

2024
25

CORPORATE RESPONSIBILITY REPORT



Camden West Nashville | Nashville, Tennessee

CAMDEN 

ABOUT CAMDEN

About Camden

Camden Property Trust, an S&P 500 Company, is a real estate investment trust (REIT) primarily engaged in the ownership, management, development, redevelopment, acquisition, and construction of multifamily communities. Camden has been publicly traded since 1993 and has a high-quality, geographically diverse portfolio of multifamily communities located in some of the highest growth markets in the United States. Our strategy of focusing our operations on markets with some of the highest projected employment and population growth helps to ensure sustainable demand for our almost **60,000 apartment homes**. As of June 30, 2025, approximately 100,000 residents call one of our **176 operating communities** across the United States home. Our workforce totals over 1,600 team members, and is headquartered in Houston, Texas.

59,600+
APARTMENT
HOMES

176
COMMUNITIES

100,000
RESIDENTS

1,600+
TEAM
MEMBERS

Our Purpose

Camden’s purpose is to improve the lives of our team members, customers, and shareholders, one experience at a time. We are committed to being the best multifamily company in the industry by providing Living Excellence to our customers, and we care deeply about our team members, our residents, and the local communities in which we live, work, and play.

Our Values

Our business is predicated on core values that cultivate an environment of respect, fairness, equity, trust, and fun for all. Our team members use the following nine core values to help guide all aspects of their work at Camden:

Our Values



OUR COMPANY

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About this Report

Information in this report focuses on the 2024 reporting period from January 1, 2024, through December 31, 2024, unless otherwise noted. Please refer to our disclosures about risks and forward-looking statements available on our website and in our filings with the SEC. Please consider the environment before printing this report.

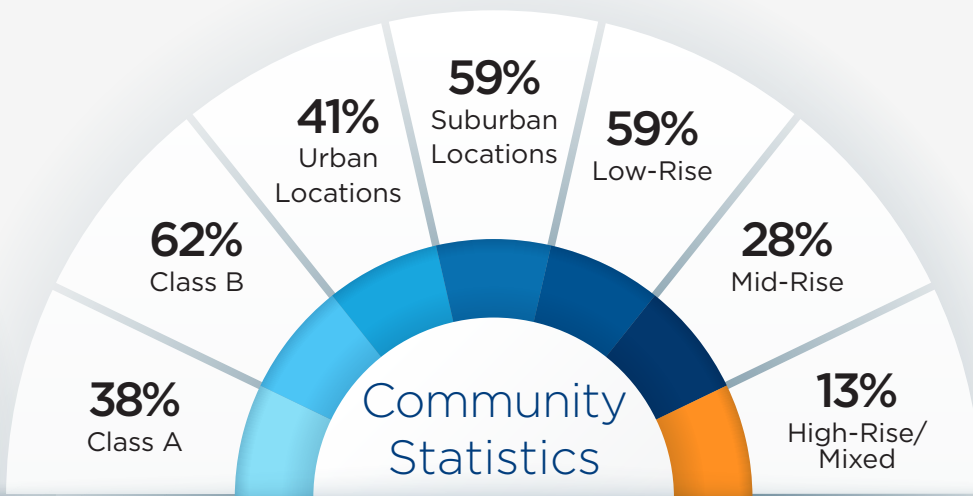
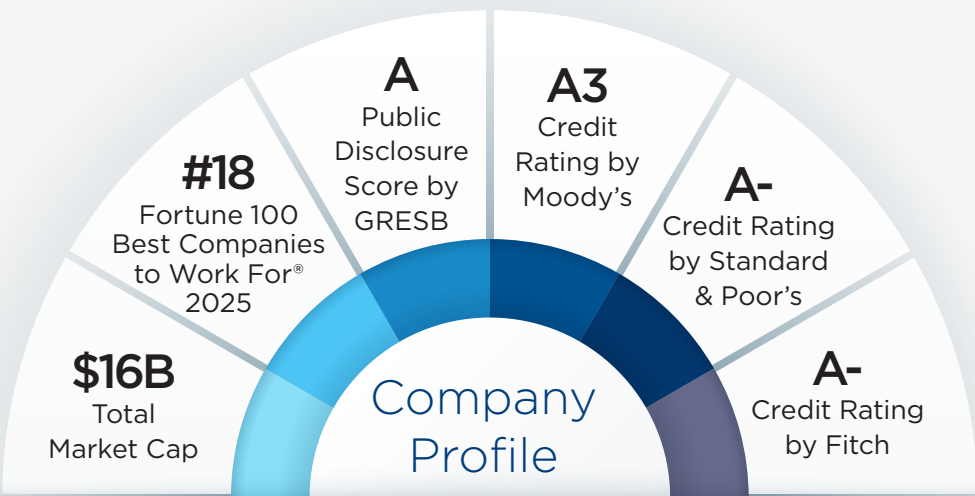
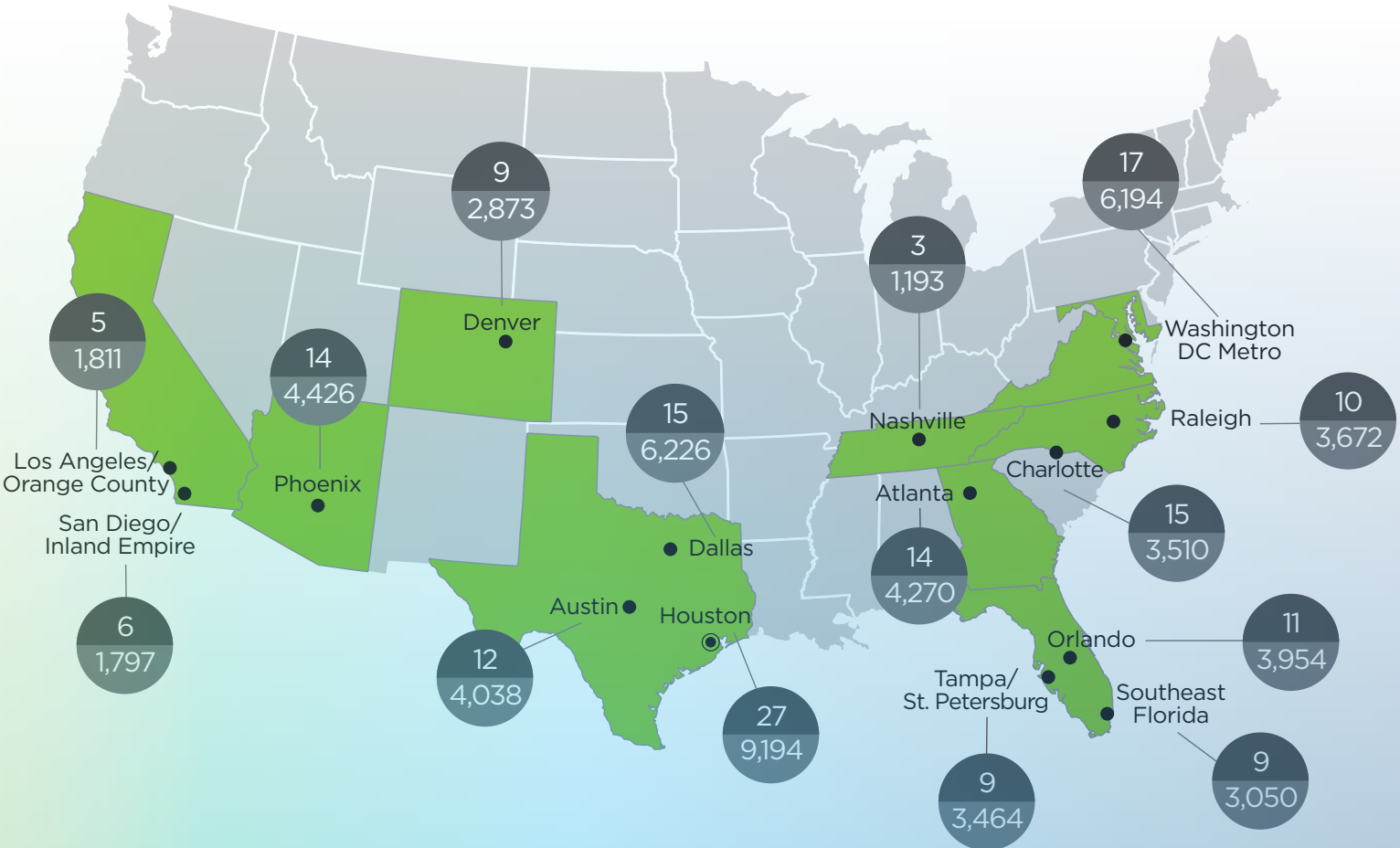
CAMDEN AT-A-GLANCE

as of June 30, 2025

176
OPERATING
COMMUNITIES

59,672
APARTMENT
HOMES

- # of communities
- # of apartment homes
- Cities with communities
- Corporate office



PARTNERSHIPS & PROGRAMS

Camden has established relationships with many commercial real estate organizations and other trade associations. These affiliations help build trust and provide members with opportunities to network and share information and resources. Our senior management team is collectively affiliated with more than 60 industries and organizations.

