

MEDICAL PROPERTIES TRUST
**2022 Corporate
Responsibility Report**

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On the cover: IMED Valencia, an acute care hospital in Valencia, Spain.



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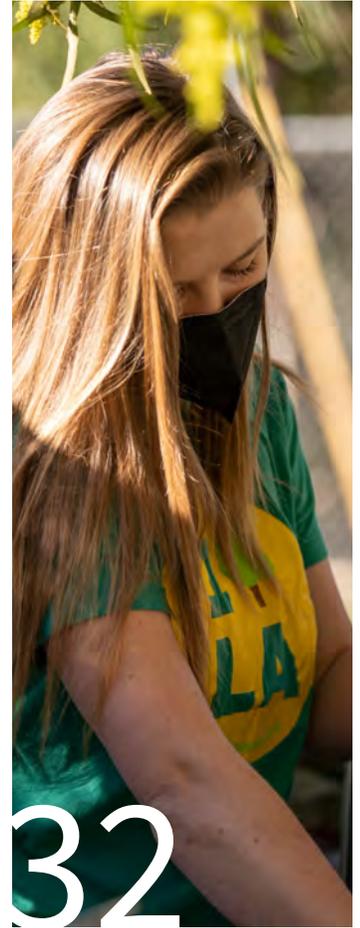
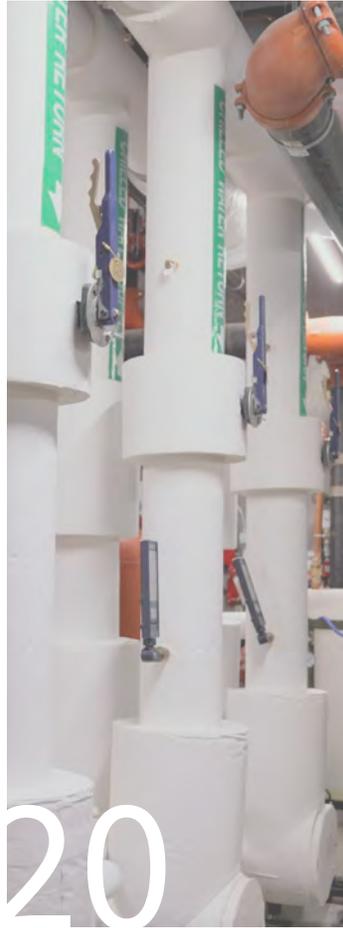
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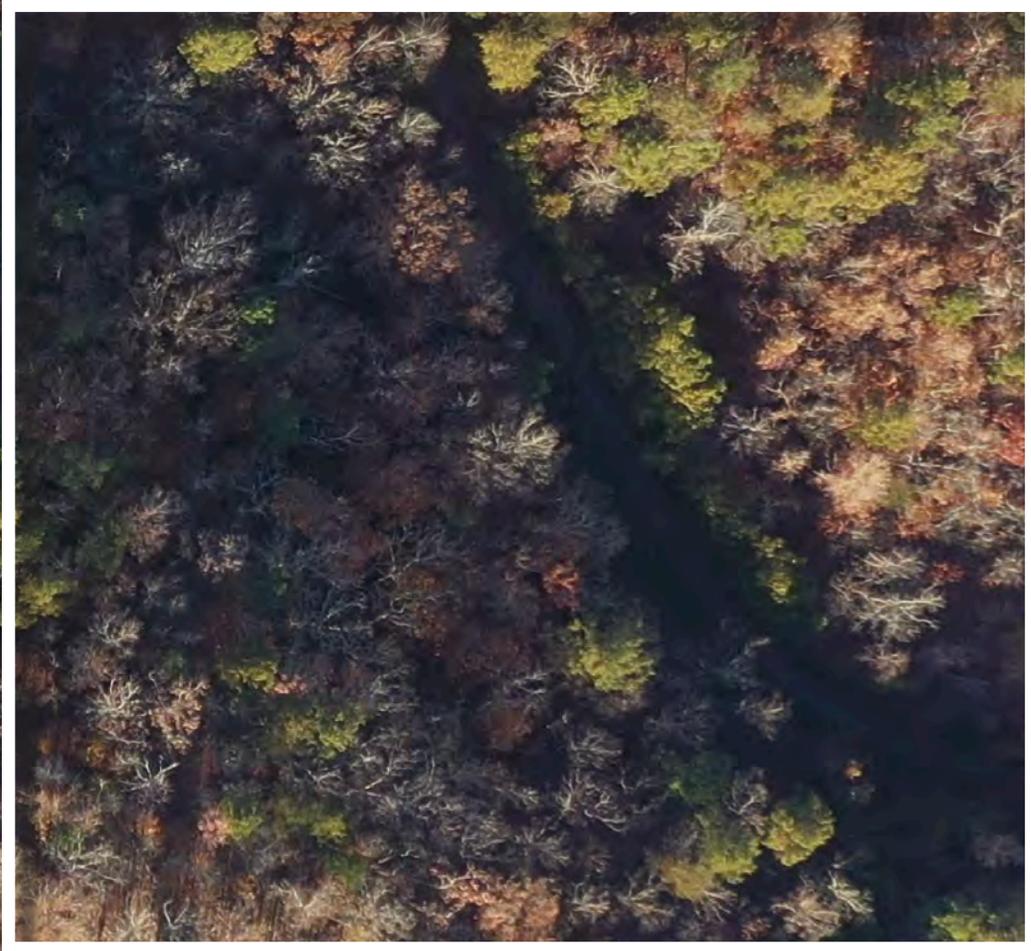
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Introduction



Drone footage shows the stunning topography of our future headquarters in Birmingham. Come along with us and see what we are doing to preserve our world for the better.

Message from the CEO

At Medical Properties Trust we are committed to facilitating world-class hospital care, delivered by our accomplished operators in countries all around the world.



We aim to do this in a sustainable manner that improves the quality of life in the communities in which we invest.

In our inaugural Corporate Responsibility Report, we are pleased to highlight the many ways our people are making a difference in the workplace and our communities. The report describes how



ENVIRONMENTAL



SOCIAL

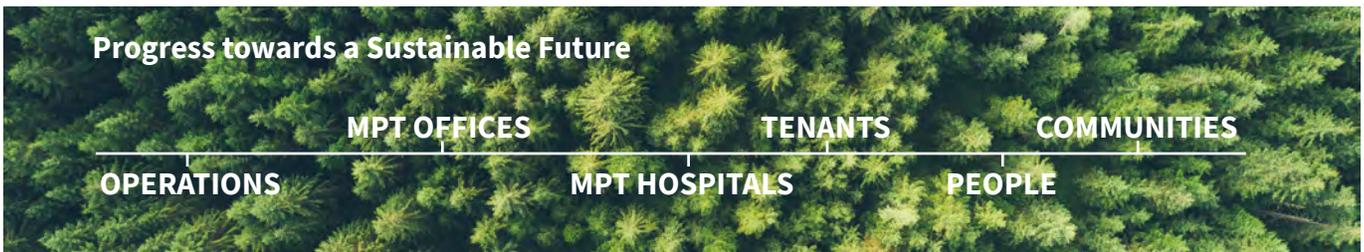


GOVERNANCE

our approach to environmental, social, and governance issues enables us to support our employees, to build strong tenant relationships, and positions us for sustainable success.

