



# Environmental, Social and Governance Summary

2020

The following summary provides disclosure in accordance with the Sustainability Accounting Standards Board (SASB) standards for the Infrastructure sector. This document covers the period Jan. 1, 2020 through Dec. 31, 2020, unless otherwise noted. In addition, we provide disclosure of additional environmental, social, and governance (ESG) metrics that we believe are relevant to our business and identify where our efforts and programs are aligned with the United Nations Sustainable Development Goals (UN SDGs). The United Nations adopted the 17 Sustainable Development Goals (SDGs) to create a shared pathway for a sustainable world. Our alignment to the SDGs is highlighted in the back of the document.

## About Us

Omega Healthcare Investors is a triple-net, equity REIT (NYSE: OHI) that supports the goals of Skilled Nursing Facility (SNF) and Assisted Living Facility (ALF) operators with financing and capital. We're partners with 69 of the most future-focused, growth-oriented operators in the U.S. and U.K., accelerating their growth strategies with a \$1.45 billion unsecured credit facility and proven access to the largest public equity and debt markets in the world.



This document may include forward-looking statements. For additional information and disclosures, see the "Forward-Looking Statements and Cautionary Language" section of our latest earnings press release at [www.omegahealthcare.com](http://www.omegahealthcare.com).

## Environmental, Social and Governance Oversight

In connection with internal assessments and shareholder engagement, we prioritize environmental, social and governance initiatives that matter most to our business and shareholders. Our Nominating and Corporate Governance Committee has been charged with primary oversight of our sustainability efforts. Our areas of focus include the following:

### Environmental

- Efficient Corporate Headquarters Building and Proactive Green Strategies
- Supporting Tenant Programs

### Social Responsibility

- Equal Opportunity and Diversity & Inclusion
- Employee Development and Growth
- Supporting Community Involvement

### Governance

- Board Structure and Shareholder Rights
- Compensation Practices
- Business Risk Oversight

The Company has established an ESG Steering Committee, with senior representation from all divisions of the company, that is responsible for advancing the Company's governance, sustainability, and diversity & inclusion programs. The Nominating and Corporate Governance Committee exercises oversight of the ESG Steering Committee. Management reports to the board on a quarterly basis, addressing policy and disclosure changes in the quarter including environmental and climate-related risks and opportunities. Omega is committed to creating environmental awareness and consulting with stakeholders. If you have questions or concerns, please contact Matthew Gourmand, Senior Vice President of Corporate Strategy and Investor Relations, at [InvestorRelations@omegahealthcare.com](mailto:InvestorRelations@omegahealthcare.com)

## Activity Metrics

Topic	2018	2019	2020
Enterprise Value (\$B)	\$12.0	\$15.0	\$13.9
Total Investments (\$B)	\$8.6	\$9.8	\$9.7
Total Revenues (\$M)	\$882	\$929	\$892
AFFO (\$M) <sup>1</sup>	\$638	\$681	\$760
Properties (#) <sup>2</sup> [IF-RE-000.A]			
Skilled Nursing / Transitional Care	792	852	813
Senior Housing	129	129	132
Total	921	981	945
Beds (#)	91,336	97,384	95,782
Leasable floor area, by property subsector [IF-RE-000.B]			
Skilled Nursing / Transitional Care	29,799,692	30,970,661	32,871,692
Senior Housing	2,921,873	3,235,402	3,508,606
Total	32,721,565	34,206,063	36,380,298
Percentage of indirectly managed assets, by property subsector <sup>3</sup> [IF-RE-000.C]	100% Equity Healthcare	100% Equity Healthcare	100% Equity Healthcare
Average occupancy rate, by property subsector <sup>4</sup> [IF-RE-000.D]			
Skilled Nursing / Transitional Care	82.4%	83.3%	77.8%
Senior Housing	87.6%	86.9%	81.9%
Total	82.8%	83.6%	78.1%

<sup>1</sup> Adjusted FFO is calculated as Nareit FFO excluding the impact of non-cash stock-based compensation and certain revenue and expense items (e.g., acquisition, merger and transition related costs, provisions for uncollectible accounts, provisions for current expected credit losses, severance, etc.). Nareit Funds from Operations (Nareit FFO), is defined as net income (computed in accordance with GAAP), adjusted for the effects of asset dispositions and certain non-cash items, primarily depreciation and amortization and impairments on real estate assets, and after adjustments for unconsolidated partnerships and joint ventures. For further information on and a reconciliation of these non-GAAP disclosures is available on our website under "Non-GAAP Financial Measures" at [www.omegahealthcare.com](http://www.omegahealthcare.com).