Through our leaders' involvement, we work with organizations and trade associations to influence multifamily policy and regulation to better align with the wants and needs of our stakeholders.



AWARDS & RECOGNITIONS

Executive Awards

Ric Campo
Chairman & CEO



Junior Achievement
Hall of Achievement (2024)

25th Annual
Stephen L. Klineberg
Kinder Institute Award (2025)

Laurie Baker
Executive Vice President &
COO



CREW Circle of
Excellence (2024)

Camden Property Trust

2024 All-America Executive Team



Large Cap REIT Sector

#3 Best CEO - Ric Campo

Alex Jessett



#3
Best CFO

Kim Callahan



#2
Best IR Professional

#2 Best IR Team

#2 Best IR Program

#3 Best Company Board



American Marketing
Association

CRYSTAL AWARDS

Camden Navigates the 2024
Hurricane Season (2025)

Revitalizing Excellence:
Camden's Fresh Marketing
Collateral (2025)

Camden's YouTube
Campaign Success (2025)

Simply Camden Blog (2025)

Social Responsibility (2024)

Simply Camden Blog (2024)

#18 Fortune 100 Best Companies to Work For® (2025)

#24 Fortune 100 Best Companies to Work For® (2024)

#1 Fortune Best Workplaces in Real Estate™ (2024)

#1 Fortune Best Workplaces in Texas™ (2025)

#1 Fortune Best Workplaces in Texas™ (2024)

#40 Fortune Best Workplaces for Women™ (2024)

#61 Fortune Best Workplaces for Millennials™ (2024)

#2 Houston Chronicle Top Workplaces (2024)

#3 Top Companies to Work for in Arizona (2024)

#22 PEOPLE Companies that Care® (2025)

#27 PEOPLE Companies that Care® (2024)

#29 Glassdoor's Best-Led Companies (2024)

#38 The Denver Post Top Workplaces (2024)

#393 America's Most Responsible Companies (2024)

#459 America's Most Responsible Companies (2025)

USA TODAY America's Climate Leaders (2025)

ISS ESG Corporate Rating "Prime" Status (2025)

U.S. News & World Report Best Companies in the South (2024-2025)

U.S. News & World Report Best in Real Estate (2024-2025)

Houston Apartment Associations Honors Award (2024)
Camden Highland Village

Houston Apartment Associations Honors Award (2025)
Camden Greenway

TO OUR STAKEHOLDERS

We are pleased to present Camden’s 2024-2025 Corporate Responsibility Report, highlighting our commitment to demonstrating good corporate citizenship and supporting a sustainable future for our company and its stakeholders. We continue to make progress across multiple dimensions of our corporate responsibility efforts, and we look forward to sharing updates on our programs and initiatives in our seventh annual Corporate Responsibility Report.

At Camden, our purpose is simple yet powerful: to improve the lives of our team members, customers, and shareholders, one experience at a time. This belief is the foundation of our culture and the driving force behind our continued success.

Over the past year, we’ve deepened our commitment to building a workplace where every individual feels seen, heard, and valued. Our culture is not just a differentiator - it’s our superpower. It’s what has earned Camden a place on **Fortune’s 100 Best Companies to Work For®** list for 18 consecutive years, and it propels us forward as we navigate a rapidly evolving world.

We believe that creating a ‘For All’ culture, where everyone, regardless of background or role, can thrive, is not only the right thing to do but also essential to our long-term success. From eliminating degree requirements for managerial roles to expanding mentorship programs and launching inclusive benefits, we’ve taken deliberate steps to remove barriers and foster belonging. Our CultureConnection network, Art of Leadership new manager training, and extremely successful Mentor Program are just a few examples of how we’re building community from within.

Beyond our walls, we’re investing in the communities we serve through affordable housing, supplier diversity, and public space development. Camden Park, our latest

community green space in Houston, is just one example of how we’re creating places where people can connect, thrive, and belong.

We have many other things to celebrate related to our sustainability programs. During 2024 and 2025, we:

- again, procured more than 15% of electricity for our common areas from renewable sources;
- achieved an exceptional 90.9 Customer Sentiment Score at the end of 2024, surpassing our goal of 90.0;
- received a 2025 American Marketing Association Crystal award for our crisis communication efforts with our teams and residents during the 2024 hurricane season;
- certified four additional operating and development communities with sustainable building certifications.



Stakeholder engagement remains another key area of focus for Camden, and we regularly engage with our residents, team members, shareholders, and other stakeholders. Our commitment to maintaining frequent and timely interactions with our investment community resulted in Camden being named to the 2024 Extel All-America Executive Team. Based on nominations and voting by institutional investors, Camden earned multiple top-tier rankings in the Large Cap REIT Sector for best investor relations and executive communication.

We appreciate the opportunity to share information on our sustainability efforts with you, and we look forward to updating you on our progress in the years to come.



Pictured left to right: Keith Oden, Laurie Baker, Alex Jessett, Ric Campo.

Thank you for your continued support.

Respectfully,

Richard J. Campo
Chairman of the Board and
Chief Executive Officer

D. Keith Oden
Executive Vice Chairman of the Board

Alex Jessett
President and
Chief Financial Officer

Laurie Baker
Executive Vice President and
Chief Operating Officer

WHERE WE ARE GOING



I am thrilled to announce we were selected for the second year in a row for **Newsweek's America's Most Responsible Companies** list. This honor inspires all of us at Camden to continue driving positive change in all aspects of our business.

We celebrated Earth Day 2025 with another amazing partnership with **One Tree Planted**. Over the past three years, we have planted over 28,000

trees across the United States to help restore ecosystems after natural disasters, enhance habitats for biodiversity, and stabilize vital watersheds.

Additionally, we continue to focus on managing waste, from generation to disposal at the landfill or recycling center. Our Sustainability Department visited communities throughout Texas and “talked trash” with our onsite teams nationwide. This led to a better understanding of the large and small opportunities available to us to improve the process for our stakeholders and reduce the amount of trash our communities send to landfills. We are now piloting several solutions to assist our onsite teams with streamlining waste management and saving on our waste management costs.

In 2024, we received whole-building energy data for 27 additional communities - enabling benchmarking, revealing inefficiencies, and guiding smarter improvements. With this data, teams can sharpen sustainability efforts, boost asset performance, and align more meaningfully with goals, all while reinforcing our long-term commitment to environmental value.

We cannot wait to share our further advancements with you. Thank you for being part of our journey towards a more sustainable future.