In 2021, we remained committed to supporting our communities, particularly in helping to address disparities in equal access to healthcare, and confronting the hardships brought on by the pandemic. We have made donations to a number of organizations affected by COVID-19, as well as to organizations assisting students in the transition to virtual learning, addressing food insecurity and social adversities, supporting our first responders, and joining the fight against domestic violence.

In keeping with our thoughtful approach to the impact our headquarters and regional offices have on the environment, we have recently unveiled plans to build a new headquarters campus in Birmingham, Alabama, that will include state-of-the-art, energy-saving



technology. As important as these environmental qualities, our new facility is designed to promote the physical and mental health of our employees and will have features available for the benefit of the local community.

In addition, we have leased new space in a LEED Gold-certified building in New York City, which includes innovative office-formatting features that increase efficiency and consider certain pandemic-preparedness practices to enhance safety and promise business continuity.

We have similarly leased new office space in London and Sydney to provide leading-edge environmental and employee benefits.

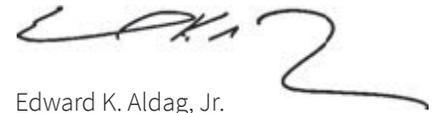
Of course, we could not achieve any of this without the exceptional talent, skill, and passion of the people who work

alongside me here at MPT. We do not take that for granted, and we continue to invest in the professional and personal development of our employees. Thanks to those investments, it is my great honor to report that MPT was highly ranked among the best places to work in healthcare by Modern Healthcare's Best Places to Work 2021. MPT earned a 98% overall engagement score and particularly high levels of employee satisfaction and confidence in executive management. The results of this independent survey prove the strength of MPT's culture that we have consciously created from our very earliest days.

Thank you for joining us as we continue building MPT to sustain its valuable contributions to all of our stakeholders as we evolve and grow.

Modern Healthcare
Best Places
to Work 2021™

Sincerely,



Edward K. Aldag, Jr.
Chairman, President and CEO





About Medical Properties Trust

Responsibility Reporting and Resources

The disclosures in this report were informed by the recommendations of the Sustainability Accounting Standards Board (SASB). SASB is an independent, private sector standards-setting organization dedicated to improving the effectiveness and comparability of corporate disclosures on environmental, social and governance factors.

Specifically, this report provides information on the following SASB sustainability disclosure topics:



**ENERGY
MANAGEMENT**

**MANAGEMENT OF TENANT
SUSTAINABILITY IMPACTS**

**CLIMATE CHANGE
ADAPTATION**

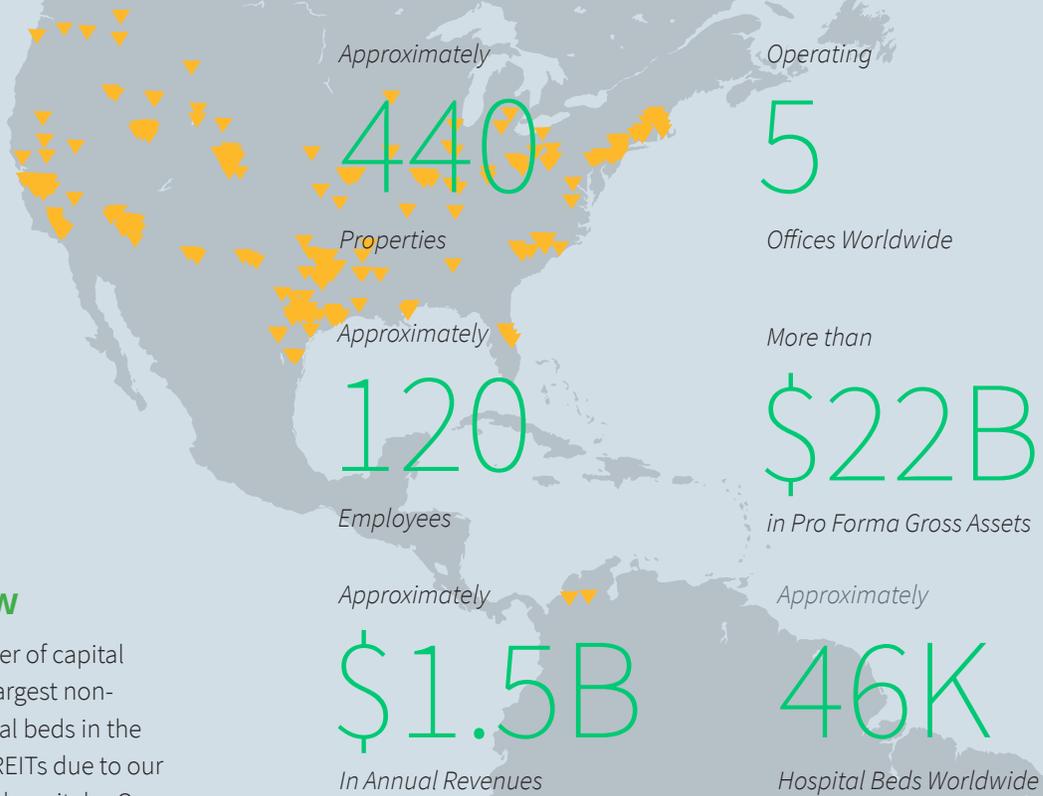
As confirmed in our Code of Ethics and Business Conduct, all employees are required to adhere to the highest ethical standards, including those provided in our company-wide [anti-corruption and bribery policy](#).

Our [environmental policy](#) supports our commitment to operational excellence, compliance obligations,

environmental awareness and guidance of employee behavior in a manner consistent with MPT's expectations.

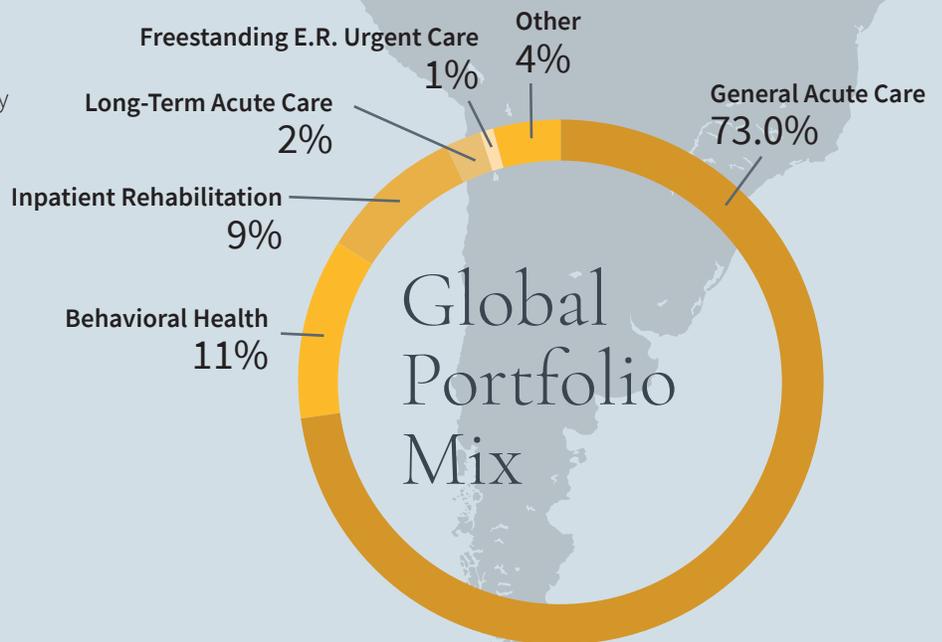
Our commitment to protecting the rights of our employees, and to keeping them safe, is confirmed in our company-wide [human rights policy](#) and [health and safety policy](#).