<sup>2</sup> This includes the number of distinct real estate property or building assets. This is aligned with the 2018 GRESB Real Estate Assessment Reference Guide.

<sup>3</sup> The definition of "indirectly managed assets" is solely based on the landlord/tenant relationship in which the tenant should be assumed to have operational control. This is aligned with the 2018 GRESB Real Estate Assessment Reference Guide.

<sup>4</sup> Based on available (operating) beds.

# Environment

Our focus on environmental responsibility is also demonstrated by how we manage our day-to-day activities at our corporate headquarters, which has earned the LEED Silver Certification in Existing Buildings: Operations & Maintenance. We promote energy efficiency with features such as an automatic lighting control system, water efficient features, low-VOC paints and floor adhesives, and a single-stream recycling service.

## Corporate Environmental Efforts

Topic	2018	2019	2020
Total Corporate Headquarters Electricity Usage (Kwh)	747,201	750,809	642,858
Electricity Usage (Kwh) Per Employee <sup>5</sup>	15,249	15,016	12,857
Electricity Usage (Kwh) Per Square Foot <sup>6</sup>	27.5	27.6	23.7
Total Corporate Headquarters Water Usage (ft <sup>3</sup> )	565	513	359
Water Usage (ft <sup>3</sup> ) Per Employee	12	10	7
Water Usage (ft <sup>3</sup> ) Per Square Foot	.02	.02	.01
Environmental Fines (#; \$)	0; \$0	0; \$0	0: \$0

Corporate Environmental Practices and Policy

The eco-friendly strategies incorporated at our corporate office building include:

- Water efficient restroom fixtures, such as dual flush toilets, water-free urinals and water conserving aerators, which reduced the building's water usage by more than 41%
- A single-stream recycling service, which is sorted, processed and recycled professionally, reducing the risk of incorrect assignment of waste products
- Use of green cleaning products, sustainable cleaning equipment, and other environmentally friendly cleanliness practices
- Lighting that includes occupancy sensors that reduce energy consumption
- 100% irrigation reduction
- Lighting retrofit using reduced mercury lamps
- Use of paints and floor adhesives meeting low-VOC requirements set by LEED
- An HVAC system which includes Air Handler Units equipped with economizer condenser coils which reduces energy costs during cooling, as well as a night set-back mode whereby interior temperatures will seasonally vary outside the target temperature in order to reduce costs when the building is unoccupied.

See our Corporate [Environmental Policy](#) for more information.

<sup>5</sup>Total average headquarters employees were 50, 50, and 49 for 2018, 2019 and 2020, respectively.

<sup>6</sup>Total corporate headquarters square footage is 27,176.

## Operator Environmental Efforts

### Topic

Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants

[IF-RE-410a.3]

As a triple-net landlord, our third-party operators have control and responsibility for our real estate on a day-to-day basis. While we are unable to mandate environmental changes in these properties, our tenants are contractually bound to preserve and maintain our properties in good working order and condition. In connection with this, they are required to meet or exceed annual expenditure thresholds on capital improvements and enhancements of our properties. Compliance with this requirement alone, in many cases, produces improvements in the environmental performance of our properties and reduces energy usage, water usage, and direct and indirect greenhouse gas (“GHG”) emissions.

Our asset management team seeks to monitor and enforce these contractual requirements, through both Omega personnel and third-party inspectors periodically visiting our properties. These visits focus on ensuring that our properties are being suitably maintained and sometimes result in corrective repair and replacement recommendations. We require that these corrections and replacements comply with local building codes, which often results in the incorporation of sustainable improvements into our properties.

While we are not able to mandate sustainable enhancements, Omega has recently implemented a capital expenditure sustainability initiative to encourage operators to invest in financially beneficial and environmentally enhancing investment projects. The idea is to financially incentivize operators, through discounts on our standard cost of capital, to invest in sustainable capital projects that provide a favorable return on investment while reducing the environmental footprint. We have engaged third party consultants to provide recommendations as to what investments provide this virtuous combination of economic and environmental benefit. However, we have also encouraged our operators to propose their own suggestions, which we will evaluate based on the extent of the environmental impact. Finally, given the broad geographic dispersion and general lack of direct competition that exists between our operators, we are encouraging them to share environmental best practices. Further, we will showcase some of these environmental investments at our biennial operator conference to highlight ways in which financial and environmental efforts can be aligned.

