

**GAMING AND LEISURE PROPERTIES, INC.  
BOARD OF DIRECTORS**

**COMPENSATION COMMITTEE CHARTER**

**I. PURPOSE**

The purpose of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Gaming and Leisure Properties, Inc. (the “Company”) is to carry out the responsibilities delegated by the Board to the Committee for (a) approving and evaluating all compensation plans, policies and programs of the Company as they affect the executive officers and directors of the Company, (b) administering the Company’s long-term incentive and equity compensation plans, and (c) any related matters required by applicable laws, rules and regulations.

With respect to the Company’s executive compensation program, the Company intends to maintain a program that will help it attract and retain the executive talent needed to grow and further the strategic interests of the business. To this end, the Company seeks to provide a compensation and benefits program that will be sufficiently attractive to provide talented executives with good reason for remaining with the Company and continuing in their efforts to maximize value to the stakeholders of the Company. The Company further believes that this program should be designed to motivate and reward executives to achieve and exceed targeted results, without encouraging unnecessary or excessive risk taking. Accordingly, the Company expects that compensation received by executives will be commensurate with the performance of the Company, the business unit they are part of, and their own individual contribution.

**II. MEMBERSHIP**

The Committee shall consist of two or more “independent directors,” as such term is defined in the rules and regulations adopted by the Nasdaq Stock Market (“Nasdaq”) and the Securities and Exchange Commission (“SEC”), each of whom shall satisfy the requirements set forth in Nasdaq Marketplace Rule 5605(d)(2) or any successor provision (except to the extent an exception applies pursuant to the Nasdaq Marketplace Rules). In addition, a person may serve on the Committee only if he or she (i) is a “Non-Employee Director” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”) and (ii) satisfies the requirements of an “outside director” for purposes of Section 162(m) of the Internal Revenue Code. Membership on the Committee shall be determined and approved annually by the Board. The Chairperson of the Committee shall be appointed by the Board. Should any member of the Committee cease to be independent, such member shall immediately resign his or her membership on the Committee.

**III. DUTIES AND RESPONSIBILITIES**

The Committee shall have the following duties and responsibilities:

1. At least annually, review and approve the annual salary, bonus, equity compensation and other benefits of the Chief Executive Officer (in executive session, during which the Chief Executive Officer shall not be present) and the individuals considered executive officers of the Company for SEC reporting purposes (the “SEC Officers”). In evaluating and determining the compensation of

the Chief Executive Officer and the other SEC Officers, the Committee shall consider the results of the most recent shareholder advisory vote on executive compensation (“Say on Pay Vote”) required by Section 14A of the Exchange Act. Compensation for employees or officers of the Company who are not SEC Officers may be determined by the Chief Executive Officer or his designees.

2. Review and approve any annual incentive compensation plan for the Chief Executive Officer and the SEC Officers, including the review and approval of any performance criteria, goals and objectives provided for in any such plan.
3. Evaluate the performance of the Chief Executive Officer (in executive session, during which the Chief Executive Officer shall not be present) and the SEC Officers.
4. Review and approve employment agreements and any severance arrangements and plans, including any benefits to be provided in connection with a change in control, for the Chief Executive Officer and the SEC Officers, which includes the ability to adopt, amend and terminate such agreements, arrangements or plans.
5. Review, administer, interpret, approve and where appropriate, recommend to the Board for approval, the Company's long-term incentive and equity compensation plans, and where appropriate or required, recommend such plans for approval by the Company's shareholders, which includes the ability to adopt, amend and terminate such plans. The Committee shall also have the authority to administer such plans, including designation of the employees to whom the awards are to be granted, the terms, timing, number, amount and form of awards to be granted, subject to the provisions of each plan. In reviewing and making recommendations regarding or approving such plans, including whether to adopt, amend or terminate any such plans, the Committee shall consider the results of the most recent Say on Pay Vote.
6. Review and recommend to the Board new executive compensation programs; review the operation of the Company’s executive compensation programs and policies and programs and policies for management employees and employees generally to determine whether they are properly coordinated and achieving their intended purpose(s); review executive peer group compensation information of comparable companies; and review policies for the administration of executive compensation programs.
7. Review and discuss with management the relationship between the Company’s policies and practices for compensating employees, risk-taking incentives and risk management, determine with management whether any disclosure is required in this regard under applicable SEC rules and regulations and evaluate compensation policies and practices that could mitigate any excessive risk-taking.
8. Periodically review policies in the areas of senior management executive benefits and perquisites and employee compensation practices, which includes the ability to adopt, amend and terminate such policies.

