resiliency assessments.
- 56% reported experiencing transition risks, including:
 - Demand for greener buildings
 - Higher material costs
 - New regulatory mandates
 - Rising insurance premiums
 - Utility price volatility

*NINE OUT OF 26 TENANT-OPERATORS (35%) PARTICIPATED; THE PERCENTAGES REPRESENT SURVEY RESPONDENTS ONLY.

ONGOING RISK EVALUATION AND MANAGEMENT

CareTrust conducts an annual climate risk and opportunity evaluation in alignment with the TCFD framework. This process is managed by a cross-functional working group, supported by our ESG consulting partner, and leverages our centralized Climate Risk Planning Tool. Each year, risks and opportunities are identified and rated for the reporting period, with items flagged for further assessment or development in future years. The evaluation incorporates both modeled and observed climate risks and reflects our unique position as a triple-net-lease REIT. Each risk and opportunity are assessed using two quantitative scales:

- Business Exposure Level (1–5): Measures potential impact in 2024 and the future
- Likelihood (1–5): Based on current data and stakeholder input

For each identified risk, the team assigns a risk management status—mitigated, accepted, transferred, or controlled—clarifying CareTrust’s current approach and ensuring an evolving understanding of climate-related impacts as data and regulations advance.

2024 POTENTIAL RISK & OPPORTUNITY ASSESSMENT RESULTS

CareTrust categorizes risk and opportunity timeframes into three categories: Short-term (1-4 years), Medium-term (5-9 years), and Long-term (10+ years).

TRANSITIONAL RISK		
TIMEFRAME & RISK DESCRIPTION	POTENTIAL FINANCIAL IMPACT	MANAGEMENT & OPPORTUNITIES
SHORT TO MEDIUM-TERM (1-9 YEARS)		
POLICY & LEGAL Climate disclosure regulations (e.g., CA SB 261, SB 253) could apply to CareTrust if revenue thresholds are exceeded.	Compliance with new regulations could increase administrative and reporting costs.	Maintaining ESG budgeting, integrating climate risk management into business processes, and preparing systems for compliance readiness.
POLICY & LEGAL City and state building performance standards and benchmarking requirements apply to portions of our portfolio.	Tenants may experience increased compliance costs, which could affect operational budgets and property improvement requirements.	In 2024, 10% of our properties were subject to energy benchmarking requirements, and 2% were covered under Colorado's Building Performance Standards. CareTrust engaged relevant tenants to monitor compliance, and 100% of applicable properties were confirmed in compliance, with no non-compliance fees reported.
MEDIUM TO LONG-TERM (5-10+ YEARS)		
TECHNOLOGY Rising costs to adopt lower-emission technologies and improve building efficiency.	Tenant transition costs—whether from technology life-cycle replacement, regulatory pressures, or other drivers to adopt lower-emission technologies—could create financial strain for some operators.	CareTrust engages tenants on efficiency measures and data sharing through green lease provisions. We support tenant efficiency improvements by providing rent-free sustainability incentives through our Tenant ESG Program, as well as track resource data and identify high-intensity assets via Conservice ESG. During the acquisition

		process, CareTrust shares PCA results with tenants and, when appropriate, negotiates tenant capital improvement allowances, either as rent-free expenditures or as improvement rates incorporated into the lease.
LONG-TERM (10+ YEARS)		
REPUTATIONAL		
Increasing tenant demand for energy-efficient buildings to meet sustainability goals and reduce operating costs.	Limited availability of energy-efficient buildings may impact tenant retention and leasing opportunities.	CareTrust supports tenant-driven efficiency improvements through financial incentives offered via the Tenant ESG Program.
PHYSICAL RISK		
TIMEFRAME & RISK DESCRIPTION	POTENTIAL FINANCIAL IMPACT	MANAGEMENT & OPPORTUNITIES
SHORT-TERM (1-4 YEARS)		
FLOOD RISK		
Increased insurance costs or loss of coverage for assets located in high-risk flood zones.	While CareTrust does not directly bear insurance costs under its triple-net lease structure, higher premiums or limited availability could affect tenant performance and create lease instability or property transaction risk.	Our lease generally requires tenants to obtain flood insurance in an amount equal to 100% of the full replacement cost of the facility, if the facility is located—either in whole or in part—within a designated 100-year floodplain.
MEDIUM-TERM (5-9 YEARS)		
	Physical risks are assessed using modeled hazard exposure from 2020 through 2060 under RCP 4.5 and RCP 8.5. While medium-term projections (5–9 years) are available in the underlying dataset, aggregated risk ratings are developed using the full 2020–2060 range and are reported as long-term conditions.	

