

# **GAMING AND LEISURE PROPERTIES, INC.**

## **Environmental, Social and Governance Steering Committee Charter**

### **I. Purpose**

The Environmental, Social and Governance (“*ESG*”) Steering Committee (the “*Committee*”) of Gaming and Leisure Properties, Inc. (the “*Company*”) is a cross-functional committee of the Company, whose members may consist of various Company stakeholders. The Committee’s purpose is to support the Company’s ongoing commitment to ESG matters, including ESG initiatives, risks and opportunities, including but not limited to, matters related to sustainability, human capital management, leadership development, employee engagement, community involvement and corporate culture. Except as otherwise indicated herein, the Committee reports to the Company’s Nominating and Corporate Governance Committee of the Board of Directors.

### **II. Governance**

In order to fulfill its role, the Committee is governed in the following manner:

- The Committee consists of individuals appointed by the Company’s Chief Executive Officer that includes employees across various departments of the Company and may include former employees or other stakeholders. The Committee will appoint a Committee Chair.
- The Chair will be responsible for reporting Committee activities, findings, and recommendations related to ESG to the Nominating and Corporate Governance Committee on a periodic basis, at a minimum, no fewer than once a quarter.
- The Committee has the authority to retain outside advisors as it deems necessary to carry out its responsibilities.
- The Committee may ask other Company employees, directors, advisors, and stakeholders to assist in providing pertinent information and/or advice that will better allow the Committee to achieve its duties and advance Company goals consistent with its ESG strategy and initiatives.
- The Committee will formulate its agendas, policies, mission, and objectives to guide its activities.
- The Committee’s activities are overseen by the Nominating and Corporate Governance Committee, in accordance with its Charter.

### **III. Responsibilities**

1. Coordinating with the Company’s management to develop the Company’s ESG strategies, and to consider and recommend policies, practices, and disclosures to the Company’s Nominating and Corporate Governance Committee;
2. Maintaining the Company’s ESG reporting and disclosures consistent with its ESG strategies;
3. Considering and reporting to Company management ESG-related risks as a part of the Company’s ongoing enterprise risk management program;

4. Coordinating with Company management, relevant Company departments and its professional advisors regarding responses to shareholder proposals and other significant shareholder or other stakeholder concerns related to ESG matters;
5. Coordinating with Company management, relevant Company departments and the Nominating and Corporate Governance Committee regarding appropriate implementation of ESG initiatives relevant to the Company's business and operations;
6. Coordinating with Company management, relevant Company departments and its professional advisors, as deemed necessary, regarding relevant disclosure of ESG matters; and
7. To perform such other duties and responsibilities relevant to the purpose of the Committee as may be requested or required.

**Committee Members:**

The ESG Committee may consist of Company employees, former employees and/or other stakeholders, taking into account such individuals' expertise, experience and perspective in relevant areas, including accounting, finance, environmental, health and safety, legal, investor relations, corporate governance, human resources, and communications. The Committee members shall be set forth on Exhibit A as the same shall be amended from time to time.

**Meeting Cadence:**

The Committee shall meet at least quarterly and on occasion as deemed necessary or appropriate to meet its objectives. The Frequency and length of the meeting will vary based on the agenda. Committee members may attend in person or by teleconference.