Percentage of leases or agreements that contain provisions requiring compliance with applicable health and safety laws.

100%

100%

100%

Developments built to LEED/green certification standards (%)

38%

54%

39%

Since 2015, 51% of Omega’s development capital has been allocated to facilities built to LEED certification standards.

## Pre-acquisition Due Diligence

### Topic

Discussion and analysis on use of Phase I and Phase II Environmental Site Assessments (ESAs)	<p>Our due diligence on all real estate acquisitions includes Phase I and, where necessary, Phase II environmental assessments (ESAs) as part of our analysis to understand the environmental condition of the property, including whether there is indication of any release of hazardous substances, chemical or waste storage, or other environmental concerns or risks, and to determine whether the property meets certain environmental standards. In the event that our due diligence uncovers environmental contamination, we work with the sellers and/or operators to mitigate any issues.</p> <p>We engage in Phase II ESAs, following Phase I ESAs, where necessary. Because our portfolio is primarily comprised of SNFs, we are already in adherence to stringent health regulation and oversight by state regulators, and it is rare that Phase II ESAs are necessary.</p>		
Number of Phase II ESAs conducted	1	7	0

## Physical Climate Risk

### Topic

Discussion and analysis of physical climate risk to properties and insurance requirements	<p>We regularly monitor the status of impending natural disasters and the impact of such disasters on our properties. In most leases our tenants are required to carry full replacement cost coverage on all improvements located on our properties. For those properties located in a nationally designated flood zone, we typically require our tenants to carry flood insurance pursuant to the federal flood insurance program. For those properties located in an area of high earthquake risk, we typically require our tenants to carry earthquake insurance above what is traditionally covered in an extended coverage policy.</p>		
Area of properties/facilities located in FEMA designated 100-year flood zones <sup>7</sup> , by property subsector [IF-RE-450a.1]	<p>For 2020, approximately 4% of properties were located in 100 Year Flood Zones. Of these properties, 97% are SNFs. Put another way, about 5% of annualized rent and about 3% of gross real estate investment balance is located in these defined at-risk geographies.</p> <p>Our corporate goal is to derive less than 10% of rental income from properties in FEMA designated 100-year flood zones.</p>		
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks [IF-RE-450a.2]	<p>During the due diligence process, we evaluate the risk of physical, natural disaster or extreme weather patterns on the properties we're looking to acquire. We determine whether there are specific risks to that property or region that need to be mitigated. Through insurance and property specific safety measures - for example, hurricane shutters, earthquake-compliant construction, elevated generators - we seek to ensure that the real estate is both protected and fit for purpose.</p>		

<sup>7</sup> 100-year flood zones are defined as land areas subject to a one percent or greater chance of flooding in any given year. For properties located in the U.S., 100-year flood zones shall include those land areas designated by the U.S. Federal Emergency Management Agency (FEMA) as special flood hazard areas (SFHA).



## Human Capital Management

Topic	2018	2019	2020								
Human Capital Support & Development	<p>The success we have achieved as a company is based on the focused passion and dedication of our people. We believe our employees' commitment to Omega provides better service to our tenants and stakeholders, creates an inclusive and collegial working environment and generates long-term value for our shareholders and the communities which we serve. See our <a href="#">Human Capital Support &amp; Development Policy</a> for more information.</p>										
Employee Engagement	<p>Omega conducts an annual employee engagement survey. We share the results with our board of directors, the management team, and all employees.</p> <p>The management team uses the employee engagement survey and its participation rates and overall score to help shape and improve elements of the business, correlated with employee needs, based on the results and feedback of the survey. Below, we provide these figures from our employee engagement survey for the last three years.</p> <p>By employing a year over year look, the management team can determine the workplace climate, trends both in areas of opportunity and positivity, then strategize on a human capital management plan with a focus on employee engagement and retention.</p> <p>In addition to the survey, we hold employee town hall meetings at least twice a year. These are generally attended by all employees. During these meetings, the management team provides updates on key elements of the business. In addition, the management team encourages employee questions or comments.</p> <table border="1"> <tbody> <tr> <td>Participation (%)</td> <td>100%</td> <td>88%</td> <td>100%</td> </tr> <tr> <td>Scores (out of 5)</td> <td>3.66</td> <td>3.83</td> <td>4.21</td> </tr> </tbody> </table>			Participation (%)	100%	88%	100%	Scores (out of 5)	3.66	3.83	4.21
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Employee Training & Professional Development	<p>All senior management receive one-on-one coaching from both the VP, HR and an external consultant who specializes in the executive coaching discipline. All senior management participated in the Hogan Assessment Series of Leadership Development (HPI, HDS, MVPI).</p> <p>We encourage employees to keep current in their professions by either acquiring the appropriate certification (CPA, SHRM-SCP, etc.) and/or taking the appropriate classes/training to attain CPEs, CLEs, PDCs, etc. We also offer tuition reimbursement of up to \$5,250/annually.</p> <p>We've also incorporated 360-reviews for all Omega employees. It helps keep them in touch with how well they are performing in their positions as well as embodying Omega's values. In addition, our employees complete a performance appraisal annually.</p>										

