

NATIONAL HEALTH INVESTORS, INC. REVISED COMPENSATION COMMITTEE CHARTER

Purpose

The purpose of the Compensation Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of National Health Investors, Inc. (the “**Company**”) is to (i) review, determine and implement the Company’s compensation philosophy and the compensation of executive officers, including to (a) review and approve corporate goals and objectives relevant to the compensation of the Company’s chief executive officer (the “**CEO**”), evaluate the CEO’s performance in light of those goals and objectives and determine and approve the CEO’s compensation based on the Committee’s evaluation and (b) approve the compensation of all other executive officers; (ii) administer the Company’s equity and other incentive compensation plans and make recommendations to the Board regarding the adoption of or any amendment to the Company’s incentive compensation and equity-based plans; and (iii) prepare and approve the Compensation Committee Report required by the rules of the U.S. Securities and Exchange Commission (the “**SEC**”) to be included in the Company’s annual proxy or information statement or annual report on Form 10-K. The Committee shall make such recommendations to the Board as the Committee may consider appropriate and consistent with its purpose, and take such other actions and perform such services as may be referred to it from time to time by the Board.

Composition of the Committee

The Committee shall be comprised of not less than three Board members, each of whom shall (i) meet the independence requirements of the New York Stock Exchange (the “**NYSE**”) (taking into account the additional independence standards for compensation committee members under the rules of the NYSE) and of the Company’s Corporate Governance Guidelines, and (ii) be a “non-employee director” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”). Committee members are prohibited from interlocking or insider participation with any member of the Board or compensation committee of another company.

Each member of the Committee shall be appointed by the Board upon the recommendation of the Nominating and Corporate Governance Committee of the Board and shall serve for such term or terms as the Board may determine, unless removed by the Board, subject, in each case, to the Company’s organizational documents. The Board shall appoint a Chair of the Committee upon the recommendation of the Nominating and Corporate Governance Committee of the Board. Any member of the Committee may be removed with or without cause by a majority of the Board. All vacancies in the Committee shall be filled by the Board.

Powers and Duties

The powers and duties of the Committee shall include, consistent with and subject to applicable law, regulations and NYSE rules, the following:

1. Review (i) the alignment of executive compensation and benefit programs, policies and practices with Company values and strategy and the creation of value for stockholders and (ii) at least annually, the assessment and mitigation of risks associated with the Company’s

compensation programs, policies and practices and incentive compensation arrangements for its employees.

2. Oversee and review executive compensation programs, benefits, policies and practices with a view to attract, motivate and retain qualified executive officers and other key employees of the Company and make recommendations to the Board with respect to compensation, incentive compensation plans and equity-based plans for directors and officers of the Company.
3. Review and approve annually corporate goals and objectives relevant to the compensation of the CEO, evaluate the performance of the CEO in light of those goals and objectives, and determine and approve the compensation of the CEO (including base salary, bonus, equity awards under the Company's incentive compensation and equity-based incentive plans and any perquisites, special or supplemental benefits) based on this evaluation. In determining the long-term incentive component of CEO compensation, the Committee shall consider the Company's performance and relative stockholder return, the value of similar incentive awards to chief executive officers at comparable companies, and the awards given to the CEO in past years. In evaluating and determining the CEO's compensation, the Committee shall review and, if appropriate, consider the results of the most recent stockholder advisory vote on executive compensation ("**Say on Pay**") required by Section 14A of the Exchange Act.
4. Review and approve individual compensation and incentive arrangements (including base salary, bonus, equity awards under the Company's incentive compensation and equity-based incentive plans and any perquisites, special or supplemental benefits) for the non-CEO executive officers of the Company. In evaluating and determining the non-CEO executive officers' compensation, the Committee shall consider the most recent Say on Pay vote.
5. Administer any employee bonus and other incentive plans, equity-based compensation plans and equity arrangements that may be adopted by the Company from time to time, with the powers and authority set forth in the plans' instruments, subject, in each case, to applicable policies adopted by the Board.
6. Review on a periodic basis the operation of the Company's executive compensation programs to determine whether they are appropriately coordinated, and establish and periodically review policies for the administration of executive compensation programs.
7. Review and approve any employment, severance or change in control or similar agreements with the Company's CEO and any other executive officer.
8. Review all director compensation and benefits for service on the Board and Board committees at least annually and recommend any changes to the Board as necessary.