At the Very Heart of Healthcare.®

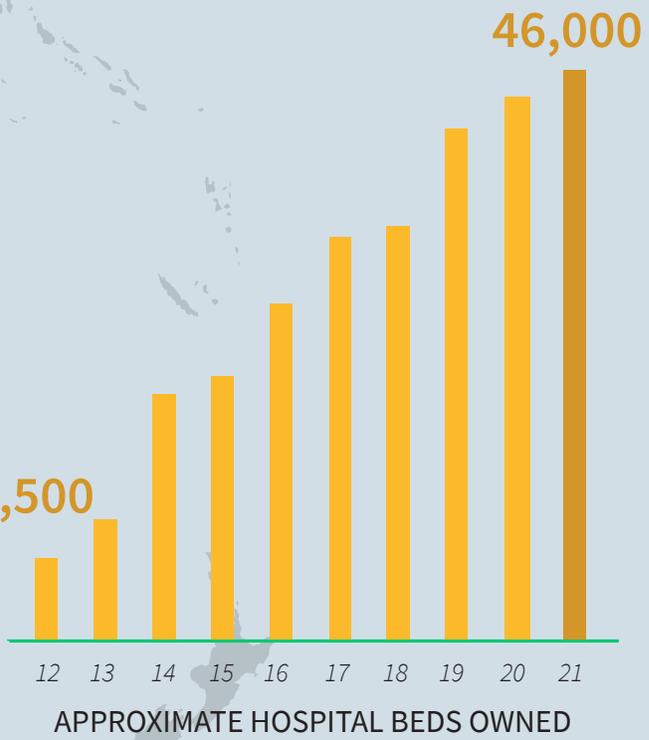


Business Overview

We are a leading global provider of capital to hospitals, and the second-largest non-governmental owner of hospital beds in the world. We are unique among REITs due to our exclusive focus on investing in hospitals. Our hospitals and our tenant operators provided high quality care to millions of patients in the U.S. and abroad in 2021. Domestically, this included more than 500,000 admissions, nearly two million ER visits and 300,000 surgeries in 2021.



“MPT is the second largest non-governmental owner of hospitals in the world.”



Business Operations

Board and Management ESG Oversight

The Board of Directors has an active role in the company's overall strategies, including our corporate responsibility strategy and management of ESG risks and opportunities. The Board conducts an annual review of the company's corporate governance practices and periodically reviews the company's data privacy and security, and human capital strategies. Furthermore, the Board is responsible for overall risk oversight of the Company, which includes certain social and governance matters. To this end, the Board receives periodic updates regarding the company's social initiatives and progress.

The Board has an Ethics, Nominating and Governance Committee, with specific responsibility for developing and recommending to the Board corporate governance guidelines and policies applicable to the company.

The management team, subject to oversight by our Board, structures, monitors and adjusts our data privacy and security, and human capital efforts in a manner that best serves the interests of the company and all of its stakeholders.

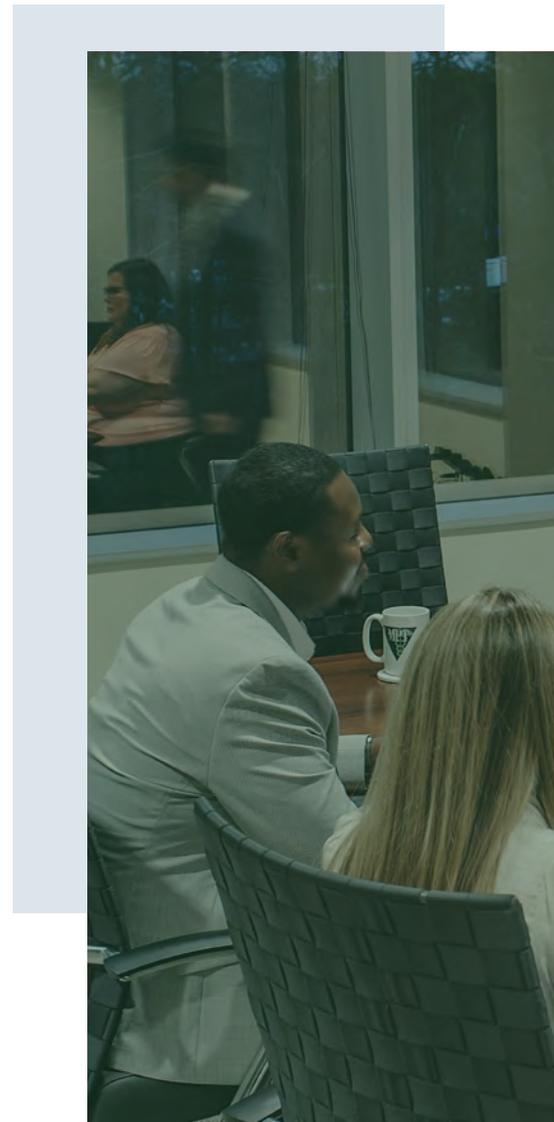
Each year, senior management reviews our long-range business plans. These plans consider, as appropriate, long-term sustainability implications.

We have established an employee-led "Green Team" with responsibility for driving further environmental performance improvements across all aspects of our business. Members of the Green Team include representatives from various departments. ESG initiatives undertaken in 2021 included establishing relationships with various independent, third party experts to support efforts to measure energy use and greenhouse gas emissions data, to advise on the development of our future headquarters, and to enhance our ESG communications.

We have embedded an ESG performance measure in our executive compensation program to reinforce the importance of environmental responsibility.

Ethics and Compliance

Supported by management and Board oversight, we operate our business with a demonstrated commitment to the highest level of ethical conduct, everywhere in the company and every day.



Code of Ethics and Business Conduct



This commitment is reinforced by our Code of Ethics and Business

Conduct, which confirms our position on fair, ethical and honest business dealings, good governance, and compliance with applicable laws, while demonstrating respect for all human rights and a workplace free from harassment.

We audit compliance with our Code of Ethics and Business Conduct Policy by each officer, director, and employee through an annual questionnaire.