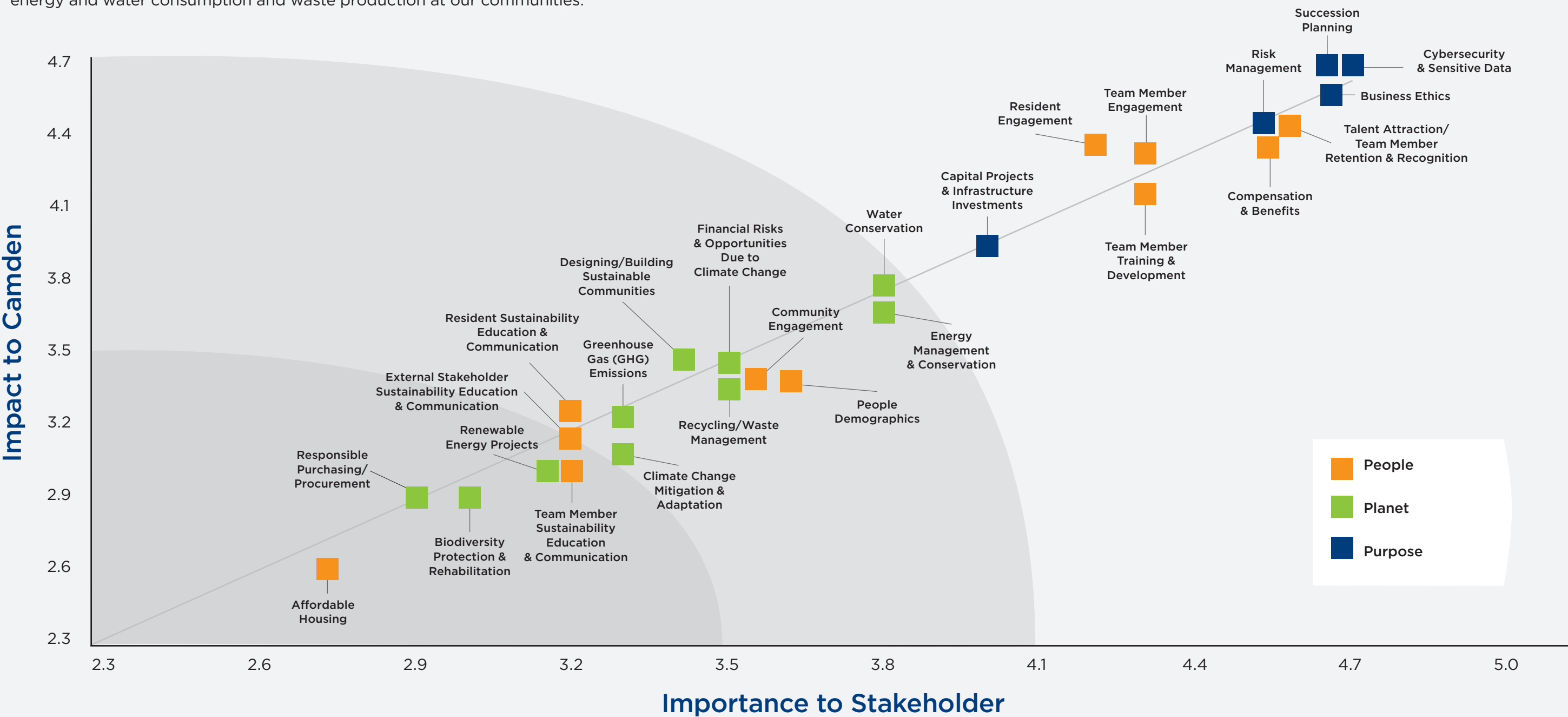
Elizabeth Lutz
Vice President of Sustainability



Camden North Quarter | Orlando, Florida

MATERIALITY ASSESSMENT

In 2024, Camden conducted our second materiality assessment with internal and external stakeholders to ensure we remain aligned with the topics most relevant to our stakeholders. Our key focus areas continue to include enhancing our many programs for team member and resident engagement; adhering to the highest standards of business ethics and strong corporate governance; and reducing energy and water consumption and waste production at our communities.



STAKEHOLDER ENGAGEMENT

Stakeholder engagement is an essential element of our business and is an important consideration in communicating our long-term business strategy and strengthening our relationships with our constituents. We continually engage with our residents, team members, and other stakeholders through the methods detailed on this page. In addition, our senior management team meets regularly with investors and shareholders to discuss current operations and sustainability matters.

Stakeholder Groups and Methods of Engagement

Team Members

- Periodic engagement surveys
- Internal communication via intranet
- Quarterly performance updates
- Social events and activities
- CultureConnection
- Camden Cares
- Annual Leadership Conference
- Annual Ace Awards and recognition
- Social media platforms
- Eats and Education learning events

Residents

- Regular engagement surveys
- Resident portal
- Company website
- Community events and activities
- Simply Camden, our award-winning blog
- Social media platforms

Investors/Stakeholders

- Earnings calls, press releases, and SEC disclosures
- Investor relations website
- Investor and analyst conferences
- Investor meetings, community tours, and conference calls
- Annual Shareholders' Meeting

Vendors/Suppliers

- Regular meetings
- Vendor Code of Conduct
- Vendor screening, credentialing, and compliance

Local Communities/Governments

- Volunteer efforts and Camden Cares
- Affordable housing partnerships
- Local and national regulatory compliance
- Non-profit board and committee participation
- Local university and college engagement

Associations/Trade Groups

- Regional and national industry events and conferences
- Participation in sustainability related surveys
- Memberships and partnerships
- Board and committee leadership



PEOPLE

We are committed to maintaining a culture of inclusivity and creating meaningful opportunities for all team members, maintaining strong relationships with our residents, and giving back to the neighborhoods, communities, and cities in which we live and work.



TEAM MEMBER ENGAGEMENT



United Nations Sustainable Development Goals (UNSDG)

A Great Workplace

Camden is committed to cultivating a great working environment that fosters all team members' well-being, health, and happiness. Our team members are given meaningful opportunities to provide feedback and effect change. We participate in the Great Place to Work® Employee Trust Index™ survey to measure team member engagement and collect feedback, which leadership carefully reviews to determine how to continue to meet the needs of our team members. Additionally, we conduct regular team member engagement surveys with a strong quarterly average response rate of 70% and an incredible engagement score of 86 out of 100.

National Awards

Camden has been recognized as one of the **100 Best Companies to Work For®** by **Fortune magazine** for 18 consecutive years, most recently ranking **#18 in 2025**. These recognitions are made possible by our team members, who passionately share our commitment to making Camden a great place to work and to live. Our team members strive to achieve excellence every day and exhibit true teamwork in all we do.



