
STAKEHOLDER ENGAGEMENT POLICY

PURPOSE

At EPR Properties, we strive to operate in a socially responsible and ethical manner. Our company's core values both distinguish us and guide our business activities. We foster honesty and respect among our associates, are committed to using resources in an environmentally conscious way, support the communities in which we work, and uphold our corporate responsibilities for the benefit of our shareholders.

We understand that each stakeholder has a specific point-of-view and unique needs. We seek to continuously identify avenues to engage with our stakeholders to better understand those needs. This Stakeholder Engagement Policy (this "Policy") was developed to establish a set process to continue working with our stakeholders in a way that best meets their needs.

SCOPE

We define stakeholders as individuals, organizations, or firms that are directly involved with our operations or are affected by our business decisions. Our key stakeholders include associates, investors/shareholders, tenants, third-party property management companies, local communities, government authorities, and vendors. This Policy outlines how key stakeholders are included in our ongoing and long-term decision-making processes.

We conduct in-person meetings, video and phone calls, surveys, participate in conferences, utilize online resources, and provide transparent disclosures in an effort to communicate our ongoing initiatives and collect feedback from our stakeholders. We strongly believe this engagement allows us to better understand and respond to stakeholder needs. Communication is at the center of our strategies related to environmental, social, and governance (ESG) initiatives.



STAKEHOLDERS

ASSOCIATES

We are committed to our associates. That's why we support the comprehensive well-being of our staff members – financially, physically, mentally and professionally – to cultivate a collaborative company culture and empower others to make a positive social impact.

We believe that a safe and secure work environment is critical to the success of our business. By encouraging associate input and ongoing education about safety and security issues, we seek to protect those in our corporate office while holding vendors and consultants accountable to our standards. We also seek to foster an environment of collaboration and inclusivity. We believe this is not only the right thing to do, but that it increases retention. In an effort to monitor how we're doing as an organization, we regularly send out anonymous surveys asking our associates to share their thoughts and opinions with management.

TENANTS

Our properties are typically leased to tenants under long-term triple-net leases, which gives them the autonomy to implement energy conservation and environmental management programs. As a landlord in a triple-net structure, we have limited control over the sustainability programs our tenants adopt; however, we aim to come alongside our tenants in encouraging them to implement sustainable practices in their operations. As an organization, we have implemented key ESG objectives to engage our tenants on an annual basis to track how they are doing their part to have sustainable and responsible operations. This includes consistently encouraging environmentally friendly practices and providing educational materials to our tenants regarding the importance of sustainability.

COMPANY VENDORS

We engage various vendors to provide services that help maintain our assets and provide ongoing support at the corporate level. We expect our company vendors to adhere to the highest ethical standards in their supply chain, facilities, and operations, as outlined in our Vendor Code of Conduct.



INVESTORS/SHAREHOLDERS

Carrying on our 25-year legacy of transparent and strong corporate governance is critical to our goal of driving sustained shareholder value. We utilize a variety of practices to uphold this commitment. We constantly solicit the views of our shareholders, routinely conducting over 200 investor meetings each year. Our Code of Business Conduct and Ethics fosters a culture of honesty, transparency, integrity and accountability. It governs the business decisions and actions taken by our Trustees, officers and associates and provides instruction on recognition of ethics violations. Additionally, our Board of Trustees is currently composed of nine Trustees, eight of whom are independent, non-associate Trustees. Finally, shareholders have the power to amend or repeal any provision of our Bylaws or make new Bylaws.

THIRD-PARTY PROPERTY MANAGERS

Third-party property managers are a primary point of contact for our tenants, they are key facilitators of our asset-level business strategy and sustainable practices. We support our property managers by providing them with key tools and resources. For example, we conduct annual sustainability focused training and industry updates to outline our sustainability expectations and standards. Once training is completed, resource materials are distributed to identify specific recommendations for property managers to develop sustainable operational practices at each of our properties where we have landlord control. Recommendations include green purchasing strategies, landscaping, integrated pest management, energy and water conservation, climate resilience strategies, etc.

LOCAL COMMUNITIES

We aim to become a valued member of the local communities in which we live, work, and invest in. We respect diversity within our communities and endeavor to operate our business strategy in a way that contributes to the ongoing improvement of local communities. Giving back is one of our core values as an extension of our commitment to our associates, shareholders and communities.

We demonstrate this through the Company's charitable giving program, EPR Impact. Through a number of our associates actively engaged in nonprofits and the company's commitment to donating to and sponsoring charitable causes and events, we are fortunate to partner with amazing organizations both locally and nationally.

GOVERNMENT AUTHORITY

We are committed to conducting our business according to the highest ethical standards and upholding our corporate responsibilities as a public company operating for the long-term benefit of our shareholders. Adherence to regulatory standard is a critical aspect of our fiduciary responsibility. We require associates, property managers, and our developer partners to comply with federal, state, and local laws.