We regularly review and update our policies governing ethical conduct and responsible behavior to ensure that we are employing best practices and are set up for continued success.

All employees are trained in our anti-corruption policies and procedures on an annual basis, including the anti-bribery and corruption policy. The Code of Ethics and Business Conduct and anti-bribery and corruption policy can be found on our website.



Whistleblower Policy

We have an anonymous reporting number for employees to report any financial improprieties or other concerns about the company. It is answered by an independent third-party and information is conveyed to the Audit Committee and Code of Ethics contact person. Anyone who reports violations of the Code is ensured protection against retaliation.

In 2021, there were zero incidents of non-compliance with our Code of Ethics and Business Conduct, regulations, or voluntary codes.

Data Privacy and Security

- Audit Committee is briefed at least annually by management on controls, protocols, employee training and risk mitigation measures
- Cybersecurity standards are reviewed by an independent third-party expert following attributes of the National Institute of Standards & Technology (NIST) framework
- A cross-functional management committee monitors cybersecurity risks
- Cybersecurity and security awareness training is part of the employee onboarding process, and is scheduled regularly for our entire workforce
- Cybersecurity Framework (policy) is maintained based on NIST guidelines
- Zero material cybersecurity breaches in the history of the company



COVID-19 Pandemic Response

Approximately

\$1M

Donated to COVID-19
Pandemic Response



Approximately

40,000

Meals provided to
front line workers



MPT responded quickly at the outset of the crisis by establishing multiple safeguards to protect workforce health, managing capital to preserve financial strength, and maintaining our focus on environmental, social and governance excellence.

Approximately

20

community organizations impacted
by MPT's COVID-19 related donations



Even as the COVID-19 pandemic continued to pose challenges, the MPT team applied the same ingenuity and innovation that they bring to deliver on our corporate mission to find new ways to safely carry on our outreach efforts.



Community Support

MPT took a special leadership role in helping University of Alabama-Birmingham (UAB) Hospital by providing resources to help focus on key areas, for example expanding capacity for and accuracy of testing; helping fund 24 high impact research projects – competitively awarded so they could move quickly in a matter of weeks or months to address the crisis.



SCAN ME

MPT supported Covid-19 research at The University of Alabama at Birmingham, gave back through the Black Belt Community Foundation and orchestrated meals out to MPT's hospitals.



EXPAND TESTING SITES



CREATE EXPOSURE NOTIFICATION APP



IMPROVED ACCURACY OF COVID-19 TESTING

MPT partnered with the Black Belt Community Foundation, a foundation established to serve rural counties in Alabama by forging a collective stream of investment dollars and other resources to support the people of Alabama's Black Belt.

MPT Offices

We shifted to remote work for all corporate associates throughout 2020 and the first half of 2021. We re-opened the office in October 2021 with strict safety measures in place, in accordance with CDC and local health guidelines. Shifting the vast majority of our work to a remote capacity for an extended period has posed new challenges for engagement and wellbeing. MPT's dedicated Human Resources and Information Technology departments supported our team by enhancing the wellness program through a series of initiatives.

Due to the various spikes in COVID through the last quarter of 2021, we still operated less than 100% back in the office. Our people were working from their homes, remote offices, through Zoom and Microsoft Teams in any way we could keep moving

forward. Employees in our five offices around the world have done a fabulous job over the last two years to produce back-to-back record years during the worst worldwide pandemic we have seen in modern times.

We also understand the importance of employee care during these challenging periods. The installation of air purification, glass partitions, and way finding, as well as daily digitized check-ins, thermal temperature recording, virtual exercise classes, routine CEO updates, and private support made through our employee assistance program, were just some of the initiatives we undertook to support our employees.



MPT Hospitals Stand Out

Despite the challenges presented by COVID-19, not only are our operators managing through these times and continuing to perform well, they have been at the front-line in the fight against COVID-19. Actions taken by our valued MPT hospitals include:



**DONATION OF PPE
TO PUBLIC AND
NOT-FOR-PROFIT HOSPITALS**



**FLEXING ICU CAPACITY TO HANDLE
TEMPORARY “FLARE-UPS” OF
COVID IN PLACES LIKE TEXAS AND
CALIFORNIA WITHOUT SUSPENDING
ELECTIVE PROCEDURES**



**INTERNATIONAL OPERATORS
STEP UP AS IMPORTANT
PARTNERS IN EASING STRAINED
PUBLIC HOSPITAL CAPACITY**



Pictured above: Hospitals in Italy operated by Policlinico di Monza.

Environmental Sustainability

As one of the largest owners of hospitals in the world, MPT has a unique perspective on environmental sustainability in the healthcare sector.

Our direct environmental impact is limited due to the triple net structure of our leases which places direct operating responsibility on our tenants, we are committed to reducing our impact and operating efficiently.

Our environmental sustainability initiatives focus on environmental improvements in our corporate operations, environmental risk management in our development projects, and engaging with our tenants to deliver environmental improvements across our hospital portfolio.

Corporate Facilities

We recognize that our operations generate waste and use energy,

and that these actions have an impact on the environment.

To understand the operations of, and environmental improvements needed at our corporate facilities, we work closely with a third-party specialist to conduct physical inspections.

We have retained a third-party consultant to calculate our Scope 1 and Scope 2 greenhouse gas emissions. Following the completion of that assessment, we will look for opportunities to reduce emissions and establish targets.

In an effort to measure the environmental impact of our corporate operations, MPT began tracking our Scope 1, 2 and 3 emissions. In 2021, we produced the following emissions (measured in metric tons of CO₂ equivalent):

Scope 1: 5,205 CO₂e

Direct emissions from operations

Scope 2: 747 CO₂e

Indirect emissions from purchased energy

Scope 3: 709 CO₂e

All other emissions associated with company activities

The above data does not include our hospital portfolio, as the vast majority of our hospitals are leased on an absolute net basis. As a result we do not exercise control over our tenants' energy usage and emissions. Scope 2 data reported above only contemplates domestic operations, which for these purposes we estimate to comprise more than 80% of our Scope 2 emissions. Scope 3 data includes emissions from business travel.



Pictured above and behind - Care was taken in Birmingham, U.K., an MPT-funded acute care hospital development to keep and protect trees as well as to protect the nearby watershed.

Developing a World Class, Net Zero Headquarters

With the same responsibility we feel towards all the patients who are treated in our hospitals each year, we have embarked on the development of a brand new, world-class headquarters that will focus on opportunities for healing, recovery, and growth.

In 2021, MPT acquired more than 50 acres of undeveloped land in the Liberty Park development in Metro-Birmingham. The Alabama Fuel and Iron Company, Black Coal Company and Snider Coal Company operated a coal mine on this site at various periods until 1945, when operations closed and the land itself began to heal. Primarily covered with a piedmont upland forest, this site epitomizes the natural state of the Birmingham, Alabama community and represents the perfect place to create a home base from which the MPT team can continue to support each other, our tenants, and our communities.