2025 Great Place to Work® Employee Trust Index™ Responses



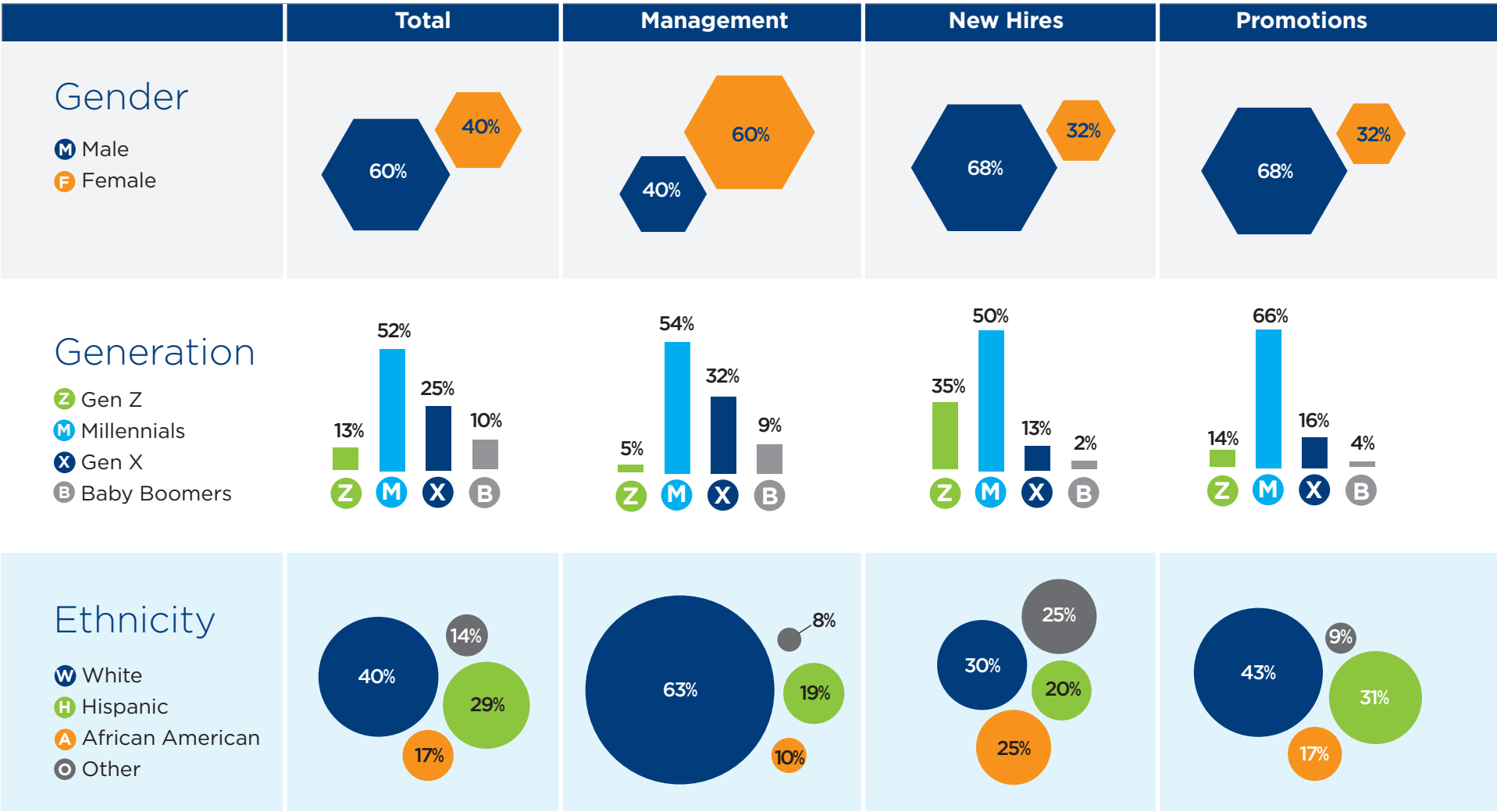
PEOPLE DEMOGRAPHICS

At Camden, we are committed to fostering an environment where all are welcome and encouraged to succeed.

Since its founding, Camden has been dedicated to creating a workplace where all employees feel included, valued, and appreciated for their unique contributions. This is not just an ongoing exercise in culture and leadership, it is mission-critical to being a great place to work for all. We take immense pride in our intentionality and momentum toward creating a culture of belonging. We remain steadfast in championing this culture at every level: within our organization, across industry associations, and in the communities we serve.

We are committed to measurement and transparency in reporting team member demographics. Our latest EEO-1 summary report is [here](#).

2024 Team Member Demographics



BENEFITS & WELL-BEING

Benefits & Well-Being

Camden values and supports a healthy work-life balance. We provide high-quality health programs and benefits designed to retain team members and provide support as they navigate their personal and professional lives. Our formal programs offer access to quality, affordable, and inclusive benefits such as health insurance, paid time off, team member assistance programs, wellness programs, stock ownership programs, retirement savings programs, adoption benefits, emergency relief funds, estate planning assistance, and education assistance. One of our team members' key benefits includes an apartment rent discount of 25% at any of our beautiful Camden communities. Other perks include discounts on furniture, appliances, gym memberships, and access to furnished vacation suites at our communities for only \$20 per night. We believe investing in the physical, emotional, and financial wellness of our workforce leads to improved team member engagement and productivity, and greatly contributes to Camden's success.

We are committed to paying our team members at or above a living wage in their location and conduct compensation analyses to help ensure pay equity and eliminate gaps in team member compensation. This process entails reviewing job descriptions and market pay data as well as analyzing comparable groups to ensure fair and equitable pay practices. We are also committed to our people and compensation objectives by helping to attract the best team members, reducing turnover, and increasing creativity and productivity. We believe recruiting top talent is critical to our long-term success, and we use various recruiting methods such as social media platforms, career fairs and events hosted by local organizations, as well as implementing referral programs, recruiting platforms, university partnerships, internships, apprenticeship programs, and working hand-in-hand with third-party recruiting agencies to expand the experience of our workforce across all roles and functions.

Camden encourages all team members to maintain a healthy and active lifestyle, and we are committed to maintaining an environment that fosters the well-being, health, safety, and happiness of all team members. Camden "Living Well" is our team member wellness program, a source for information and resources focused on well-being. This program promotes good health, happiness, and prosperity both professionally and personally and covers four aspects of well-being - physical, emotional, financial, and social. Resources and support are available 24/7 on Camden's internal website, and team members receive a monthly newsletter containing timely information, articles, and links to relevant information. Each monthly newsletter focuses on one aspect of well-being, such as gratitude, mindfulness, retirement savings, managing stress, mental illness, budgeting basics, and more. In addition, team members can access standing desks and ergonomic equipment, which are available upon request.



Camden's current benefits include, but are not limited to:

- 401(k) Retirement Savings Plan
- Accidental Death and Dismemberment Coverage
- Adoption Benefits
- Employee Apartment Discount
- Employee Assistance Program (EAP)
- Employee Emergency Relief Fund
- Employee Referral Program
- Employee Share Purchase Plan (ESPP)
- Employee Vacation Suites
- Financial Wellness Programs
- Flexible Spending Account (FSA)
- Health Savings Account (HSA)
- Life Insurance
- Medical, Prescription Drug, Dental, and Vision Plans
- Mental Health Resources
- Paid Time Off
- Parental Leave Pay
- Short-Term and Long-Term Disability Income



Camden West Nashville | Nashville, Tennessee

We offer an online weight loss and healthy living program called Real Appeal. This program includes a transformation coach, online tools to help track food consumption, activity, and progress, and a success kit with recipes and workout materials. We encourage team members to participate in healthy activities through offered benefits such as discounted gym

We are committed to maintaining an environment that fosters the well-being, health, safety, and happiness of all team members.

memberships, and preventative care. Other wellness benefits include team member assistance programs and emotional support; an on-demand mental telehealth app for stress, anxiety, and depression; and a dedicated advisor who works with team members to explain and help negotiate billed

amounts for involuntary out-of-network providers, helping control costs while supporting and advocating for team members.

Camden is committed to safety through mandatory training, monthly meetings with bilingual materials, and regular inspections. Over 95% of our Construction team is certified in First Aid, CPR, AED, and OSHA. In 2024, we had zero team member fatalities. A safe workplace helps reduce costs, turnover, and absenteeism while boosting productivity and morale. We encourage team members to prepare for the future and take steps to help establish a healthy financial life and secure financial situation. Engagement is an important aspect of helping our team members achieve financial wellness and increase overall well-being.

We support our team members with their retirement plans and are proud Camden has an exceptional participation rate of 94.7% in our offered 401(k) Retirement Savings Plan. Almost everyone at Camden is saving for retirement and taking advantage of the matching funds Camden offers to its team members. Many of these resources are available on our internal website, and we regularly encourage all team members to sign up for financial education courses, review savings rates, and make wise investment choices to help with their financial security and freedom.

31%
OF OUR
TEAM MEMBERS
PARTICIPATE
IN OUR EMPLOYEE
SHARE PURCHASE
PLAN TO HELP
PREPARE FOR THEIR
FUTURE RETIREMENT

Workplace Flexibility

Many of our team members enjoy the flexibility of hybrid or fully remote positions. We continue to analyze how our existing work model can evolve while fostering collaboration and interaction through our investments in technology tools for communication. Wednesdays are the busiest days at our Corporate office as we provide a complementary catered lunch in our Camden Café to create an opportunity for team members to connect, break bread, and engage with colleagues.



Camden Contact Center remote team member | Stephanie Melgares

Never Stop Learning

One of Camden's most cherished mantras is "Never Stop Learning." Camden encourages team members to discover their individual strengths and cultivate new interests. We offer tuition assistance to team members working to earn industry designations from various organizations. We also support team members who want to continue their education at an accredited educational institution through our Education Assistance Program.

Since 2007, Camden has awarded scholarships to over 850 students totaling over \$3.3 million.

In 2024, 49 team members received education-related financial assistance from Camden totaling over \$165,000. Our Camden Scholarship Fund is another distinctive program helping Camden team members send their children to college, and in 2024 we awarded scholarships to 45 students totaling \$186,500.