LONG-TERM (10+ YEARS) CONT.

ACUTE AND CHRONIC HAZARDS Heat risk represents the highest projected risk, with additional exposure to drought, flood, fire, and precipitation.	Extreme climate hazards could increase tenant operating costs and capital needs, indirectly affecting performance, retention, and long-term asset value.	CareTrust engages Climate Check to assess physical climate risks across all assets and prioritizes 'Extreme Risk' properties for tenant engagement. Of all operators surveyed, nine responded, all confirming Emergency Response Plans and resiliency plans for heat-risk properties. We also share our Resilience Checklist and rebate resources to support tenant resiliency measures.
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CORPORATE DISCLOSURES

2025 ESG Initiatives Underway

ESG Materiality Assessment Methodology & Material Topics

Demographic Metrics: Breakdown by Level

TCFD Index

GRI Content Index

FORWARD LOOKING STATEMENTS & OTHER DISCLAIMERS

2025 ESG INITIATIVES UNDERWAY

- Track energy, water, waste, and GHG emissions asset data for 50% of our portfolio
- Track and support tenants with environmental incentive projects
- Identify the top 20 resource intensive assets for 2025
- Share resource intensity information and resources for assets that fall into the top resource intensive list
- Share new Physical Climate Risk Report results with our tenants
- Review and improve how climate risks are integrated into our acquisition strategy
- California Climate Law Disclosure monitoring and preparation
- Continue reporting alignments with GRI and TCFD
- Continue tracking Energy Star benchmarking and Building Performance Standards (BPS) requirements
- Monitor and develop responses to ESG rating agencies, as needed
- Distribute our Annual Employee Satisfaction Survey
- Hold our 5th Operator Conference
- Develop 2026 CEO ESG Performance Target Incentives
- Publish updated ESG Policy
- Publish 2025 Corporate Sustainability Report

ESG MATERIALITY ASSESSMENT METHODOLOGY & MATERIAL TOPICS

CareTrust's Materiality Assessment Methodology followed a three-step approach:



DEMOGRAPHIC METRICS:

Breakdown by Level

TOTAL EMPLOYEES

GENDER (BY %)	ETHNICITY (BY %)	AGE (BY %)	REGIONS (BY %)
Male: 86	White: 81	30-50: 67	West: 81
Female: 14	Asian: 5	Over 50: 9	Southeast: 9.5
	Hispanic: 9	Under 30: 24	Midwest: 9.5
	Persian/Iranian: 5		

SENIOR MANAGEMENT & ABOVE (EXECUTIVE)

GENDER (BY %)	ETHNICITY (BY %)	AGE (BY %)
Male: 100	White: 100	30-50: 67 Over 50: 33

MANAGEMENT

GENDER (BY %)	ETHNICITY (BY %)	AGE (BY %)
Male: 78	White: 89	30-50: 89
Female: 22	Asian: 11	Over 50: 11

BOARD OF DIRECTORS

GENDER (BY %)	ETHNICITY (BY %)	AGE (BY %)
Male: 40	White: 80	30-50: 80
Female 60	African American: 20	Over 50: 20

*CareTrust employees are all full-time permanent employees.

TCFD INDEX

GOVERNANCE	
(a) Describe the board's oversight of climate-related risks and opportunities. (b) Describe management's role in assessing and managing climate related risks and opportunities.	CS REPORT, ESG GOVERNANCE & OVERSIGHT PP. 28-29
STRATEGY	
(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, long term (b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. (c) Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario managing climate related risks and opportunities.	CS REPORT, RESILIENCY STRATEGY PP. 35-36 & ONGOING RISK EVALUATION AND MANAGEMENT: 2024 POTENTIAL RISK & OPPORTUNITY ASSESSMENT RESULTS PP. 36-39
RISK MANAGEMENT	
(a) Describe the organization's processes for identifying and assessing climate related risks. (b) Describe the organization's processes for managing climate-related risks. (c) Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organization's overall risk management.	CS REPORT, CLIMATE RISK & BUSINESS PROCESSES P. 34 CS REPORT, CLIMATE RISK & BUSINESS PROCESSES P. 34 & ONGOING RISK EVALUATION AND MANAGEMENT P. 36 CS REPORT, RISK & RESILIENCE PP. 33-39
METRICS & TARGETS	
(a) Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process. (b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CS REPORT, RESILIENCE STRATEGY PP. 35 - 36 CS REPORT, RESOURCE DATA TRACKING & MONITORING: 2024 PORTFOLIO GHG EMISSIONS TRACKED P. 15