MPT engaged an internationally renowned architectural firm to design a world-class headquarters that is net positive both for energy and water, and net-zero carbon. The preliminary design anticipates that this building will be among the few in the world to achieve the Living Building Petal Certification. Under the auspices of the Living Building Challenge, this building will inspire MPT and its team to responsibly use water, energy and materials. The plan is also for this building to achieve the Platinum WELL Certification, which recognizes buildings and spaces for advancing human health and well-being.



Pictured above: The landscape which MPT will build not so much onto, but into, to preserve the habitat and create a sanctuary for its employees and the greater community to enjoy and thrive.



EMPLOYEE HEALTH AND SAFETY



PROTECTING THE ENVIRONMENT



NURTURED WITH NATURE

With the goal of starting construction in late 2022, the site unites the MPT family with the land of Birmingham. Entering at the top of ridge, the offices will be open to the woods terracing down through the hillside with an atrium to the sky. Recognizing our obligations to future generations, the development will only impact 30% of the site and expects to have 50,000 sq ft of solar technology and at least 10 electric vehicle charging stations.

When complete, MPT expects that this building will provide site access for the greater Birmingham community via a woodland amphitheater, jogging loop and fitness trails, and arts pavilion which will highlight the strength and diversity of Alabama’s many art communities.

With a planned opening in 2024, we look forward to putting our headquarters at the heart of healthcare for all of our stakeholders.

Tenants and Properties

Key to our ability to deliver sector-leading growth are the deep, strategic relationships we establish with our tenants.

Materially all of our leases are triple-net or absolute-net leases, which means our tenants have ultimate responsibility for deciding when and how to implement environmentally sustainable practices at the hospitals they operate. However, we engage regularly with our tenants regarding sustainability matters and their importance.



Complex heating and cooling systems are monitored by computers at Idaho Falls Community Hospital – to keep the air conditioned and comfortable.



In order to ensure environmental safety and compliance of the properties in which we have invested, we have procedures to:

- Collect relevant tenant and property information on:



OPERATING AND FINANCIAL PERFORMANCE



PROPERTY CONDITION



ENVIRONMENTAL ASSESSMENTS

- Ensure that our transaction documents require our tenants to repair and remediate environmental issues at the applicable facility, and to comply with environmental laws and regulations
- Ensure that we evaluate environmental risks associated with all real estate investment transactions. To this end, we engage third parties to perform Phase I Environmental Site Assessments and, to the extent necessary, Phase II Assessments (or equivalent studies outside the U.S.) and other risk mitigating remediation measures. In the event that our due diligence uncovers environmental contamination, we work with our tenants to mitigate any issues through:
 - *Prior owner or tenant remediation commitments in accordance with regulatory requirements;*
 - *Property submission into a voluntary compliance or clean-up program;*
 - *The use of environmental or other insurance policies at the corporate level as recommended by outside counsel and risk management firms; and*

- *The use of third-party firms that conduct physical inspections of our facilities to understand the operations and environmental improvements needed.*

We actively engage with tenants regarding the environmental sustainability of their properties and operations.

In 2021, with the support of an expert third-party advisor, we began work to establish a dedicated environmental data gathering process, designed to gauge the sustainability efforts of our tenants. Our ultimate goal is to better understand how we can partner with our tenants to drive positive environmental impact over the long-term.

Spotlight on Tenant Sustainability Efforts

The following tenants, together representing approximately 80% of our revenue, are focused on making progress to reduce their carbon footprint.

Through our ongoing discussions regarding sustainability efforts, we are pleased to report the following environmental and sustainability improvements, that data for which was provided to us by our tenants. Accordingly, MPT assumes no responsibility for its accuracy or completeness.

Steward Health Care

Steward implemented an energy savings program, eOptimization Program (in 2011). In 2013, International Facility Management Association awarded Steward the Best Practice in Sustainable Building Operations by a Building Owner for its Pilot Energy eOptimization Program. Subsequently, Steward implemented the Program throughout their broader portfolio.

By investing in various building improvements (ventilation, BAS Controls, Steam controls, plumbing, lighting etc.), controlled Energy Efficiency Measures (EEM's), and a process for checks and balances, throughout their hospital portfolio, Steward has been able to achieve:

- Greater than 12% annual energy savings
 - Reduced electricity demands by the following amounts:
 - Decreased electricity demand by 67.3 gigawatt-hours, which equates to taking 10,979 cars off the road for one year
 - Saved 9.9 million therms of natural gas, which equates to the sequestration of carbon dioxide by more than 1.3 million trees
 - Steward has a plan for carbon neutrality and has reduced their CO2 emissions by 29.9% (105,153 metric tons) over 10 years, from 340,774 Metric Tons in 2011 to 235,621 Metric Tons in 2021
 - Saved \$2.7 million in climate benefits
 - Saved \$2.1 million in health benefits by reducing air pollution resulting in fewer deaths, hospital visits, lost days of work and school
- In addition to the positive impact to the environment, these improvements have resulted in significant cost savings:
- Cost savings of \$3.3 million in 2021
 - Since inception in 2011, Steward has documented \$18.3 million in cumulative savings – sufficient to purchase of 37 MRI Imaging machines

Prospect

Medical Holdings

Prospect Medical has completed the following environmental improvements:

- 100% conversion to LED lighting in common area and exterior/site lighting
- LED conversion in progress for all patient rooms
- Completed holistic energy audits to identify energy efficiency opportunities and leveraged PACE financing to implement energy savings projects
- Implemented improvements to facility envelopes and HVAC systems to ensure resiliency while also improving the energy efficiency of the buildings

Healthscope

Healthscope is commencing a pilot study to develop a sustainability improvement process utilizing a new Building Management System. The pilot is initially focused on energy management in high consumption areas such as radiology. The new system is expected to allow Healthscope to monitor and manage consumption with more precision, and to support sustainability initiatives going forward. Healthscope expects to roll the program out to additional sites throughout 2022.

MEDIAN/Priory Group

MEDIAN has committed to decreasing Scope 1 and Scope 2 emissions by 25% over the next five years with interim annual targets of 5% reductions. MEDIAN's strategy to meet their carbon reduction goals began with carbon accounting of the portfolio and establishing a data collection framework moving forward, and then evaluating and implementing energy saving measures and supply decarbonization solutions. Implemented measures include:

- *Procuring renewable electricity for the portfolio*
- *LED lighting conversions across the hospital portfolio, which are nearly complete after spending several years and millions of euros to make this energy saving update*
- *Implemented combined heat and power systems at about 1/3 of their assets to significantly reduce energy use*
- *Decreased pool water temperatures by a few degrees to decrease energy use and thus carbon emissions*
- *Planning to deploy a smart thermostat solution to address the substantial heating load in the portfolio and reduce heating use when spaces are vacant*
- *Investigation and planning for photovoltaic systems on roof tops at various facilities across their portfolio*
- *Purchasing electric transport vehicles (used for patient transport) and installing electric vehicle charging stations*
- *Development of key performance indicators for measuring reductions in energy use and greenhouse gas emissions*

Priory has set the same carbon reduction targets as MEDIAN and is in the carbon emissions and energy use accounting stage. Following data collection, they plan to develop a targeted list of energy efficiency solutions and supply decarbonization strategies that they will roll out over the portfolio.