Team Member Recognition

Our Achieving Camden Excellence (ACE) Awards honor team members who demonstrate excellence in the workplace and consistently exemplify Camden's core values. This awards program extends across Camden's portfolio, and every team member is invited to attend annual awards ceremonies in their area. In 2024, 33 team members received a Regional ACE Award, with 12 of those team members also earning a National ACE Award.

Camden's annual Leadership Conference provides opportunities for team members from around the United States to spend time with those in other regions of the country, engage in professional development training, and show off their creative skills in our Lip Sync Contest, Skit Night performances, or on the dance floor.

- Regional ACE Award recipients receive \$2,000 and a custom Camden gift
- National ACE Award recipients receive \$3,500, a sculpture with their name engraved, and are featured on the Ace Wall at our Corporate office

Team member appreciation does not stop with the ACE Awards. We proudly reward team members who achieve and exceed their goals with Community Awards and Sales Awards as well as recognizing team members' tenure with service awards.



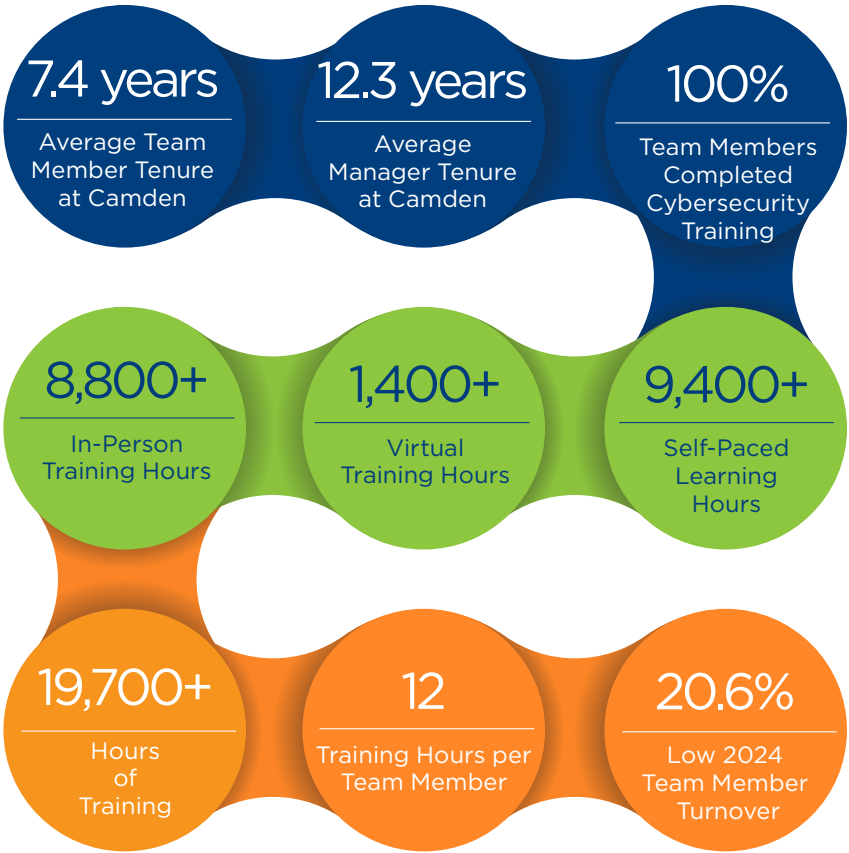
From left to right: Alex Jessett, Keith Oden, Kristy Simonette, ACE Award Winner Mickey Rauniyar, Ric Campo, Laurie Baker

LEARNING & DEVELOPMENT

Camden's team members are our greatest asset. We are committed to helping team members improve their personal and professional lives through training and career development, coaching and mentoring, and continuing education programs. Each new team member completes our onboarding process including information and training regarding Camden's mission, vision, and values. All team members have access to training opportunities designed to help team members grow and increase their efficiency, productivity, and performance. In addition, we also require training on sexual harassment, cybersecurity, and sensitive data awareness. Camden's Learning and Development team evaluates and seeks feedback on all training to continuously improve the offerings for team members to strategically align with business goals and provide the knowledge and skills required by our diverse workforce.

Following any national training initiative, a recap is published sharing any relevant results as well as detailed feedback directly from participants. The recap is shared with Camden leaders and the attendees' direct supervisor to ensure they encourage application and hold team members accountable.

In 2024, Camden team members completed more than 19,700 hours of training, including in-person and virtual classroom instruction and online self-paced training. We take Camden's and our residents' data seriously and require team members to complete cybersecurity and sensitive data awareness training annually. If team members do not complete the training, access to Camden's computer network is removed until the training is completed. In 2024, 100% of Camden's team members completed their annual cybersecurity and sensitive data awareness training.



Talent Transformation

Training and development opportunities are an important aspect of our culture, and we are committed to maintaining an efficient, competitive, and engaged workforce. A positive and inclusive workplace begins with developing a strong set of effective team member retention strategies for all team members. We utilize StandOutSM, a team engagement platform that helps team members lean into their individual strengths, connect with their manager on a regular basis, and optimize their Camden experience.




2024 Mentor Class

It is an ongoing resource that takes our strengths-based culture to the next level by leveraging technology and enhancing team member satisfaction. Traditional performance reviews have been replaced with weekly "check-ins," which focus on team members' strengths and what team leaders can do to support their continued development and goals. In addition to these "check-ins," a short engagement survey is conducted every quarter. This survey is another tool for our leaders to employ when collaborating with team members to help increase job satisfaction, performance, and engagement.

PEER COMMUNITIES & LEADERSHIP DEVELOPMENT

Maintenance Apprentice Program



Camden's Maintenance Apprentice Program offers individuals the chance to gain real-world experience in the daily operations of our communities. Under the guidance of a seasoned Camden maintenance supervisor and alongside our operations teams, apprentices develop hands-on maintenance skills while immersing themselves in Camden's distinctive culture. Throughout the program, participants learn and apply essential aspects of multifamily residential maintenance, customer service techniques, and community policies and procedures. Upon successful completion, apprentices are evaluated for potential placement in a full-time maintenance role with Camden.

Art of Leadership

Building trust is a core tenet of Camden's "Art of Leadership" development program for all new managers. This best-in-class two-day learning experience offers leaders an opportunity to explore human-centered, strengths-based leadership and elevates the critical role leaders play in employee engagement. Key participant takeaways include getting to know their team's individual strengths and motivators and committing to more impactful conversations with team members. In 2024, Camden measured more than 34,000 such touchpoints and gained new insight into the power of manager-team member connection. Team members who had weekly conversations with their leaders were twice as likely to be fully engaged at work, illustrating the power of cultivating an environment where people feel seen, heard, and connected to their leaders.

Mentor Program

Camden's Mentor Program is as much about making team members feel a part of Camden as it is about the job. Mentors teach newly promoted and new Camden team members about their job duties and share Camden's values and culture. Notably, mentors are paired with people in the same position outside of their immediate teams, creating an opportunity to see how others operate, extend their Camden network, and build new relationships. Mentors are selected for their commitment to Camden's values and purpose. As of December 2024, we have more than 175 mentors, all of whom volunteered, passed an application and selection process, and completed a customized, two-day mentor training course at our Corporate office.

CultureConnection

CultureConnection is Camden's peer-led community established to promote borderless community and belonging. In 2024, CultureConnection elevated the unique stories of over 100 team members and initiated creative awareness and team-building opportunities for cultural recognition. Some engagements shared across the organization include "Exploring Different Brains," a team member-led video for Neurodiversity Awareness, "Movement for Mental Health" a national step challenge, and "Cafecito" a national coffee social celebrating Hispanic Heritage. Combined, individuals in these networks both benefit from and contribute to a truly supportive work environment.



Camden's Maintenance Apprentice Program provides an opportunity for apprentices to participate in the daily operations of our communities. We are thrilled 61% of our 2024 Maintenance Apprentices have graduated to higher roles and are still employed with Camden today!