CARETRUST REIT GRI CONTENT INDEX

GRI

STATEMENT OF USE	CARETRUST REIT, INC. HAS REPORTED THE INFORMATION CITED IN THIS GRI CONTENT INDEX FOR THE PERIOD JANUARY 1, 2024 – DECEMBER 31, 2024 WITH REFERENCE TO THE GRI STANDARDS.
GRI 1 USED	GRI 1: FOUNDATION 2021

GRI STANDARD	DISCLOSURE	LOCATION OR DIRECT RESPONSE
GRI 2: GENERAL DISCLOSURES 2021	2-1 ORGANIZATIONAL DETAILS	CS REPORT, ABOUT CARETRUST PP. 6 – 7
	2-2 ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING	CS REPORT, REPORT INFORMATION P.8
	2-3 REPORTING PERIOD, FREQUENCY AND CONTACT POINT	CS REPORT, REPORT INFORMATION P. 8
	2-4 RESTATEMENTS OF INFORMATION	CS REPORT, REPORT INFORMATION P. 8
	2-5 EXTERNAL ASSURANCE	CS REPORT, REPORT INFORMATION P. 8
	2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS	10-K , PP. 5 - 14
	2-7 EMPLOYEES	CS REPORT, DEMOGRAPHIC METRICS: BREAKDOWN BY LEVEL P. 41
	2-8 WORKERS WHO ARE NOT EMPLOYEES	NOT APPLICABLE, ALL WORKERS ARE EMPLOYEES.
	2-9 GOVERNANCE STRUCTURE AND COMPOSITION	PROXY STATEMENT , PP. 12-16 CORPORATE GOVERNANCE GUIDELINES
	2-10 NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY	PROXY STATEMENT , PP. 16 - 17 CORPORATE GOVERNANCE GUIDELINES , PP. 1-2

	2-11 CHAIR OF THE HIGHEST GOVERNANCE BODY	PROXY STATEMENT , P. 14
	2-12 ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGEMENT OF IMPACTS	PROXY STATEMENT , P. 16 CHARTER OF THE SUSTAINABILITY & CORPORATE RESPONSIBILITY COMMITTEE
	2-13 DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS	PROXY STATEMENT , PP. 16, 19-20 CHARTER OF THE SUSTAINABILITY & CORPORATE RESPONSIBILITY COMMITTEE , PP. 2-3
	2-14 ROLE OF THE HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING	CHARTER OF THE SUSTAINABILITY & CORPORATE RESPONSIBILITY COMMITTEE , P. 2
	2-15 CONFLICTS OF INTEREST	CODE OF BUSINESS CONDUCT & ETHICS , PP. 1-2
	2-16 COMMUNICATION OF CRITICAL CONCERNS	THERE HAS BEEN NO COMMUNICATION CLASSIFIED AS "CRITICAL" THAT HAS BEEN COMMUNICATED TO THE HIGHEST GOVERNANCE BODIES. CORPORATE GOVERNANCE GUIDELINES , PP. 5-6
	2-17 COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY	PROXY STATEMENT , PP. 8-10 CHARTER OF THE SUSTAINABILITY & CORPORATE RESPONSIBILITY COMMITTEE
	2-18 EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY	CHARTER OF THE SUSTAINABILITY & CORPORATE RESPONSIBILITY COMMITTEE , P. 3 PROXY STATEMENT , P. 18
	2-19 REMUNERATION POLICIES	EXECUTIVE COMPENSATION: PROXY STATEMENT , P. 13 ESG INCENTIVES: PROXY STATEMENT , PP. 27, 29-31 DIRECTOR COMPENSATION: PROXY STATEMENT , PP. 50-52
	2-20 PROCESS TO DETERMINE REMUNERATION	CHARTER OF THE COMPENSATION COMMITTEE PROXY STATEMENT , PP. 22-36
	2-21 ANNUAL TOTAL COMPENSATION RATIO	PROXY STATEMENT , PP. 44-49
	2-22 STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY	CS REPORT, A LETTER FROM OUR PRESIDENT & CEO PP. 4-5
	2-23 POLICY COMMITMENTS	CS REPORT, ESG GOVERNANCE & OVERSIGHT PP. 28-29 CODE OF BUSINESS CONDUCT & ETHICS POLICY ON HUMAN CAPITAL POLICY ON HUMAN RIGHTS & RESPONSIBILITIES ESG POLICY

