

GAMING & LEISURE PROPERTIES, INC.

ESG TEARSHEET



Gaming and Leisure Properties, Inc. (“GLPI”, “we”, the “Company”) is committed to promoting sustainable business practices and fostering a culture that provides value for our stakeholders and the communities in which our assets are located. With this in mind, we endeavor to integrate Environmental, Social and Governance (“ESG”) practices that create long-term economic value for our shareholders, employees and other constituents.

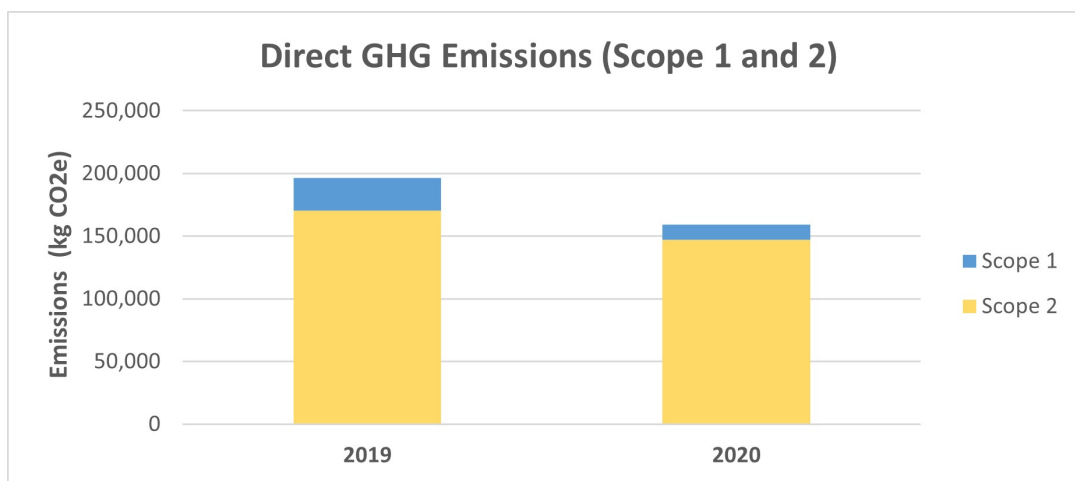
Although we do not control or manage the business operations at the properties we own, we recognize the importance of, and promote environmental stewardship through, integrating resource conserving technologies and eco-friendly initiatives. We place particular emphasis on sustainable practices, energy efficiency, recycling, water conservation, indoor environmental quality and environmental awareness. We are committed to developing initiatives to address and mitigate those environmental risks within our control as well as supporting our tenants’ sustainable practices while promoting collaboration through active tenant engagement partnerships and efforts.

Corporate Greenhouse Gas (“GHG”) Inventories

GLPI Corporate Office GHG Inventories

- | | |
|-------------|--|
| 2019 | <ul style="list-style-type: none">• Scope 1 Emissions: 26,332• Scope 2 Emissions: 170,356 |
| 2020 | <ul style="list-style-type: none">• Scope 1 Emissions: 11,820*• Scope 2 Emissions: 147,352* |

*GLPI’s corporate office was closed for 10 months during 2020 due to the COVID-19 pandemic.



We will endeavor to assess the Company’s Scope 3 emissions through our ongoing tenant engagement initiatives.

In 2021, we implemented green lease provisions in several of our new leases and through lease amendments with certain existing tenants.

We routinely engage nationally recognized and certified environmental engineers to perform Phase I Environmental Site Assessments as part of our acquisition diligence process.

Employee Makeup

As of December 31, 2021, 59% of our workforce identifies as female and 41% of our workforce identifies as male.

25% of the Company’s Board of Directors identify as female. The GLPI Board of Directors contains one racially diverse member.

GLPI Human Capital

We recognize the importance of diverse representation throughout our organization. We believe that maintaining and promoting a diverse and inclusive workplace where every employee feels valued and respected is essential for organizational growth. Our commitment to **Diversity, Equity and Inclusion** is evidenced by the Company’s expansion of its board to include more diverse representation, backgrounds and viewpoints as well as its implementation of the **Inclusive Workplace Policy**. All employees and directors are required to complete training and refreshment regarding diversity and inclusion and non-discriminatory practices to prevent discrimination and promote an environment where our employees are free from offensive and/or harmful conduct.

We offer all employees:

- Competitive compensation packages
- Well-rounded healthcare packages
- Prescription drug and disability insurance benefits
- 401(k) with a matching Company contribution
- Parental Leave Program
- Tuition and professional development reimbursement
- Training
- Employee Assistance Programs

We are committed to upholding human dignity and equal opportunity under the principles outlined in the United Nations Declaration of Human Rights.

GLPI Tenant Engagement

Fostering a strong channel of communication and proactive dialogue with our tenants is vital to establishing long-term, successful relationships. In 2021, we formalized our tenant engagement initiative through our **Tenant Partnership Program** which was created to discuss:

- ESG Strategy
- Data sharing and collection
- Tenant satisfaction
- Partnership opportunities and initiatives

GLPI Governance

Our **Nominating and Corporate Governance Committee** has direct oversight of ESG matters which are discussed thoughtfully by the Committee and then reported to the Company's Board of Directors.

GLPI Tenants

GLPI tenants include:

- Bally's Corporation
- Boyd Gaming Corporation
- Caesars Entertainment Corporation
- Casino Queen Holdings, Inc.
- The Cordish Companies
- Penn National Gaming, Inc.

GLPI Portfolio

Our portfolio consists of **53** premier gaming and related facilities and amenities geographically diversified and well-positioned across 17 states.