RESIDENT ENGAGEMENT

Customer Service

Providing exceptional customer service is an integral part of our business. Camden encourages resident feedback and engages with our residents on various social channels. We also utilize MyCamden, our online resident portal, to engage, educate, and inform residents on activities taking place within their community, neighborhood, and city. We listen to our residents and try to respond to all posted ratings and reviews. Residents enjoy the convenience of around-the-clock, full-time support from our Contact Center, where Camden team members are ready to answer questions and resolve resident concerns. Resident engagement is an essential element of customer service, and we conduct monthly surveys through our Customer Living Excellence index (CLEi) survey. The survey is a pulse check of the community and asks residents about their interactions with staff and overall living experience in our communities. This feedback allows us to address any issues, read and celebrate

positive team praise, and find out how we can better provide Living Excellence. Internally, we use the Customer Sentiment Score dashboard, which reflects each of our communities' Customer Sentiment Scores, enabling all team members to view real-time customer ratings and act accordingly. Our communi-

Camden's focus on customer service resulted in national recognition as a top 10 manager for online reputation by J Turner Research.

ties' Customer Sentiment Scores are based on five primary components and we are continuously collecting real-time resident feedback in surveys and online reviews. We understand the value of customer service, and our teams' quarterly and annual compensation have a significant portion dedicated to their community's Customer Sentiment Score.

Customer Sentiment Score Components



Funnel is a resident-centric Customer Relationship Management (CRM) and Artificial Intelligence (AI) platform that allows prospects to schedule tours and communicate with us via email, text, or chat. "Birdie" is Camden's Virtual Leasing Agent who uses artificial intelligence to respond to common resident questions and encourages prospects to schedule tours, while leveraging all community information available in Funnel to answer prospects' questions. In 2024, "Birdie" managed over 43,000 inquiries and scheduled over 8,400 tours with a strong 28.3% conversion-to-tour-rate.

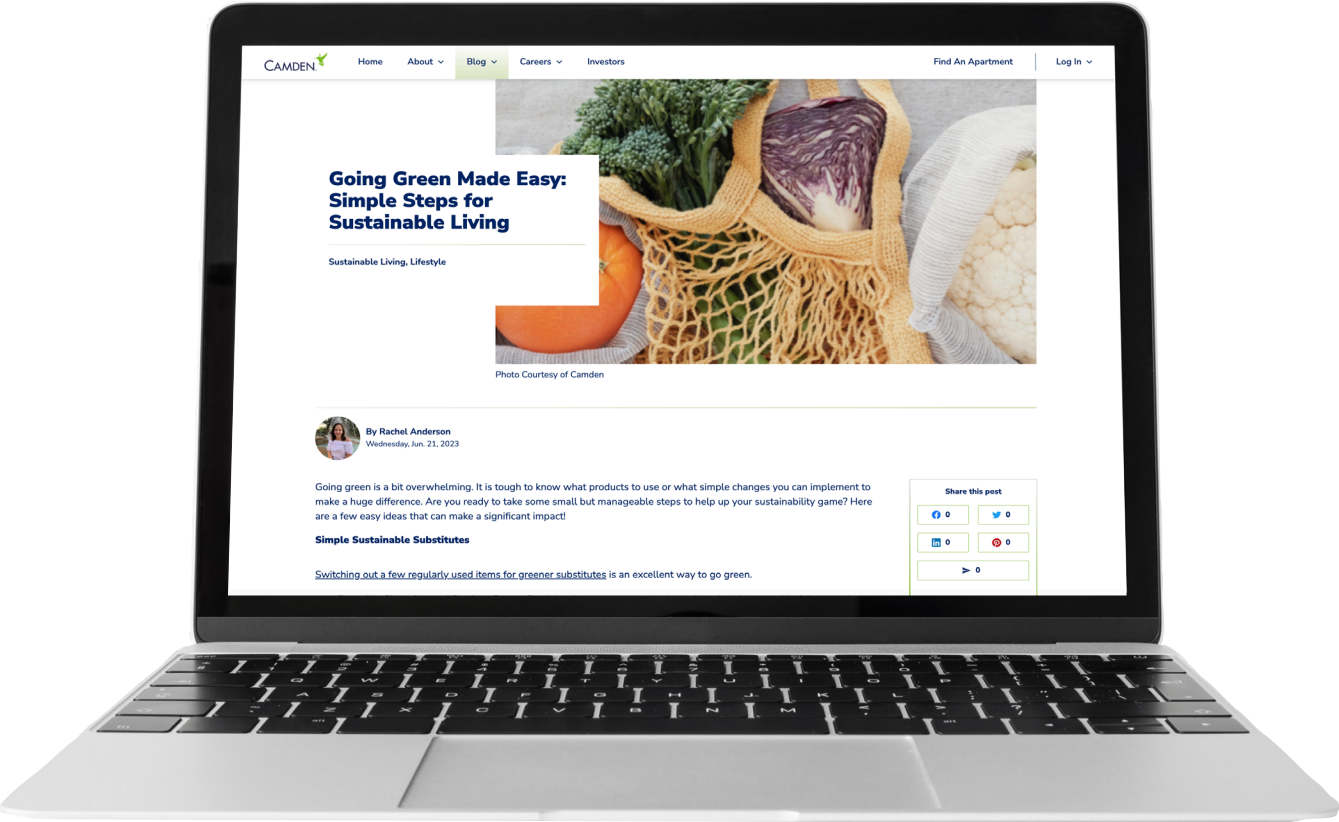


TJ Faye at Camden Downtown | Houston, Texas

Simply Camden Blog

The Simply Camden blog serves as a dynamic platform for conveying Camden’s culture to website visitors. It strengthens Camden’s digital presence while helping current and prospective residents gain deeper insight into our communities, team members, and organizational values. Authored by 21 volunteer team members from across the country, the blog reflects Camden’s brand through personable, positive, and engaging storytelling. Content featured on Simply Camden includes practical how-to guides, educational articles, and insights addressing common renter questions, including topics related to sustainability. In addition to publishing on the blog itself, Camden amplifies this content through strategic distribution on social media. Posts are regularly shared via the @camdenliving corporate accounts on Facebook and Instagram, as well as across more than 170 individual Camden community social media profiles.

In 2024, Camden bloggers published 119 posts. **The Simply Camden blog was honored with the 2025 Crystal Award for Best Blog by AMA Houston for the fourth consecutive year.** This peer-reviewed, results-based award recognizes excellence in marketing across industries. Simply Camden was selected from over 150 finalists in more than 90 categories, representing professionals in marketing, communications, advertising, design, and public relations.



Camden Tempe | Tempe, Arizona



Top: Camden Tempe | Tempe, Arizona
Bottom: Camden Riverwalk | Grapevine, Texas

Health & Wellness – Residents

Camden is committed to providing healthy living spaces for residents. Health and wellness are incorporated into the design, construction, and operation of Camden’s communities. We are committed to providing healthy living spaces, equipped with social & common areas, green spaces, and health & fitness amenities. We utilize low VOC flooring, paints, adhesives, and sealants in our multi-family homes and communities; use high-quality air filters, exhaust fans, and ventilation systems; and offer non-smoking communities (over 93% of our communities are designated as non-smoking communities). In addition, nearly all our communities have been retrofitted with LED lighting to improve energy efficiency in common areas and apartment homes, and our communities are designed to maximize acoustic comfort and improve the resident’s living experience.

Over 93% of our communities are designated as non-smoking communities.

We support our residents’ physical health by providing contemporary fitness centers with state-of-the-art equipment, weight rooms, self-service video classes, spin rooms, and yoga studios in many of our communities. Nearly all of our communities have swimming pools, and over 70% of our communities have dog parks. For outdoor enthusiasts, many of our communities are located near parks and exercise trails and offer other amenities for exercising or relaxing. We also offer dedicated art spaces for painting and sculpting, community benches for relaxation, and quiet, zen-filled areas intended for reflection and meditation in many of our communities.

COMMUNITY ENGAGEMENT

Promoting Affordable Housing

Camden supports the broader communities in which our apartment homes are located by helping to provide affordable housing options through our wholly owned subsidiary, Camden Builders, Inc. (CBI). **The construction of affordable housing creates value, fosters interaction among community members, and enhances neighborhoods, which can help improve local property values and neighborhood quality.** Through these partnerships, CBI has built almost 13,000 apartment homes in affordable communities.