	2-24 EMBEDDING POLICY COMMITMENTS	CS REPORT, ESG GOVERNANCE & OVERSIGHT PP. 28-29 ESG POLICY CHARTER OF THE SUSTAINABILITY & CORPORATE RESPONSIBILITY COMMITTEE (BOARD OF DIRECTORS) CHARTER OF THE ESG STEERING COMMITTEE (INTERNAL)
	2-25 PROCESSES TO REMEDIATE NEGATIVE IMPACTS	CODE OF BUSINESS CONDUCT & ETHICS , PP. 5-6 CORPORATE GOVERNANCE GUIDELINES , PP. 5-6 POLICY ON HUMAN CAPITAL , P. 4 POLICY ON HUMAN RIGHTS & RESPONSIBILITIES , PP. 4-5 TENANT CODE OF CONDUCT & CORPORATE RESPONSIBILITY , P. 6 VENDOR CODE OF CONDUCT & BUSINESS ETHICS , P. 1 ESG POLICY , PP. 7-8
	2-26 MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERN	CS REPORT, OUR COMPANY ETHICS P. 30 CODE OF BUSINESS CONDUCT & ETHICS , PP. 5-6
	2-27 COMPLIANCE WITH LAWS AND REGULATIONS	THERE WERE NO SIGNIFICANT INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS DURING THE REPORTING PERIOD.
	2-28 MEMBERSHIP ASSOCIATIONS	CARETRUST REIT IS A MEMBER OF NAREIT AND THE AMERICAN HEALTH ASSOCIATION.
	2-29 APPROACH TO STAKEHOLDER ENGAGEMENT	CS REPORT, ESG PROGRAM DEVELOPMENT P.10 & SOCIAL PP. 20-26 ESG POLICY , PP. 5-8
	2-30 COLLECTIVE BARGAINING AGREEMENTS	AS OF DECEMBER 31, 2024, WE EMPLOYED 21 FULL-TIME EMPLOYEES (INCLUDING OUR EXECUTIVE OFFICERS), NONE OF WHOM IS SUBJECT TO A COLLECTIVE BARGAINING AGREEMENT.
GRI 3: MATERIAL TOPICS 2021	3-1 PROCESS TO DETERMINE MATERIAL TOPICS	CS REPORT, MATERIALITY ASSESSMENT P. 10 ESG POLICY , PP. 3-4
	3-2 LIST OF MATERIAL TOPICS	CS REPORT, ESG MATERIALITY ASSESSMENT METHODOLOGY & MATERIAL TOPICS P. 40
GRI 201: ECONOMIC PERFORMANCE 2016	3-3 MANAGEMENT OF MATERIAL TOPICS	PART II OF 10-K , PP. 42-58
	201-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	10-K , PP. F-4 - F- 55
	201-2 FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE	CS REPORT, RISK & RESILIENCE PP. 33-39
	201-3 DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS	CS REPORT, FINANCIAL WELL-BEING PP. 22-23 PROXY STATEMENT , P. 35
	201-4 FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT	DISCUSSION OF GOVERNMENT REIMBURSEMENT FOR TENANT OPERATORS: 10-K , PP. 20-21

