

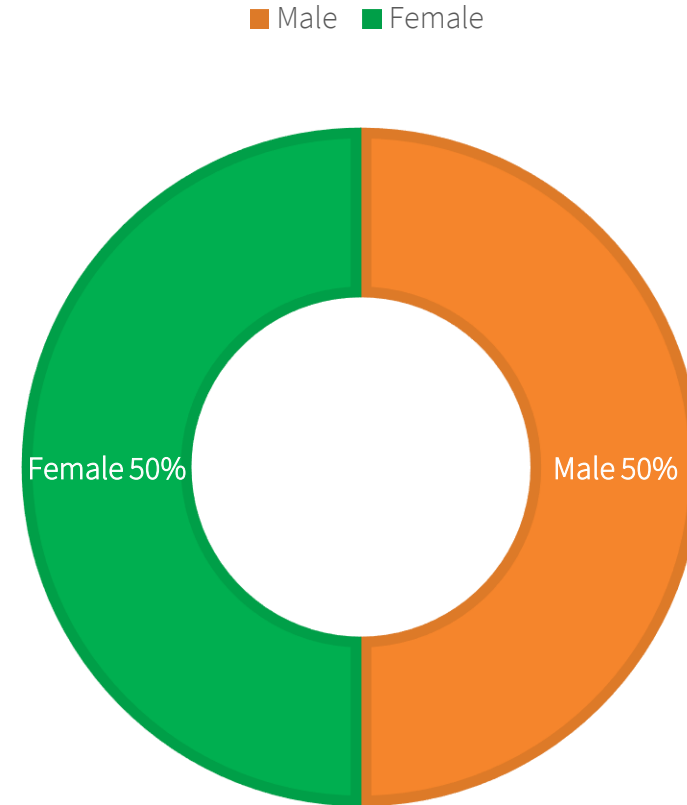


PHP PEOPLE & CULTURE

Primary Healthcare Properties PLC

HUMAN CAPITAL & DEVELOPMENT

- PHP supports flexible working and working from home, with a number of employees able to work full time for the company whilst living in locations such as Bath, Yorkshire and Ireland.
- PHP has recently supported 6 staff in obtaining their professional qualifications whilst at the company (RICS, IMA and ACCA), providing time for exam leave and contributions to the cost of courses.
- Every employee receives a semi-annual performance review, with clear goals and targets set, feedback given and training and development plans.
- Employees can participate in a voluntary Investment Savings Account, managed by Equiniti and provided by PHP, to acquire shares in PHP PLC.



HUMAN CAPITAL & DEVELOPMENT

- PHP has supported its employees with event sponsorship for a number of charities over 2019, including:
 - 200 mile bike ride from Bristol to Cambridge in aid for Parkinsons UK
 - In aid of Back Up, a charity supporting people that have suffered a spinal cord injury, participating in teams to conquer Snowdon (3,500 ft), one member of which is a wheelchair user being pushed, pulled, wheeled and carried over the 8 mile long path to the summit.
- PHP recently adopted a culture statement, set out overleaf, that has been endorsed by the Board of PHP PLC.

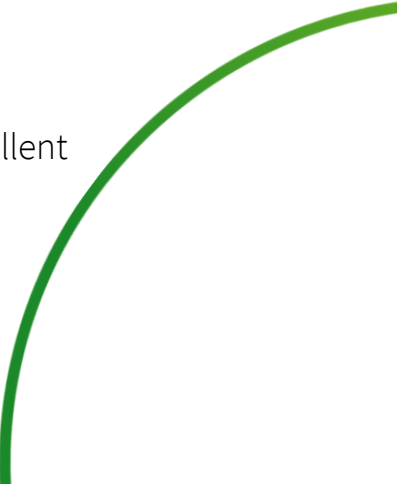


PHP CULTURE STATEMENT

The businesses of Primary Health Properties (PHP) is primarily focused in the healthcare and educational sectors and these require a strong, values-led culture to create sustainable and successful businesses. The corporate culture of PHP has been endorsed by the Board of PHP PLC.

Our corporate culture defines the basic principles, objectives and values of our business and actions. The culture at PHP is based on the business foundation of honesty, integrity and respect, which we believe enable us to deliver professional, high-quality and value for money services on a sustainable basis.

We are 'One PHP'. This means that we all share and respect the same principles, values and objectives. These are set out in more detail below:

- We conduct our operations with honesty, integrity and with respect to the many people, organisations and localities that our business touches.
 - We aim to make a positive impact for all of our stakeholders and improving the delivery of primary healthcare in the UK and Ireland.
 - We are close to our customers and/or tenants, we listen to them, cooperate with them and work together with them.
 - We believe that a working environment characterised by openness, respect, trust and fairness is an indispensable requirement for excellent work results.
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PHP CULTURE STATEMENT

- We look after our employees, listen to them, and support them in their professional development including training, health and personal evolution.
 - We work together in an open and respectful atmosphere to realise the company objectives.
 - We not only respect cultural, regional differences and other personal but view such diversity as a key element for our long-term success.
 - We encourage our employees to assume responsibility and to make decisions on their own with a framework.
 - We are committed to continuously improving the way we manage our environmental impacts and are working towards a goal of developing sustainable businesses with a minimal carbon framework.
 - The organisation is a meritocracy irrespective of gender, race, religion & sexual orientation.
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