We engage local community groups throughout the development process to identify community values and address issues and concerns. We collaborate with our neighbors, conduct impact assessments, and develop mitigation plans as needed. We communicate our sustainable building initiatives and enhancements to public

Camden Builders, Inc. has built almost 13,000 apartment homes in affordable communities.

spaces and hire local sustainable energy or environmental consultants. Nearly all third-party projects integrate sustainable building practices that are energy efficient and economically sound, which have resulted in several LEED certifications and other sustainability awards. In addition to sustainability awards, our projects typically require

local, minority-owned businesses to assist in the construction process. For example, one of our projects, Avenue J, received an “Outstanding” rating for MWBE (minority and women-backed enterprise) participation.

CBI is unique in our industry as we build for other developers, which allows Camden to foster relationships with local subcontractors and maintain market knowledge as fluctuations occur and development project starts slow from time to time.

New Hope Housing

One of our Houston, Texas affordable housing partners is New Hope Housing, whose mission is to provide life-stabilizing, affordable, permanent housing and services for people who live on very limited incomes. Through Camden and New Hope Housing’s partnership, CBI has built over 10 communities to inspire residents to live happy, independent lives full of hope with four more under development.

Supplier Diversity

Camden values supplier diversity as a key part of our business strategy, driving innovation and aligning with our leadership goals. Through our partnership with SupplierGatewaySM, we’re able to assess our impact on community economic growth and work to expand our use of small, local, and minority-owned businesses.



New Hope Housing Avenue J | Houston, Texas



Camden Builders Team and local officials break ground for Houston Area Women's Center (below) | Houston, Texas



New Hope Housing Savoy | Houston, Texas



CBI Team Members George Richardson (left) and Chuck Craik

Houston Area Women's Center

CBI broke ground in 2023 on the new expansion of the Houston Area Women's Center (HAWC) and the community was completed in late 2024. This 132-unit housing facility aids in providing emergency support for women and children in the Houston community. This new residential campus and administrative headquarters provides shelter, childcare, and access to schools and other services, including counseling, behavioral health, career paths, life skills, and finances. HAWC pioneered the community outreach movement for women more than 45 years ago and now serves thousands of women, children, and families each year escaping domestic violence, sexual assault, or sex trafficking. The organization helps survivors transform their lives, free from violence through a combination of permanent housing, advocacy, and counseling services.

CAMDEN CARES

We are passionate about community service and giving back to the neighborhoods and cities in which we live and work. Camden's volunteer spirit brings communities together and supports our goal to create Living Excellence. We established our Camden Cares program in 2013 to aid charitable organizations through donations and volunteer hours, and we strive to have a positive impact on those around us. We have four pillars: housing-related causes, food banks, local schools where our communities are zoned, and the environment.

Camden's Fifth Annual Turkey Trot



Local Food Banks included:

- Second Harvest Food Bank Charlotte
- Second Harvest Food Bank Nashville
- Food Bank of Central and Eastern Carolina
- Martha's Table
- Atlanta Community Food Bank
- Second Harvest Food Bank Orlando
- Feeding South Florida
- Feeding Tampa Bay
- Central Texas Food Bank
- North Texas Food Bank
- Houston Food Bank
- Food Bank of the Rockies
- Orange County Food Bank
- Desert Mission Food Bank



1,000+
VOLUNTEERS

2,600+
VOLUNTEER HOURS



Examples of Camden Cares in Action

In 2024, Camden Cares activities resulted in over \$80,000 in donations to more than 50 charitable organizations. Camden's efforts included partnerships with organizations and events such as:

- More than 450 hours of environmental cleanup events were held at local parks and beaches nationwide, including Papago Park in Arizona, Beatty Park in Charlotte, Atlanta's BeltLine, Hermann Park in Houston, Tampa's Riverwalk, and more.
- Donations to children's charities, including more than 3,200 school supplies donated and local volunteer hours at Houston Kids Meals, Tools4Schools, Nest4Us, Orangewood Foundation, Beds for Kids, BookSpring, and more.
- Food Drives and volunteer events at food banks resulting in over 50,000 meals donated to food assistance organizations including the Houston Food Bank, Arlington Food Assistance, Second Harvest Food Bank of Orlando, and others.
- Pet Supply and volunteer events at animal charities including Piedmont Farm Animal Refuge, Goodfix Austin, Houston Pets Alive, Arizona Humane Society, and more.
- Donation drives benefitting Western North Carolina, including Operation Airdrop Hurricane Helene and the Global Empowerment Mission.
- Camden sponsored two students to attend Cristo Rey Jesuit, College Preparatory School of Houston. Throughout the fall and spring semesters, these students interned at the Corporate office, gaining invaluable real-world work experience.

PLANET



For over 30 years, we have implemented innovative, sustainable practices that support our communities, customers, residents, and team members.

PLANET

We are committed to operating in an environmentally responsible manner, preserving our planet’s natural resources, and designing and developing our communities with long-term sustainability in mind.

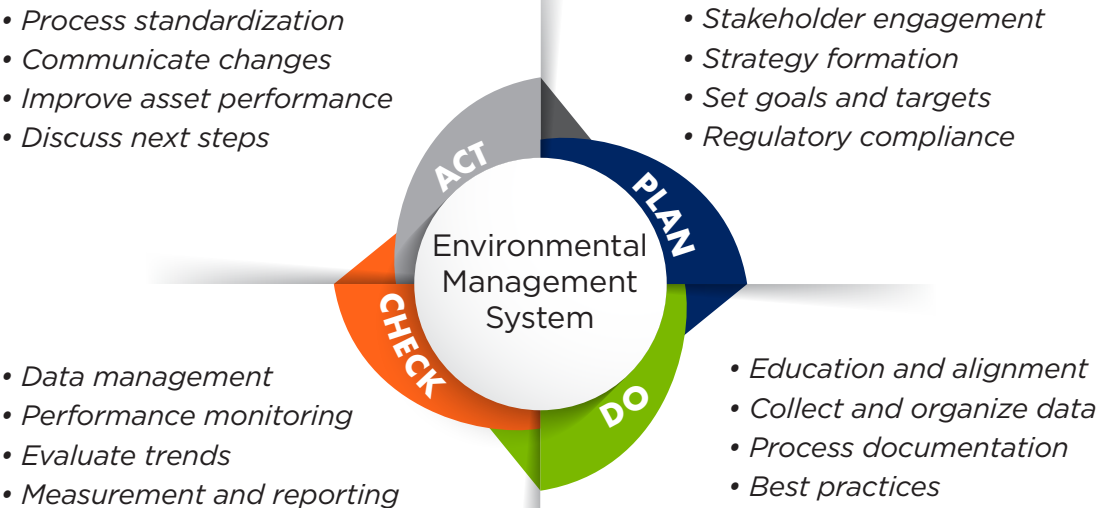
Environmental Management System

Environmental stewardship is a vital component of Camden’s sustainability program, and we are committed to continually improving our performance through our Environmental Management System (EMS). Camden’s EMS consists of collecting and organizing our energy, water, and waste data in a timely manner using ENERGY STAR Portfolio Manager (ESPM). We focused on data quality in 2024 and 2025 to improve completeness, accuracy, and data coverage for our annual reporting, and to guide our strategy and decision making. Our EMS ensures processes are in place to support continuous improvement, monitor ongoing asset performance, and evaluate unfavorable trends in environmental performance. We also communicate best practices across our portfolio

and conduct site audits to improve overall community performance. We routinely evaluate our portfolio to identify further energy, water, and waste reduction opportunities. Camden’s operational control is limited mainly to its communities’ common areas where we have full authority to implement policies and practices. We actively promote and develop practical and cost-effective sustainability initiatives to improve our portfolio’s environmental performance and reduce our impact on the planet. Camden’s EMS provides the framework for our sustainability strategy and enables us to improve energy efficiency and resilience through consistent review, measurement, and verification.



UNSDG Alignment



Corporate Headquarters

Our current Corporate headquarters is in an office building with LEED Gold® certification and is well served by public transportation and in walking distance to multiple dining and entertainment options.



Water

We incorporate drought-tolerant and/or native landscaping when possible, and nearly half of our portfolio has drip/smart irrigation systems in place.