GRI 205: ANTI-CORRUPTION 2016	3-3 MANAGEMENT OF MATERIAL TOPICS	CS REPORT, ETHICS P. 30 CODE OF BUSINESS CONDUCT & ETHICS POLICY ON HUMAN RIGHTS & RESPONSIBILITIES , P. 3
	205-2 COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES	CS REPORT, ETHICS P. 30 THE CODE OF BUSINESS CONDUCT & ETHICS & ETHICS IS COMMUNICATED TO 100% OF CARETRUST EMPLOYEES AND DIRECTORS ANNUALLY, AND WE HAVE EVERY EMPLOYEE AND DIRECTOR SIGN THE STATEMENT OF COMPLIANCE INCLUDED IN THE CODE. OUR POLICY ON HUMAN RIGHTS, POLICY ON HUMAN CAPITAL, AND SUSTAINABILITY POLICY ARE ALL REFERENCED IN THE CODE OF BUSINESS CONDUCT & ETHICS.
	205-3 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN	THERE WERE NO SIGNIFICANT INCIDENTS OF CORRUPTION.
GRI 302: ENERGY 2016	3-3 MANAGEMENT OF MATERIAL TOPICS	CS REPORT, ENVIRONMENTAL PP. 13-19 ESG POLICY ENVIRONMENTAL SUSTAINABILITY POLICY
	302-2 ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION	CS REPORT, RESOURCE DATA TRACKING & MONITORING: PORTFOLIO ENERGY METRICS TRACKED P. 14
	302-3 ENERGY INTENSITY	CS REPORT, RESOURCE DATA TRACKING & MONITORING: PORTFOLIO ENERGY METRICS TRACKED P. 14
GRI 303: WATER AND EFFLUENTS 2018	3-3 MANAGEMENT OF MATERIAL TOPICS	CS REPORT, ENVIRONMENTAL PP. 13-19 ESG POLICY ENVIRONMENTAL SUSTAINABILITY POLICY
	303-1 INTERACTIONS WITH WATER AS A SHARED RESOURCE	CS REPORT, ENVIRONMENTAL PP. 13-19 ESG POLICY , KPI TRACKING & GOALS ENVIRONMENTAL SUSTAINABILITY POLICY , CONTRACTUAL REQUIREMENTS & ENFORCEMENT
	303-5 WATER CONSUMPTION	CS REPORT, RESOURCE DATA TRACKING & MONITORING: 2023 PORTFOLIO WATER METRICS TRACKED P. 15
GRI 305: EMISSIONS 2016	3-3 MANAGEMENT OF MATERIAL TOPICS	CS REPORT, ENVIRONMENTAL PP. 13-19 ESG POLICY ENVIRONMENTAL SUSTAINABILITY POLICY
	305-3 OTHER INDIRECT (SCOPE 3) GHG EMISSIONS	CS REPORT, RESOURCE DATA TRACKING & MONITORING: PORTFOLIO GHG EMISSIONS METRICS TRACKED P. 15
GRI 306: WASTE 2020	3-3 MANAGEMENT OF MATERIAL TOPICS	CS REPORT, ENVIRONMENTAL PP. 13-19 ESG POLICY ENVIRONMENTAL SUSTAINABILITY POLICY
	306-2 MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS	CS REPORT, LANDLORD-TENANT P. 16 CS REPORT, CORPORATE OFFICE INITIATIVE P. 19
	306-3 WASTE GENERATED	CS REPORT, RESOURCE DATA TRACKING & MONITORING: PORTFOLIO WASTE METRICS TRACKED P. 15
	306-4 WASTE DIVERTED FROM DISPOSAL	CS REPORT, RESOURCE DATA TRACKING & MONITORING: PORTFOLIO WASTE METRICS TRACKED P. 15
	306-5 WASTE DIRECTED TO DISPOSAL	CS REPORT, RESOURCE DATA TRACKING & MONITORING: PORTFOLIO WASTE METRICS TRACKED P. 15

GRI 401: EMPLOYMENT 2016	3-3 MANAGEMENT OF MATERIAL TOPICS	POLICY ON HUMAN CAPITAL
	401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER	10-K , PP. 18-19
	401-2 BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES	10-K , PP. 18-19
	401-3 PARENTAL LEAVE	CS REPORT, HEALTH & WELL-BEING PP. 22-23
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	3-3 MANAGEMENT OF MATERIAL TOPICS	CS REPORT, HEALTH & SAFETY P. 24 POLICY ON HUMAN RIGHTS & RESPONSIBILITIES POLICY ON HUMAN CAPITAL
	403-1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	POLICY ON HUMAN RIGHTS & RESPONSIBILITIES , OCCUPATIONAL HEALTH AND SAFETY P. 3 POLICY ON HUMAN CAPITAL , HEALTH AND SAFETY P. 3
	403-2 HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION	CS REPORT, HEALTH & SAFETY P. 24
	403-3 OCCUPATIONAL HEALTH SERVICES	CS REPORT, HEALTH & SAFETY P. 24 POLICY ON HUMAN CAPITAL ,
GRI 306: WASTE 2020	403-4 WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY	POLICY ON HUMAN CAPITAL , EMPLOYEE ENGAGEMENT P. 3
	403-6 PROMOTION OF WORKER HEALTH	CS REPORT, HEALTH & WELL-BEING PP. 22-23
	403-7 PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS	CS REPORT, HEALTH & SAFETY P. 24 POLICY ON HUMAN RIGHTS & RESPONSIBILITIES , OCCUPATIONAL HEALTH AND SAFETY (P.3); TENANTS: THIRD-PARTY OPERATED PROPERTIES (PP. 3 – 4); VENDORS: COMPLIANCE WITH CARETRUST'S VENDOR CODE (PP. 4 – 5) TENANT CODE OF CONDUCT & CORPORATE RESPONSIBILITY HEALTH AND SAFETY P. 2 VENDOR CODE OF CONDUCT & BUSINESS ETHICS CONDITIONS OF PARTICIPATION P. 5
	403-8 WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	CS REPORT, HEALTH & SAFETY P. 24
	403-9 WORK-RELATED INJURIES	CS REPORT, HEALTH & SAFETY P. 24
	403-10 WORK-RELATED ILL HEALTH	CS REPORT, HEALTH & SAFETY P. 24

