

**FY 2022 BLOOMBERG GENDER-EQUALITY INDEX KPIS  
PHYSICIANS REALTY TRUST (NYSE: DOC)**

KPI	RESPONSE	SOURCE
<b>LEADERSHIP</b>		
Percentage of women on company board	22%	<a href="#">2022 ESG Report, pg. 56</a>
Chairperson is a woman	No	
Gender balance in board leadership	0%	
Chief executive officer (CEO) is a woman	No	
Woman chief financial officer (CFO) or equivalent	No	
Percentage of women executive officers	20%	<a href="#">2023 Proxy Statement, pg. 42-46</a>
Chief diversity officer (CDO)	No	
<b>TALENT PIPELINE</b>		
Percentage of women in total management	50%	<a href="#">2022 ESG Report, pg. 56</a>
Percentage of women in senior management	50% (Directors & VPs)	<a href="#">2022 ESG Report, pg. 56</a>
Percentage of women in middle management	67% (Managers)	<a href="#">2022 ESG Report, pg. 56</a>
Percentage of women in non-managerial positions	40%	<a href="#">2022 ESG Report, pg. 56</a>
Percentage of women in total workforce	60%	<a href="#">2022 ESG Report, pg. 34</a>
Percentage of women total promotions	56%	
Percentage of Women IT/Engineering	0%	
Percentage of new hires are women	76%	<a href="#">2022 ESG Report, pg. 56</a>
Percentage of women attrition	78%	<a href="#">2022 ESG Report, pg. 56</a>
Time-bound action plan with targets to increase the representation of women in leadership positions	Not Disclosed	
Time-bound action plan with targets to increase the representation of women in the company	Not Disclosed	
<b>PAY</b>		
Adjusted mean gender pay gap	Not Disclosed	
Global mean (average) raw gender pay gap	Not Disclosed	
Time-bound action plan to close its gender pay gap	Not Disclosed	
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Not Disclosed	
<b>INCLUSIVE CULTURE</b>		
Number of weeks of fully paid primary parental leave offered	The Company offers six weeks of fully paid parental leave, regardless of gender identity, an employer-funded short-term disability policy for the birth parent, and accrued paid time off. Our leave and accrual policy allows employees to accrue and carry over up to one year's allotment of PTO hours.	<a href="#">2022 ESG Report, pg. 66</a>
Number of weeks of fully paid secondary parental leave offered	The Company offers six weeks of fully paid parental leave, regardless of gender identity, and accrued paid time off. Our leave and accrual policy allows employees to accrue and carry over up to one year's allotment of PTO hours.	<a href="#">2022 ESG Report, pg. 66</a>
Parental leave retention rate	Total number of employees that took parental leave: 1   Return to work and retention rates of employees that took parental leave: 0%	<a href="#">2022 ESG Report, pg. 66</a>
Back-up family care services or subsidies through the company	The Company offers a wellness reimbursement program to promote healthy and well-rounded lifestyles for our team members. Back-up family care and elder care services are an allowable expense as part of this program. Team members can access this benefit quarterly by submitting eligible expenses through an online portal while adhering to program guidelines and restrictions.	<a href="#">2022 ESG Report, pg. 41</a>
Flexible working policy	Yes	<a href="#">2022 ESG Report, pg. 41</a>
Employee resource groups for women	Yes, the Company offers "Women in Leadership" all-team programming.	<a href="#">2022 ESG Report, pg. 35</a>
Unconscious bias training	No	
Annual anti-sexual harassment training	No	