Topic		2018	2019	2020
Employee Turnover Rates	Involuntary	3.45%	13.46%	4.04%
	Voluntary	5.13%	12.04%	6.06%
	Total	8.58%	25.51%	10.10%

## Topic

### Compensation & Benefits

Omega provides an extremely competitive benefits program including Medical, Dental and Vision coverage, a 401k with a 6% employer match, 8 weeks of paid parental leave to all employees upon the birth or adoption of a child, Flexible Spending Accounts, employer-funded life and disability insurance, generous personal time off, flexible working hours and location, commuter benefits and corporate discounts. Healthcare insurance covers fertility services, contraception and gender reassignment services. To promote health and wellbeing, we also offer free access to our headquarters' gym, which is coupled with annual exercise and health drives. Every employee has a standing desk and an ergonomic chair.

To attract, retain and award our talent, Omega's Employee Stock Purchase Program (ESPP) allows employees to buy company stock at a 15% discount up to the lower of 20% of their salary or \$25,000.



## Diversity & Inclusion

### Topic

#### Diversity & Inclusion Initiatives

The Company has a long-standing commitment to being an equal opportunity employer and has implemented Equal Employer Opportunity policies. In 2021, Omega was included in the Bloomberg Gender-Equality Index (GEI) for the second consecutive year - one of only 380 companies worldwide, and fewer than 15 US REITs, to be included in the 2021 index.

Our CEO, C. Taylor Pickett, reinforced our diversity and inclusion commitment by signing the CEO Action for Diversity and Inclusion Pledge, one of the largest CEO-driven business commitments to act on and advance diversity, equity and inclusion in the workplace. In addition, in 2020, the Company implemented several initiatives to further its commitment to diversity and inclusion within its workforce and Board, in its local community and in the industry in which it operates, particularly in light of the racial and social justice challenges that were highlighted in 2020 and during the pandemic.

- **Workforce and Board:** The Company has expanded its recruitment practices to reach more diverse candidates for employment and Board positions and is developing an internship program with a focus on increasing diversity in the pipeline of eligible employees. At the executive level, one of the Company's five NEOs is a woman and brings ethnic diversity to the team, and on the senior management team, 25% are women and 15% bring ethnic diversity to the team. We report to the full board quarterly on our workforce diversity efforts. In addition, in 2020 we expanded our holiday calendar to include Juneteenth as a paid holiday and encouraged team members to utilize the additional time to learn more about the holiday.
- **Community:** The Company has invested in several local charitable partnerships to improve economic, health and social outcomes in the local Baltimore, Maryland community, with a focus on the local Black community and historically underrepresented communities. The Company is sponsoring Black Administrators in Training (AITs) at select facilities in partnership with operators. This program offers its participants the opportunity to develop the skillsets to lead operations at skilled nursing facilities, and aims to enhance Black representation in senior roles at our properties.
- **Industry:** The Company is providing grants for operator training programs that focus on development of talent from historically underrepresented communities and has initiated a multi-year scholarship program at a local historically Black university.