GRI 404: TRAINING AND EDUCATION 2016	3-3 MANAGEMENT OF MATERIAL TOPICS	CS REPORT, EMPLOYEE TRAINING & DEVELOPMENT P. 24 ESG POLICY , SOCIAL AND GOVERNANCE BEST PRACTICES P. 6
	404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE	CS REPORT, EMPLOYEE TRAINING & DEVELOPMENT P. 24
	404-2 PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS	CS REPORT, EMPLOYEE TRAINING & DEVELOPMENT P. 24
	404-3 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	CS REPORT, EMPLOYEE TRAINING & DEVELOPMENT P. 24
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	3-3 MANAGEMENT OF MATERIAL TOPICS	CS REPORT, WORKPLACE FAIRNESS & INCLUSION P. 25 ESG POLICY , SOCIAL AND GOVERNANCE BEST PRACTICES P. 6 POLICY ON HUMAN CAPITAL P. 2
	405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES	CS REPORT, DEMOGRAPHICS METRICS P. 41
GRI 418: CUSTOMER PRIVACY 2016	3-3 MANAGEMENT OF MATERIAL TOPICS	10-K PP. 22, 40-41
	418-1 SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA	THERE HAVE BEEN NO SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY OR LOSSES OF CUSTOMER DATA.

FORWARD LOOKING STATEMENTS & OTHER DISCLAIMERS

Statements contained in this Report that are not historical facts are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include, among other things, statements regarding our and our officers' intent, belief or expectation as identified by the use of words such as "may," "will," "project," "expect," "believe," "intend," "anticipate," "seek," "target," "forecast," "plan," "potential," "estimate," "could," "would," "should" and other comparable and derivative terms or the negatives thereof.

Examples of forward-looking statements include, among other things, statements related to our ESG initiatives, programs, and strategies. You should not place undue reliance on these forward-looking statements. Forward-looking statements reflect our current expectations and views about future events and are subject to risks and uncertainties that could significantly affect our future financial condition and results of operations. While forward-looking statements reflect our good faith belief and assumptions, we believe to be reasonable based upon current information, we can give no assurance that our expectations, goals or forecasts will be attained. Further, we cannot guarantee the accuracy of any such forward-looking statement contained in this Report, as such forward-looking statements are subject to known and unknown risks and uncertainties that are difficult to predict. These risks and uncertainties include the risks and uncertainties described from time to time in our filings with the SEC, including under Part I, Item 1A. "Risk Factors" in our Annual Report on Form 10-K for the fiscal year ended December 31, 2024. Except as required by law, we do not undertake, and hereby disclaim, any obligation to update any forward-looking statements, which speak only as of the date on which they are made.

The metrics and quantitative data contained in this Report are not based on generally accepted accounting principles and have not been audited. Such data and metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods

used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

This Report also includes ESG information that is obtained from published sources or third parties. The accuracy and completeness of such information are not guaranteed. Although CareTrust believes such information is reliable, such information is subject to assumptions, estimates and other uncertainties, and CareTrust has not independently verified this information. CareTrust is dependent on such information to evaluate and implement ESG practices. The standards of measurement and performance for sustainability issues are developing or are based on assumptions, and norms may vary. The inclusion of information and data in this Report is not an indication that such information or data or the subject matter of such information or data is material to CareTrust for purposes of applicable securities laws. The principles used to determine whether to include information or data in this Report do not correspond to the principles of materiality contained in federal securities laws, the concept of materiality used to determine whether disclosures are required to be made in filings with the SEC or otherwise disclosed, or principles applicable to the inclusion of information in financial statements.

CareTrust makes no representation or warranty regarding the information set forth in this Report. This Report and the information contained herein are not incorporated by reference into any filing of CareTrust with the SEC.



For more information, please contact Jason Rodgers, Chairman of our ESG Committee, at jrodrgers@caretrustreit.com.