

LTC PROPERTIES, INC.
HUMAN CAPITAL MANAGEMENT AND LABOR RIGHTS
GUIDELINES

At LTC, we strive to cultivate a cohesive company culture. We are committed to being a workplace that encourages respect, collaboration, communication, transparency, and integrity. We seek to hire talented employees with diverse backgrounds and perspectives. We endeavor to provide a working environment where capable team members can have fulfilling careers in the real estate industry that enhance our company and community.

The expectations of these guidelines extend beyond LTC employees and board to our vendors, suppliers, and customers.

EMPLOYEE RELATIONS

As of December 31, 2020, LTC employed 24 people full time. During 2020, our company had an employee turn-over rate of 0%. Further, LTC's turnover rate in the past decade has been 5%.

Additionally, more than 38% of LTC's employees have a tenure of 10 years or more.

We recognize and do not interfere with our employees' right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

COMPENSATION AND BENEFITS

LTC provides employees with compensation at competitive rates, in all cases at or above applicable minimum wage levels. We believe the employee health care and other benefits we offer meet or exceed market standards.

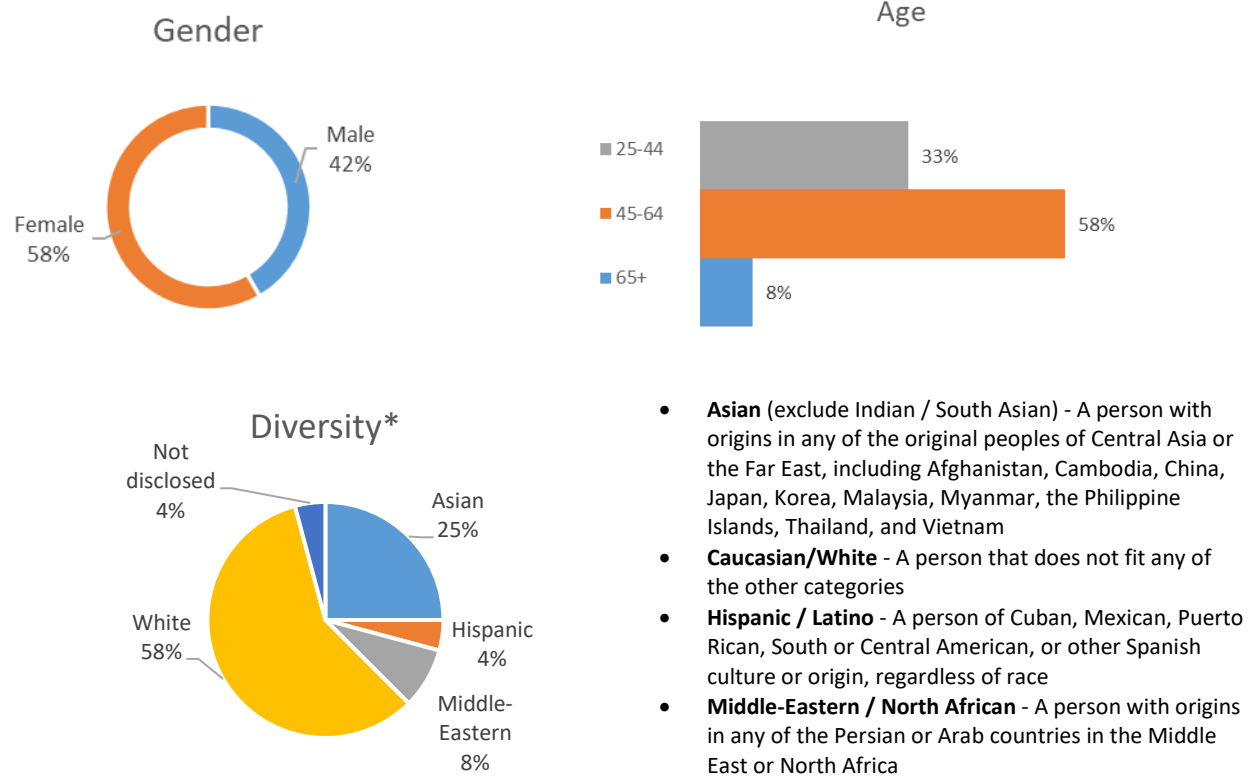
To attract, motivate, reward and retain our employees, our company offers competitive pay and compensation packages including medical, dental, and vision coverage, paid time off, paid holidays, bereavement leave, employer-funded life and disability insurance, flexible working location for certain job functions, an employee assistance program, and a certification reimbursement program. We also provide disability and medical leave, family and pregnancy leave, organ and bone marrow donation leave, as required by law. In addition, for qualified employees, we offer a 401(k) retirement plan with an employer contribution matching program and an opportunity to earn discretionary bonuses and restricted stock awards.