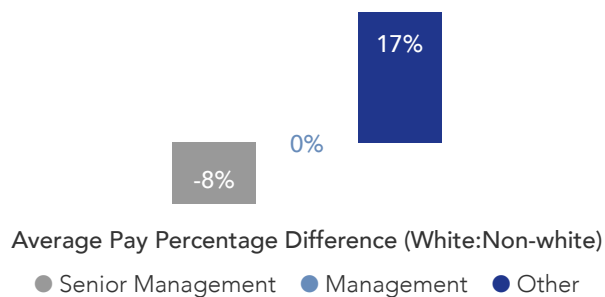
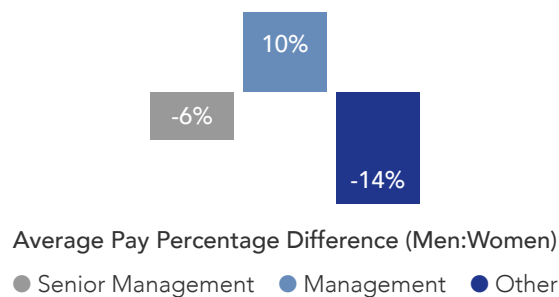
Retention Rate (% women)	96%	81%	100%
Promotions (% women)	88%	60%	67%
Revenue Producing Roles (% women) <sup>8</sup>	35%	42%	36%

<sup>8</sup> Female employees who work in roles directly impacting the company's revenues, excluding support staff – as per Bloomberg Gender Equality Index definition.

## Topic

### Equitable Compensation

Omega regularly conducts pay equity reviews to ensure women and men, on average, at various roles and levels of the Company, are paid equitably for their roles and contributions to our success. When a difference is uncovered in total compensation (across base, bonuses and equity), the Company seeks to remediate the gap in order to achieve pay parity.



Employee Demographic <sup>9</sup>	Male	Female	White	Non-White
Senior. Management	83%	25%	83%	15%
Management	64%	36%	100%	0%
All Other Employees	33%	67%	89%	11%

Topic	2018	2019	2020
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### Age Demographic

<29	8%	8%	12%
30 to 49	50%	52%	50%
>50	42%	40%	38%
n	62	62	50

## Philanthropic and Charitable Initiatives

Topic	2018	2019	2020
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Philanthropic & Charitable Initiatives	\$24,750	\$25,840	\$88,177
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Starting in 2020, Omega established “The Omega Healthcare Investors Business Scholarship Fund”, an undergraduate scholarship fund for Black students at a local historically Black university. Omega funded a \$100,000 per year commitment for 5 years. The Company will also provide five charities that support local Black communities with \$10,000 each, continue our local holiday charitable gift of \$10,000 to a local charity, and provide a company match up to \$2,000 per employee in our Charitable Giving & Match program.

<sup>9</sup> As of December 2020

# Governance

## Ethics and Risk Management

### Topic

Ethics & Risk Management

- **Code of Ethics:** Our robust [Code of Business Conduct and Ethics](#) applies to our directors, officers and employees.
- **Whistleblower Policy:** We maintain a whistleblower hotline and website administered by a third-party, which permits anonymous reporting of concerns.
- **Human Rights Policy:** Our comprehensive [Human Rights Policy](#) is informed by reference to third-party international organizations.
- **Enterprise Risk Management:** Our Board reviews the Company's risks and enterprise risk management processes regularly.

### Topic

2018

2019

2020

Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery.

\$0

\$0

\$0

Political Contributions Policy

Omega unequivocally forbids the illegal use of Company funds or property for the support of political parties or political candidates for any office (federal, state or local) in the United States or any foreign country. No director, officer or employee is authorized to make or approve such a contribution. See our [Code of Business Conduct & Ethics](#) for more information (Section C, page 4).

## Data Security and Privacy

Omega's Vice President of Technology is responsible for overseeing cybersecurity within the Company. We have established information security/cybersecurity policies that are internally available to all employees, conduct annual cybersecurity training for 100% of employees and internal phishing and cyber tests to monitor the vigilance of employees, and employ an escalation process which employees can follow in the event an employee notices something suspicious. In addition, we have an internal audit division that interacts with employees to determine compliance with current risk mitigation controls as well as seeking to improve them. The Company holds corporate townhalls at least twice a year where employees are actively encouraged to recommend system changes to mitigate corporate risks; and employees may use an anonymous whistleblower hotline to raise potential concerns, threats, and risks.

The Audit Committee has primary board oversight of the Company's data security and privacy efforts. Our management team reports to the board on these efforts at least twice annually.