9. Review and approve management recommendations on equity compensation, including option grants and restricted stock or blocks of options or restricted stock, to be awarded to the general employee population.
10. Produce a compensation committee report required by the rules of the SEC for inclusion in the Company's annual proxy statement; review and discuss with management the Company's overall compensation strategy, design, and risk tolerance as reflected in the compensation discussion and analysis (the "CD&A") and, based on such review and discussions, approve that the CD&A be included in the Company's relevant filing with the SEC.
11. 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 shareholder advisory vote on the frequency of the Say on Pay Votes, 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.
12. Oversee engagement with shareholders and proxy advisory firms with respect to executive compensation matters.
13. Review and approve any revision of the Company's Policy Regarding the Mandatory Recovery of Compensation and oversee compliance with respect to, and periodically assess the effectiveness of, such policy.
14. Review and recommend to the Board the appropriate structure and amount of compensation for the directors at least annually.
15. Review this charter at least annually and recommend any proposed changes to the Board for approval.
16. Review other information and recommend other actions as it deems appropriate.

#### **IV. RESOURCES**

The Committee shall have the authority, in its sole discretion, to retain and obtain the advice and assistance of internal or external compensation consultants, legal counsel, accounting advisors, search firms and other advisors (each, an "advisor"), as it deems necessary or appropriate, in its sole discretion, to fulfill its duties and responsibilities under this charter. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any advisors retained by the Committee and shall set the compensation and such other terms of such advisors. The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for the payment of compensation to its advisors and ordinary administrative expenses related to its work.

Prior to the initial retention of any external advisor to the Committee in connection with its role on overseeing the Company's executive compensation program, and annually thereafter (other than advisors whose role is limited to activities for which no disclosure would be required under Item 407(e)(3)(iii) of Regulation S-K), the Committee shall be required to consider the independence of such advisor taking into account the factors set forth in any applicable rules and

regulations of the SEC and Nasdaq. In addition, the Committee shall evaluate whether any compensation consultant retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K.

## **V. STRUCTURE AND OPERATIONS**

The Committee shall meet as often as it deems necessary, but no less than twice each year. A majority of the members of the Committee shall constitute a quorum for the transaction of business. Approval by a majority of the members present at a meeting at which a quorum is present shall constitute approval by the Committee. The Committee may also act in any manner the Board is authorized to act, including by unanimous written consent without a meeting. The Committee may include any officer, executive, employee, outside counsel or other advisor at its meetings that the Chairperson of the Committee believes is appropriate to the conduct of the Committee's business. However, the Committee shall meet periodically without such persons present, and in all cases the Chief Executive and any other such officers shall not be present at meetings at which their compensation or performance is discussed or determined.

## **VI. DELEGATION OF AUTHORITY**

The Committee shall have the authority to delegate any of its responsibilities, along with the authority to take action in relation to such responsibilities, to one or more subcommittees as the Committee may deem appropriate in its sole discretion.

## **VII. REPORTING RESPONSIBILITY**

All action taken by the Committee shall be reported to the Board at the next Board meeting at which committee reports are delivered following such action. In addition, compensation matters may be discussed in executive session with the full Board during the course of the year.

## **VIII. PERFORMANCE EVALUATION**

The Committee shall conduct an annual self-assessment and shall present the results of the evaluation to the Board. The Committee may conduct this evaluation in such manner as it deems appropriate, but such evaluation process shall be conducted with oversight by the Nominating and Corporate Governance Committee.

## **IX. DISCLOSURE OF CHARTER**

This Committee charter will be made available in the Investors section on the Company's website at <https://www.glpropinc.com/>.

As amended and restated March 14, 2024