9. Review, approve, administer and periodically assess the compliance with and effectiveness of any clawback policy allowing the Company to recoup compensation paid to officers and other employees.
10. Meet with the CEO of the Company to discuss the annual evaluation of the CEO's performance.
11. Review and discuss annually with management the Compensation Discussion & Analysis ("CD&A") required by Item 402 of Regulation S-K and, based on such review and discussion, determine whether to recommend to the Board that the CD&A and related executive compensation information be included in the Company's proxy statement or annual report on Form 10-K. The Committee also shall prepare a Compensation Committee Report, as required by the rules and regulations of the SEC, and authorize the inclusion of the report in the Company's annual proxy statement or annual report on Form 10-K.
12. Review and recommend to the Board for approval the frequency with which the Company will conduct Say on Pay votes, taking into account the results of the most recent stockholder advisory vote on frequency of Say on Pay votes required by Section 14A of the Exchange Act, and review and approve the proposals regarding the Say on Pay vote and the frequency of the Say on Pay vote to be included in the Company's proxy statement.
13. Oversee the Company's response to regulatory developments affecting compensation. The Committee shall, along with the Nominating and Corporate Governance Committee, be responsible for reviewing and making recommendations to the Board regarding the Company's response to stockholder proposals related to compensation matters for inclusion in the Company's annual proxy statement.
14. Perform any other activities required by applicable law, rules or regulations and take such other actions and perform any responsibilities and duties delegated to the Committee by the Board or that the Committee deems necessary or appropriate as consistent with its purpose.

The Committee may consult with other Board members as it sees fit in performing the duties set forth in this Charter.

Reporting to the Full Board

The Committee shall make regular reports to the Board regarding matters reviewed and actions taken by the Committee and make appropriate recommendations for action by the Board.

Delegation of Authority

The Committee may delegate its authority to act upon specific matters within determined parameters to a subcommittee consisting of one or more members of the Committee, consistent with applicable law, NYSE rules and the Company's organizational documents. Any such subcommittee shall report any action to the full Committee at its next meeting.

Outside Advisors

The Committee shall have the sole authority, to the extent it deems it necessary, to retain or obtain the advice of a compensation consultant, independent legal counsel or other advisor used to assist in the evaluation of director, CEO or executive officer compensation. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, independent legal counsel or other adviser retained by the Committee. The Company shall provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to a compensation consultant, independent legal counsel or any other adviser retained by the Committee. However, the Committee shall not be required to implement or act consistently with the advice or recommendations of its compensation consultant, independent legal counsel or other advisor to the Committee, and the authority granted in this Charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this Charter. The Committee shall, at least once annually, evaluate whether the work of any compensation consultant retained or to be retained by it raises any conflict of interest referred to in Item 407(e)(3)(iv) of Regulation S-K promulgated by the SEC. Prior to selecting or receiving advice from a compensation consultant, independent legal counsel or other advisor to the Committee (other than in-house legal counsel or any compensation consultant, independent legal counsel or other advisor whose role is limited to the activities for which no disclosure would be required under Item 407(e)(3)(iii) of Regulation S-K), the Committee shall take into consideration all relevant factors affecting independence from management, including the following:

- a. the provision of other services to the Company by the advisor's employer;
- b. the amount of fees received from the Company by the advisor's employer, as a percentage of the total revenue of the advisor's employer;
- c. the policies and procedures of the advisor's employer that are designed to prevent conflicts of interest;
- d. any business or personal relationship of the advisor with a member of the Committee;
- e. any stock of the Company owned by the advisor; and
- f. any business or personal relationship of the advisor or the advisor's employer with an executive officer of the Company.

Meetings

The Committee shall meet whenever it deems necessary or appropriate, but at a minimum two times per year. Special meetings of the Committee may be called on two hours' notice by the Chair of the Board or the Committee Chair. A majority of the Committee shall constitute a quorum and the Committee shall act only on the affirmative vote of a majority of the members present at the meeting. The Committee may meet in person or by conference telephone or similar communications equipment by remote communication, videoconference, teleconference, or other available technology if all directors participating in the meeting can hear each other at the same time. The Committee shall maintain minutes of all meetings documenting its activities and recommendations to the Board. The Committee may also act by unanimous written consent. The Committee may request that any officer or employee of the Company or the Company's outside

counsel attend a Committee meeting or meet with any members of, or consultants to, the Committee. The Committee shall keep a record of its actions and proceedings and make a report thereof from time to time to the Board. Briefing materials shall be provided to the Committee as far in advance of a meeting as practicable.

Members of management shall be invited to attend Committee meetings at the discretion of the Committee Chair. The Committee shall hold an executive session at each regularly scheduled meeting. During at least some portion of each executive session, no non-Committee member of the Board or member of management shall be present.

Annual Evaluation

The Committee shall, on at least an annual basis, review the (a) adequacy of this Charter and the structure, processes and membership requirements of the Committee and (b) the performance of its duties. The Committee shall submit to the Board any recommended changes to this Charter or the Committee.

Revised: November 5, 2025.