Ernest Health

Ernest Health has also implemented or plans to implement various environmentally efficient and sustainability initiatives at the recently completed development facilities in Bakersfield, California and Elgin, South Carolina and the ongoing development facility in Stockton, California including:

- High efficiency LED lighting with occupancy sensors
- HVAC equipment designed to utilize economizer cycles to reduce energy consumption

Additionally, at the Bakersfield, California facility, Ernest implemented the following:

- 10 electric vehicle charging stations
- Landscaping that requires low irrigation and a 72-hour back-up

water storage that will be tied in with the landscape irrigation system so that when flushing the system, the unused water is utilized for landscape irrigation

- Building is solar ready, which means the design considered the necessary electrical panel space in the building and a pathway from that panel to the roof

Additionally, at the Elgin, South Carolina facility, Ernest has implemented the following:

- Light color (high albedo) roofing materials that reflect sunlight instead of absorbing heat to reduce heat gain and lower cooling costs
- Enhanced roof and wall insulation that reduce heat gain and lower cooling costs

- Glazing provided with high solar heat gain coefficient (SHGC) and high insulation values reducing heat gain and lowering cooling costs
- Large windows to enhance daylighting and view for staff and patients
- Building finishes made of recycled content, wherever possible
- Switched to no wax floors to reduce floor maintenance costs and to cut down on floor buffing that affects indoor air quality

Additionally, at the Stockton, California facility, Ernest has plans to implement the following:

- Landscaping that requires low irrigation to conserve water

LifePoint Health

LifePoint has implemented a number of environmental sustainability initiatives:

- Expected annual energy savings of \$580,000 at all MPT hospitals from projects started in 2020 and 2021 as part of LifePoint's Energy Optimization Program. Beyond cost savings, LifePoint expects an annual electric consumption reduction of more than 7,300,000 kWh and an annual natural gas consumption reduction of more than 10,000 MMBtu.
- The optimization program included LED lighting retrofits, retro-commissioning of HVAC systems and infrastructure upgrades
- Energy profiles for all of MPT's LifePoint hospitals are reviewed monthly to assist in identifying opportunities to drive down energy consumption
- An energy analytics tool is actively rolling out to further analyze hospital facilities. Personnel are being educated to identify local energy conservation opportunities
- A national waste removal and recycling vendor has been chosen to consolidate operations and find recycling opportunities in the markets. This program will help improve visibility to the waste sent off site in order to implement local reduction strategies, where possible

Prime Healthcare

Prime Healthcare Services has been tackling ESG throughout their portfolio through the lens of five goals: reduce consumption, increase efficiency, increase renewables, cost reduction, and improve corporate responsibility. Measures undertaken to meet these goals include:

- *Installed solar PV carport projects at two facilities to decrease grid-supplied electricity*
- *Installed a Co-Generation system at one of the facilities to decreased energy use through high-efficiency energy production*
- *Fuel cells have been installed at six locations, which have resulted in decreased energy use and thus decreased carbon emissions*
- *The portfolio is working on a 100% conversion to LED throughout all assets*

Infracore SA

This healthcare infrastructure company based in Switzerland has committed to reaching a 20% increase in energy management efficiency over the next 10 years.

Additionally, Infracore has implemented various energy saving measures and commitments in new buildings and construction projects, executed according to the state-of-the-art energy saving recommendations that include:

- *Reducing energy use for space heating, cooling and water heating*
- *Reducing electricity use for lighting*
- *Implementing solar panels as sustainable solutions*
- *Significant investments in the latest medical equipment in their hospitals to optimize energy and water consumption*

Circle Health

Circle Health has communicated to us the following, which indicates the initiatives Circle Health may be implementing:

- *Reporting of Carbon Reduction Commitment under the Streamlined Energy & Carbon Reporting scheme*
- *Reporting under the United Kingdom's Energy Savings Opportunity Scheme*
- *Group-wide energy reduction campaign, including:*
 - *Smart selection of energy efficient replacement equipment within the capital process*
 - *Remote connection and optimization of hospital Building Management Systems (BMS)*
 - *Synchronizing BMS timeclocks with hours of work*
- *Voltage Optimization and Power Factor Correction across sites to ensure electrical supply loading is efficient*
- *Reporting on energy consumption across the company*
- *Improve the efficiency of waste management processes through monitoring and reporting*
- *Ensure that new capital investment incorporates group environmental requirements as far as possible*
- *Leak-testing of refrigerant gas systems and reporting on gas use across the estate to enable reduction of refrigerant gas impact*
- *Inspection of all oil storage equipment across the estate*
- *Working towards making an electric vehicle point charging solution available to all sites*

Climate Change Risk Management

As part of our commitment to environmental sustainability, we also consider climate change related risks to our business. Extreme weather and changes in precipitation and temperature as a result of climate change, could cause physical damage to, or a change in demand for, the properties which our tenants operate. To mitigate these risks, we will continue to collaborate with our tenants and other relevant stakeholders to ensure we are sustainably managing our business and to minimize our impact on the environment.

We recognize that our assets may be vulnerable to climate related forces including: sea levels, drought, earthquakes, and violent storms.

In an effort to address the increasing risk of climate change to our business, we do the following:

- *Integrate robust enterprise risk management and strategic planning*
- *Require our governance structure to provide the necessary opportunities for the Board and executive leadership to exercise their oversight responsibilities with respect to strategy and risk*



- *Organize our risk management team to be responsible for managing operational risk for our business and our executives to be responsible for enterprise risk management*
- *Diversify the footprint of our portfolio across multiple risk factors*
- *Work with our tenants to build in resiliency considerations into asset development projects during the planning and construction process. We invest additional funds in upgrades to our properties which helps mitigate the effects of climate change in the long term*
- *Provide our tenants, after appropriate due diligence, with additional funds for capital projects, which may improve the resiliency of our properties, including roof replacements, placement of storm windows and elevation of generators*
- *Monitor the environmental performance of our tenants.*
- *Observe local risks and hazards, including identifying zones likely to experience flooding and earthquakes*
- *Place insurance for our properties at our corporate level to ensure all of our assets are properly insured*



A Culture of Collaboration

Our people are our greatest asset at MPT, and we're proud to support them both in the critical work they do and in their efforts to make a positive impact where they work and live.

To support the tremendous growth of our company we have grown our team with the addition of nearly 17 new employees in 2021. Today, we are a team of approximately 120 professionals, and MPT is committed to providing a challenging and dynamic work environment and to supporting professional and personal growth and development needs.