DIVERSITY AND EQUAL OPPORTUNITY

As an equal opportunity employer, LTC values the diversity of the unique individuals who comprise our team from workforce level to senior level and extending to the board. LTC does not discriminate based on an individual's race, gender, age, color, religion, national origin, mental or physical disability, sexual orientation, ancestry, genetic information, military or veteran status, creed, pregnancy, marital status, citizenship, gender identity, gender expression or any other status protected by applicable law. Our company will provide reasonable accommodations for qualified individuals with disabilities and medical conditions. Employment decisions at our company are based on merit, qualifications, and abilities.

LTC respects diversity and inclusion in the workplace. Two thirds of our executive officers are women.

Here is a snapshot of LTC's workforce composition:



Further, LTC's Board reflects diversity in terms of experience, professional backgrounds and gender with a current composition of 40% women (two directors).

ANTI-HARASSMENT, DISCRIMINATION AND RETALIATION

LTC is committed to maintaining a work environment that is free from both unlawful discrimination, harassment and retaliation. In keeping with this commitment, our company does not tolerate unlawful discrimination against or harassment of an applicant, employee, client, customer or vendor based on any protected characteristic. LTC prohibits retaliation of any kind against any individual who complains of suspected harassment or discrimination, or who otherwise engages in protected activity.

In accordance with California law, all employees are required to complete anti-harassment and anti-abusive conduct training courses on a bi-annual basis.

SAFETY AND HEALTH

Employee safety and health is an important element of LTC's working environment. We discourage employees from lifting heavy objects and we encourage good nutrition by providing healthy snacks for employees. We also make adjustable stand-up desks available and encourage their use by employees. Smoking is prohibited in our offices.

A safe and healthy environment includes access to clean sanitary facilities and drinking water as a fundamental human right. LTC's corporate headquarters provides employees with tri-temp purified water from reverse osmosis water systems. These water systems are plumbed into the wall, eliminating the need for plastic or glass refill bottles found in other water systems.

TRAINING AND EDUCATION

LTC invests in employee development and training by providing access to in-class and online learning and by promoting participation in professional seminars and continuing education. We encourage attendance at industry conferences where employees can choose from various presentations, seminars and workshops. LTC reimburses employees who attend these industry conferences.

For employees with at least one year of service, we grant up to three days leave to take professional licensing examinations. We pay for the annual renewal fee for registration for a professional license. We encourage membership in professional societies.

PHILANTHROPIC SUPPORT

LTC supports charitable initiatives ultimately benefitting our operating partners, their residents and employees, and the seniors housing and care industry.

This support includes industry associations on various levels (national, state and local) and customer employee assistance funds.

Many employees support our local community through voluntary contributions to our company-wide holiday season by supporting underprivileged children in the community.

ANTI-CORRUPTION

LTC expects our employees and persons with whom we do business, including lessees, borrowers, and financing sources, to act ethically and with integrity. LTC prohibits corruption in all its forms. LTC will not engage in any form of corrupt practices including, without limitation, extortion, fraud, impersonation, false declarations, bribery, money laundering, supporting or involvement with terrorist or organized crime organizations or activities. LTC will not offer, and LTC personnel will not solicit or accept, bribes or kickbacks involving any government official or third party with the intention of obtaining or retaining a business advantage. We do not permit improper or excessive payments in dealing with the government or private sector. Our employees are prohibited from making payments or promises to influence acts or decisions. Our employees also are prohibited from receiving payments from our lessees, borrowers, and financing sources. Our employees are expected to observe all government rules, regulations and restrictions on gifts and entertainment.

CHILD LABOR

LTC prohibits the use of child labor in our business in accordance with International Labour Organization (“ILO”) Convention No. 138 and ILO’s related literature.

FORCED LABOR

LTC rejects the use of slavery and other forms of forced or coerced labor or servitude, including prison or debt bondage labor, human trafficking, and the lodging of deposits or identity papers by employers or outside recruiters.

DISCIPLINE

LTC forbids any form of corporal punishment, mental or physical coercion, or verbal abuse in the workplace.

GOVERNANCE

LTC has implemented a whistleblower hotline and dedicated email address to enable all interested parties, including employees, to submit confidential complaints, concerns, unethical business practices, violations or suspected violations for all matters pertaining to accounting, internal control, or auditing. Our company will not tolerate retaliation for whistleblower reports made in good faith.