## Global Tax Strategy

It is the Company's overall goal to meet and exceed expectations of its stakeholders, while continuing to build its reputation as a responsible member of the global business community. Our global tax strategy is intended to help facilitate this goal, while treating existing and potential jurisdictions as stakeholders and balancing their needs and concerns with those of the Company and the rest of its stakeholders.

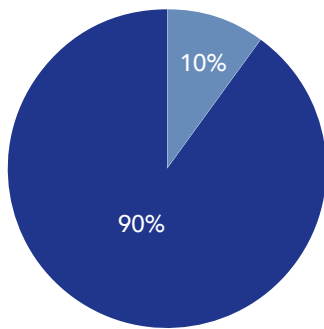
See our [Global Tax Strategy](#) for more information.

## Board Structure

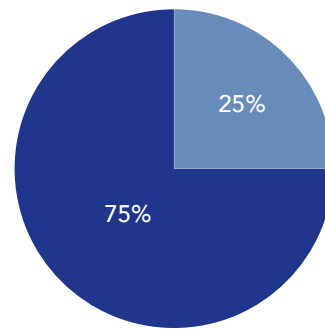
### Topic

Independence (%)	89%
Diversity (%)	The Nominating and Corporate Governance Committee endeavors to identify nominees that possess diverse educational backgrounds, business experiences, life skills, as well as diverse gender, racial, sexual orientation, national origin and ethnic characteristics.

### Board Diversity: 2015 vs. 2020

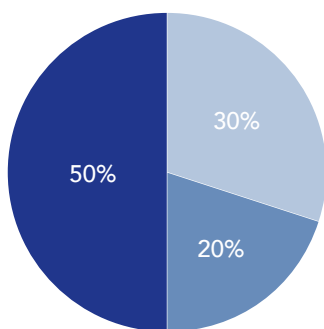


2015 (2016 Proxy)  
● Female ● Male

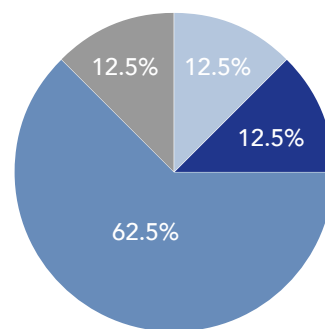


2020 (2021 Proxy)  
● Female ● Male

### Director Age Breakdown: 2015 vs. 2020

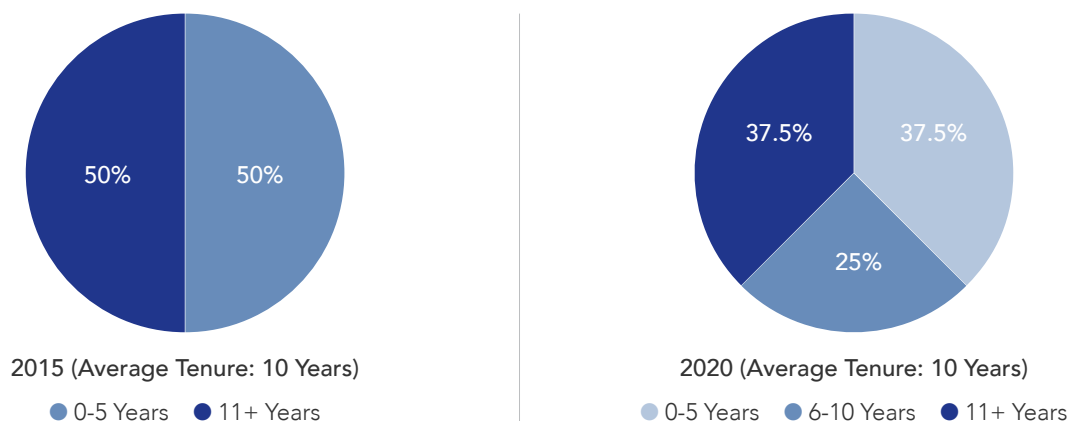


2015 (Average Age: 66 Years)  
● 50s ● 60s ● 70+



2020 (Average Age: 64 Years)  
● 40s ● 50s ● 60s ● 70+

## Board Tenure: 2015 vs. 2020



### Topic

#### Board Structure

- **Annual Election of Directors:** Our Board consists of a single class of directors who stand for election each year.
- **Opted-out of Maryland Unsolicited Takeover Act:** In November 2019, the Board opted out of the provisions of the Maryland Unsolicited Takeovers Act that otherwise would permit the Board, without shareholder approval, to divide the Board into three classes serving staggered three-year terms.
- **Majority Voting Standard for Director Elections:** Our Bylaws include a majority voting standard for the election of directors in uncontested elections. Any incumbent director who fails to receive the required vote for re-election must offer to resign from the Board.
- **Chairman and CEO Roles Separated:** Our independent Chairman of the Board provides independent leadership for our Board.