MPT Recognized as One of Modern Healthcare's Best Places to Work

#5 Ranking the Result of High Levels of Employee Satisfaction and Confidence in Executive Management, Especially Among Millennials, Accompanies Strong Overall Ranking in Best Places to Work 2021

Modern Healthcare
**Best Places
to Work** 2021™



“It is an honor to be ranked not only among the best places to work in healthcare but as an especially attractive destination for Millennials, and I am pleased that our world-class team has been recognized in this way”

said Edward K. Aldag, Jr., MPT's Chairman, President, and CEO. “Since the company's inception in 2003, we have worked to build a culture where employees feel empowered to contribute to meaningful work, while advancing their careers and developing their skill sets. Of equal importance to us is nurturing an environment where each MPT team member feels valued and rewarded. Particularly as the pandemic has placed increased pressure on many, we have sought to support our small, tight-knit community to best balance work and home pressures. We're proud of the work we come together to do every day, as a team, at the very heart of healthcare.”



Attracting Talent

We value the health, well-being and safety of our employees. We offer a competitive benefits package and equal employment opportunities designed to help recruit and retain high-quality, motivated employees, and to ensure their health and security.

- *Top-of-the-line insurance coverage including Health, Secondary Health, Dental, Vision, and Life, with individual coverage at no cost to employees*
- *401(k) Plan with employer matching*
- *Stock awards*
- *Parental and extended care giver leave*
- *Monthly Fitness Allowance for employees with gym memberships and/or training programs*
- *Events to foster team building, including off-site corporate retreats*
- *First Aid Training, CPR Training, Safety equipment*
- *Reimbursement for concierge physician*
- *Employee Assistance Program at no cost to employees*
- *Open, collaborative workspaces*
- *Relevant personnel development for training courses and conferences*
- *Additional paid time off day annually for charitable work*



BECOMING PART OF A TEAM

“MPT’s culture thrives on teamwork, and it has been such a great feeling as I have gotten acclimated to the company. The greatest resource is the awesome team that I have been able to become a part of.”

- Timothy Foster | Analyst, Asset Management and Underwriting



Training, Development, and Engagement

We provide leadership training for employees who are moving into management roles, and we offer significant training and continuing education opportunities.

We pay certain expenses when employees attend continuing education courses in order to maintain their professional certifications. We also pay certain expenses when employees attend seminars and workshops on topics related to their job responsibilities.

In 2021 we issued an anonymous, independent employee engagement survey covering 100% of domestic employees with a 94% response rate, that covered topics such as company culture, work environment, training and development and overall job satisfaction. The results of the surveys are presented to management and to the Board and used to assess potential human capital risks and identify opportunities for deeper employee engagement. Such surveys are valuable indicators, and in 2022 we issued another survey and we will continue to use them on an as needed basis to help manage human capital going forward.

Diversity and Inclusion

We are committed to a diverse and inclusive workforce, steadily increasing the diversity of our workforce with an added commitment to support female leaders and working parents. We recognize that to be successful in multi-cultural world, we must embrace and adopt diversity outside of gender, including disability, age, ethnicity, business experience and sexual orientation. Such diversity is important to ensure that we can draw on a broad range of approaches, backgrounds, skills and experience to achieve effective stewardship and management.

We engage legal experts to provide training sessions on matters pertaining to (i) avoiding harassment in the workplace, (ii) Family Medical Leave Act basics, (iii) legal issues in interviewing, (iv) promoting diversity in the workplace (v) fostering respectful workplaces and (vi) discrimination, disability and documentation.

We are firmly committed to providing equal opportunity in all aspects of employment and forbid discrimination against any person or harassment, intimidation, or hostility of any kind, including on the basis of race, religion, color, sex, sexual orientation, sexual or gender identity, age, disability, national origin, military or veteran status, retaliation or any other characteristic or conduct that may be protected by applicable local, state or federal law. We provide regular training on anti-harassment policies.

43%

FEMALE
EMPLOYEES

40%

REPORT TO FEMALE
MANAGER

37%

WORKING
PARENTS

22%

UNDER 30
YEARS OLD

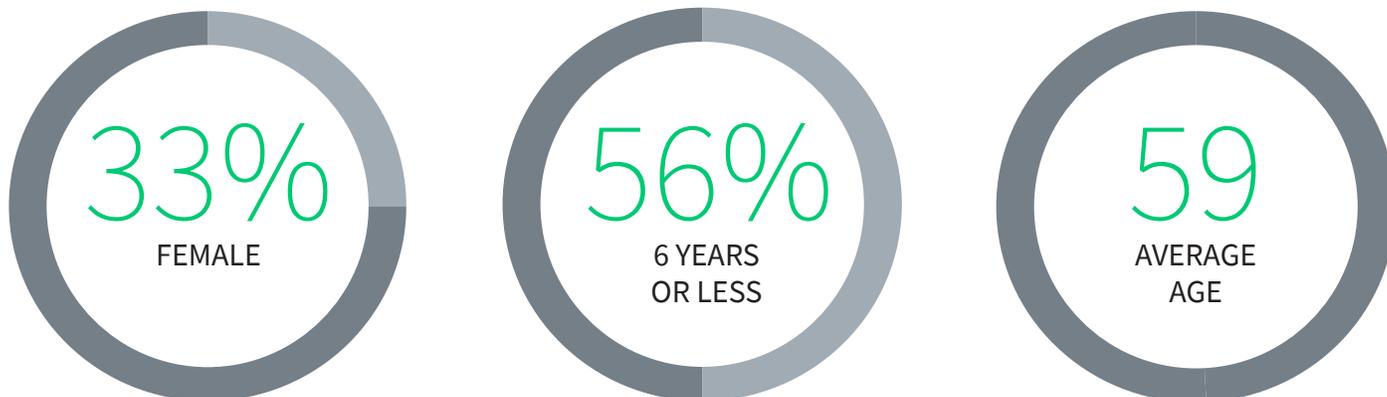
22%

OVER 50
YEARS OLD

Board Diversity

Board Composition

We have always taken and continue to take meaningful steps to refresh our Board and have sought to create an effective mix of experience, skill and diversity. The majority of our Board is independent with 33% female representation. Our Board also has a 13% minority component.



Executive Leadership Experience	Real Estate / Healthcare Industry Experience	Financial & Accounting Expertise	Investment Expertise
78%	100%	67%	78%

Corporate Governance Policies

We are committed to strong corporate governance and our Board has adopted robust governance practices and policies including the following:

- *History of and commitment to Board diversity and refreshment*
- *Proxy access*
- *Majority voting for uncontested director elections*
- *Lead independent director*
- *Active and responsive stockholder engagement*
- *Stockholders' ability to amend Bylaws*
- *Anti-hedging and anti-pledging policies*
- *Unclassified Board of Directors*
- *Opted out of the Maryland Unsolicited Takeover Act ("MUTA")*
- *No stockholder rights plan ("poison pill")*
- *Regular executive sessions of independent Board members*
- *Mandatory director retirement age*
- *Executives require prior authorization to purchase or sell our shares*
- *Clawback policy*

Community Impact

We provide financial and volunteer support for private and public non-profit programs aimed at improving community and public health. Our efforts are coordinated by our Charity and Community Support Committee.