## Shareholder Rights

### Topic

#### Shareholder Rights

- **No Poison Pill:** We do not have a “poison pill” shareholder rights plan in effect.
- **Shareholder Amendments to Bylaws:** Our Bylaws may be amended by shareholder vote.
- **Shareholder-Requested Special Meetings:** Our shareholders have the ability to call a special meeting of shareholders in accordance with the process set forth in the Bylaws.
- **Proxy Access Bylaws:** Beginning with our annual stockholders’ meeting in 2022, stockholders will have the right to nominate up to 20% of our Board with the process set forth in the Bylaws.

## Compensation Practices

Topic	2018	2019	2020
Say on Pay Advisory Vote Support (%) <sup>9</sup>	93%	95%	96%
Compensation Practices	<ul style="list-style-type: none"> <li>• <b>Stock Ownership Guidelines:</b> We maintain robust stock ownership guidelines for our senior officers and our non-employee directors.</li> <li>• <b>Clawback Policy:</b> Our Board has voluntarily adopted a formal clawback policy that applies to executive incentive compensation.</li> <li>• <b>Anti-Hedging and Anti-Pledging:</b> Our directors, officers and employees are subject to anti-hedging and anti-pledging policies.</li> <li>• <b>Annual Say-on-Pay:</b> We annually submit "say-on-pay" advisory votes for our shareholders' consideration and vote.</li> </ul>		

<sup>9</sup>As a percentage of votes cast.

## UN SDGs



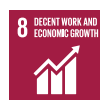
Ensure healthy lives and promote well-being for all at all ages



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Achieve gender equality and empower all women and girls



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Reduce inequality within and among countries

## UN SDG Targets



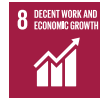
- Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all
- By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being



- By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
- By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations



- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life



- By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value



- Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all



- By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

## Omega's Activities



- Skilled nursing facilities still fulfill an essential need within the healthcare continuum, with the majority of residents at our skilled nursing facilities being funded through Medicaid, which covers low-income individuals
- Many of our facilities care for patients with cognitive issues, including memory and mental health disorders



- **Community:** The Company has invested in several local charitable partnerships to improve economic, health and social outcomes in the local Baltimore, Maryland community, with a focus on the local Black and other historically under-represented communities
- **Industry:** The Company is providing grants for operator training programs that focus on development of talent from historically under-represented communities and has initiated a multi-year scholarship program at a local historically Black university



- In 2021, Omega was included in the Bloomberg Gender-Equality Index (GEI) for the second consecutive year - one of only 380 companies worldwide, and fewer than 15 US REITs, to be included in the 2021 index
- The Company has expanded its recruitment practices to reach more diverse candidates for employment and Board positions and is developing an internship program with a focus on increasing diversity in the pipeline of eligible employees. At the executive level, one of the Company's five NEOs is a woman and brings ethnic diversity to the team, and on the senior management team, 25% are women and 15% bring ethnic diversity to the team



- Omega regularly conducts pay equity reviews to ensure women and men, on average, at various roles and levels of the Company, are paid equitably for their roles and contributions to our success. When a difference is uncovered in total compensation (across base, bonuses and equity), the Company seeks to remediate the gap in order to achieve pay parity



- Since 2015, Omega has committed over \$7 billion to acquire, develop and enhance Skilled Nursing Facilities which primarily focus on the wellbeing of the old and frail. The majority of our operator's reimbursement is from Medicaid, which addresses the needs of low-income individuals



- The Company has implemented a comprehensive Human Rights Policy shaped by UN's "Universal Declaration on Human Rights" & ILO's "Declaration on Fundamental Principles and Rights at Work"
- Through its own hiring, training, mentoring, sponsorship and pay equity review programs, Omega is striving to promote inclusion and equality within the company and industry





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