MPT's employee-led Charity and Community Support Committee fulfills its mission through a commitment



ON GIVING BACK

“Not only does MPT take care of its employees, but also the community around them. They are known throughout Birmingham for their generous charity involvement.”



- Chase Adair | Analyst, Asset Management & Underwriting

MPT encourages employees to give back to communities where they live and work, with top executives setting the example. Senior executives and employees volunteer at countless organizations and non-profits, and many serve on the boards of charity organizations. Each employee receives one day of paid time off to volunteer for a favorite cause.

We contributed to over 200 non-profit organizations in 2021. For more information about the key initiatives, we supported in 2021, see the Social Responsibility page of our website.



City Plants grows and plants local trees in underserved neighborhoods of Los Angeles county, near area MPT hospitals.

Health

Five Key Areas of MPT's Giving are:

1) Health

As a healthcare company, MPT naturally offers support for health-related causes.

We support:

- Direct providers of medical services, i.e., hospitals and physician groups
- Pediatric hospitals, such as Children's of Alabama
- Research for pediatric illnesses and disorders such as heart disease, cancer and autism
- Healthcare professionals and their families who've been affected by the corona virus, along with groups hurt financially by the pandemic



 SCAN ME

Education

Jones Valley Teaching Farm in Birmingham, AL harvests vegetables for the community during the pandemic. Use the QR code to watch a video and learn more.

2) Education

MPT believes education goes hand in hand with supporting good health—from contributions that help academic professionals to programs that teach skills to disadvantaged youths.

We support:

- *Colleges and universities, public and private, including substantial support for the University of Alabama at Birmingham*
- *Elementary schools and scholarships for disadvantaged and special needs children, including The Bell Center*
- *Health education for students, such as the work of the Jones Valley Teaching Farm*
- *High schools and new facilities serving disadvantaged children*
- *Business education for underprivileged students*
- *Professorships and faculty*

Social Agencies

The Exceptional Foundation hosts their annual fundraiser show “Dinnertainment”, featuring talents of special needs adults and children.



3) Social Agencies

MPT sees the good work nonprofits are doing to relieve suffering caused by poor health, poverty, abuse and aging — and we get involved.

We support:

- *Children's services*
- *Homeless shelters for women, men and families*
- *Dementia services for the elderly*
- *Victims of child abuse*
- *Victims of spousal abuse*
- *Various support groups for those in need*



Neverthirst partners with communities worldwide to provide clean and living water.

Community

4) Community Organizations

By serving institutions that improve the overall quality of life in the greater metro area of Birmingham, Alabama, we contribute to the community's ultimate well-being, making it a better place to live, work and raise a family.

We support:

- *Programs for visual and performing arts, such as the Birmingham Museum of Art and Alabama Symphony Orchestra*
- *Zoos, gardens, and parks that promote conservation and research*
- *Family attractions providing science, history, and culture education, including the McWane Science Center and Birmingham Historical Museum*
- *Clean water initiatives reaching communities across the globe*
- *Alleviating hunger through recovery programs and food banks*



The Miracle League Field believes every child deserves the opportunity to play baseball.

Youth Activities

5) Youth Activities

Keeping children healthy and active sets them on a course for lifelong good health. So it is natural for MPT to respond to the needs in our community related to youth leagues.

We support:

- *Facilities that serve young athletes*
- *Programs that teach athletic skills and promote team-building*
- *Uniform needs for area teams*

On the back cover: IMED Valencia – Valencia, Spain.

Care was taken to be environmentally friendly, including: 1) Sunshade protection from the sun 2) Rainwater harvesting zen garden 3) Bike friendly transportation storage 4) Charging for electric vehicles 5) Recently completed as a rezoned office building to become a hospital.

Forward Looking Statements

This Corporate Sustainability Report contains forward-looking statements that are subject to risks and uncertainties. Such forward-looking statements include, among others, statements regarding ESG targets and goals, which are partly dependent on assumed future financial condition, liquidity and results of operations, as well as legal and regulatory landscape.

Forward-looking statements are based on our beliefs, assumptions and expectations, taking into account information currently available to us. These beliefs, assumptions and expectations can change as a result of many possible events or factors, not all of which are known to us. If a change occurs, our ESG targets and goals may vary from those expressed in forward-looking statements. The following factors, among others, could cause actual outcomes and future events to differ from those set forth or contemplated in forward-looking statements:

- the accuracy of our methodologies and estimates regarding ESG metrics, goals and targets, tenant willingness and ability to collaborate towards reporting ESG metrics and meeting ESG goals and targets, and the impact of governmental regulation on our ESG efforts;
- the political, economic, business, real estate, and other market conditions in the U.S. (both national and local), Europe (in particular the United Kingdom, Germany, Switzerland, Spain, Italy, and Portugal), Australia, South America (in particular Colombia), and other foreign jurisdictions where we may own healthcare facilities or transact business, which may have a negative effect on the following, among other things:
 - the financial condition of our tenants, our lenders, or institutions that hold our cash balances or are counterparties to certain hedge agreements, which may expose us to increased risks of default by these parties;
 - our ability to obtain equity or debt financing on attractive terms or at all, which may adversely impact our ability to pursue acquisition and development opportunities, refinance existing debt, and our future interest expense; and
 - the value of our real estate assets, which may limit our ability to dispose of assets at attractive prices or obtain or maintain debt financing secured by our real estate assets or on an unsecured basis;
 - the impact of the COVID-19 pandemic on our business, our joint ventures, and the business of our tenants/borrowers and the economy in general, as well as the impact of other factors that may affect our business, our joint ventures or that of our tenants/borrowers that are beyond our control, including natural disasters, health crises, or other pandemics and subsequent government actions in reaction to such matters;
 - the possibility that the anticipated benefits from any or all of the transactions we have entered into or will enter into may take longer to realize than expected or will not be realized at all;
 - the competitive environment in which we operate;
 - the execution of our business plan;
 - financing risks;

- acquisition and development risks;
- potential environmental contingencies and other liabilities;
- adverse developments affecting the financial health of one or more of our tenants, including insolvency;
- other factors affecting the real estate industry generally or the healthcare real estate industry in particular;
- our ability to maintain our status as a REIT for U.S. federal and state income tax purposes;
- our ability to attract and retain qualified personnel;
- changes in foreign currency exchange rates;
- changes in federal, state or local tax laws in the U.S., Europe, Australia, South America, or other jurisdictions in which we may own healthcare facilities or transact business; and
- healthcare and other regulatory requirements of the U.S., Europe, Australia, South America, and other foreign countries; and
- the factors referenced in our most recent Annual Report on Form 10-K filed with the Securities and Exchange Commission.

While forward-looking statements reflect our good faith beliefs, they are not guarantees of future performance. You should not rely on them as predictions of future events. We disclaim any obligation to update or revise publicly any forward-looking statement to reflect changes in underlying assumptions, new information, data or methodologies, future events or other changes after the date of this Corporate Sustainability Report, except as required by applicable law.



Medical Properties Trust

AT THE VERY HEART OF HEALTHCARE.®