Green Workplace

We utilize several online programs to electronically distribute information to team members, residents, and shareholders, thereby reducing paper waste and printing.



Transportation

We have installed over 280 electric vehicle charging stations across our portfolio with plans for continued expansion.



Solar

Since completion, our three onsite solar projects have generated almost 3 GWh of energy to power our communities.

GOALS & TARGETS

We are committed to operating in an environmentally responsible manner by using our resources wisely, continually seeking ways to reduce our energy and water consumption and GHG emissions intensity, and increase our waste management efficiency and renewable energy procurement. We designated 2020 as our baseline year and established the following goals and targets. We are excited to share we continue to meet two of our five goals and made progress on our waste diversion and energy intensity goals in 2024. We are developing asset by asset decarbonization plans to support future updates to these goals.

We continue to make progress in reducing our greenhouse gas emissions through a combination of onsite solar, purchased renewable energy certificates, energy conservation programs, and reduction of onsite natural gas usage.

In the following pages, we discuss the programs and initiatives we have implemented to continue to tackle these goals by 2030. We are heavily focused on waste management at our communities and increasing diversion through education, improved recycling efforts, e-waste programs, and composting. Additionally, we are actively addressing data challenges from our waste haulers through potential innovative partnerships and smarter data tools. We are extremely focused on reducing energy use intensity at communities subject to building performance standards to ensure compliance with state and local regulations. We plan to use these communities as examples to continue to reduce energy use across our portfolio.



Renewable Energy

Exceeded Goal

Percentage of common area electricity usage procured from renewable sources.



Landfill-Bound Waste

Ahead of Schedule

Percentage of total waste (metric tons) sent to landfills.



Water Use Intensity

In Progress

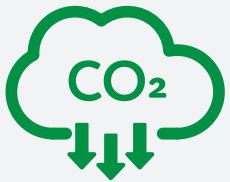
M₃/Sq Ft.



Energy Use Intensity

In Progress

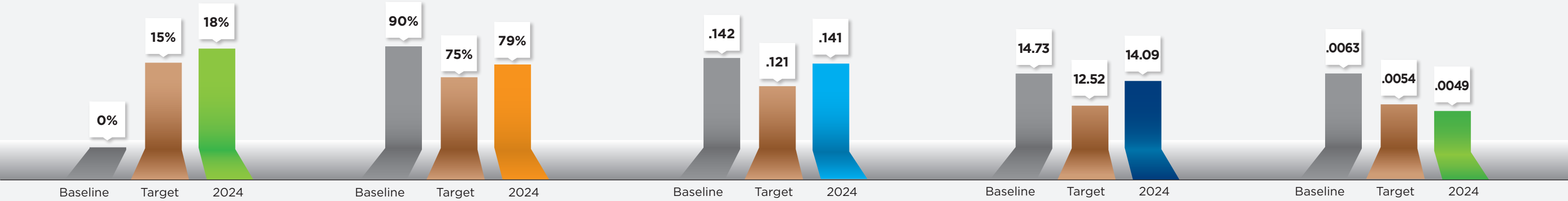
kWh/Sq Ft.



GHG Emissions Intensity

Exceeded Goal

MTCO₂e/Sq Ft.



Goal: 15% of electricity for common areas procured from renewable sources by 2030

Goal: 15% reduction in percentage of landfill-bound waste by 2030

Goal: 15% reduction in common area water use intensity by 2030

Goal: 15% reduction in common area energy use intensity by 2030

Goal: 15% reduction of common area GHG emissions intensity by 2030

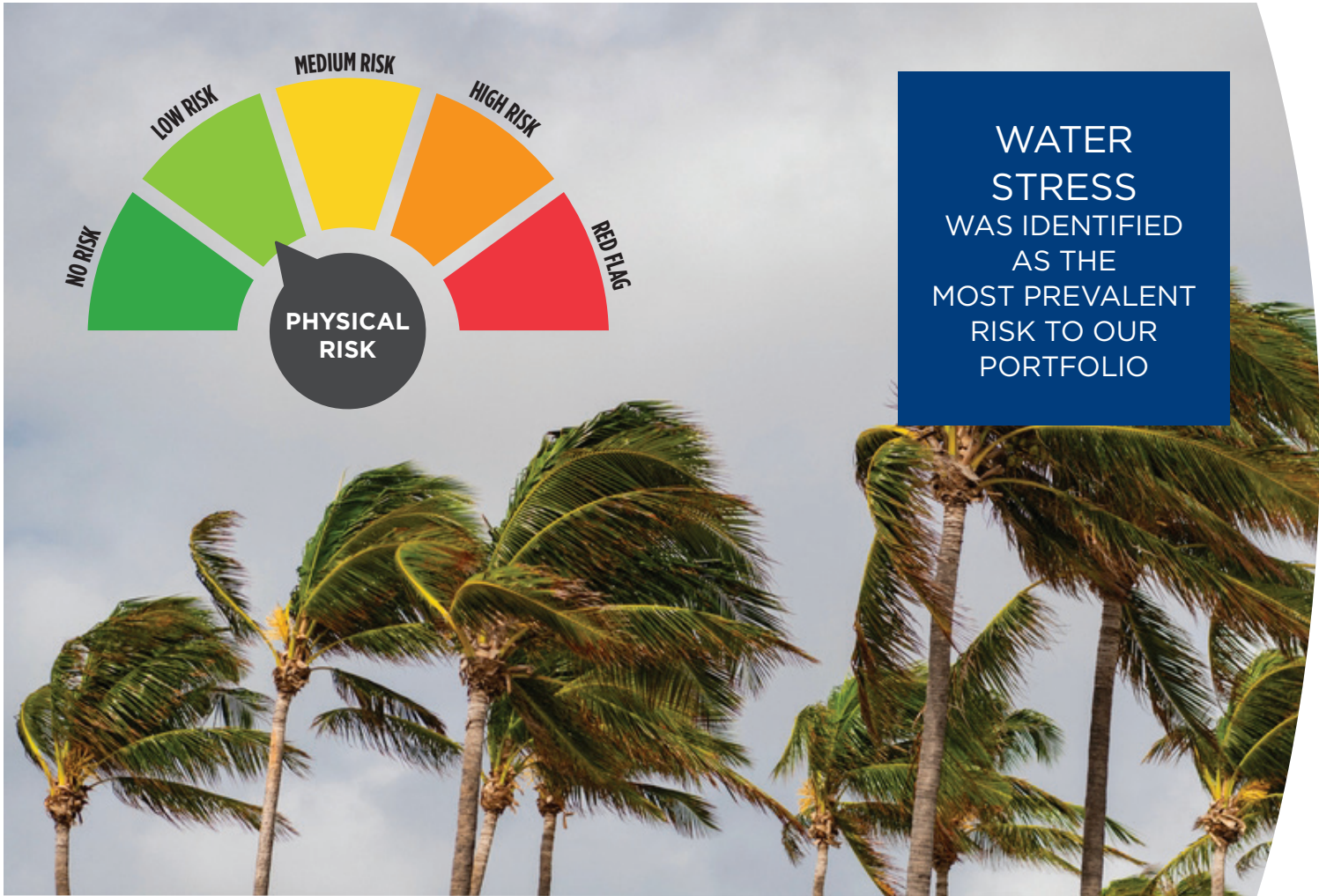
CLIMATE STRATEGY & RESILIENCE

We recognize the increasing importance of addressing **PHYSICAL AND TRANSITION RISKS** associated with climate shifts and other environmental factors. We are committed to identifying, assessing, and mitigating these risks to ensure the long-term sustainability and resilience of our portfolio.



Camden Riverwalk | Grapevine, Texas





Physical Risk

Assessing the physical risks of our communities is vital for identifying and mitigating potential climate-related impacts and enhancing the safety and well-being of our residents and team members. By understanding these risks, we can implement preventive measures that optimize our investments and minimize disruptions to both residents and businesses. Our commitment to sustainable building practices, such as using resilient materials and energy-efficient systems, helps our communities prepare for extreme weather, flooding, and other climate-related risks. Additionally, efforts in resource efficiency, water conservation, energy efficiency, and waste reduction reduce the strain on our building systems and lower operational costs, creating a more resilient and thriving community for everyone.

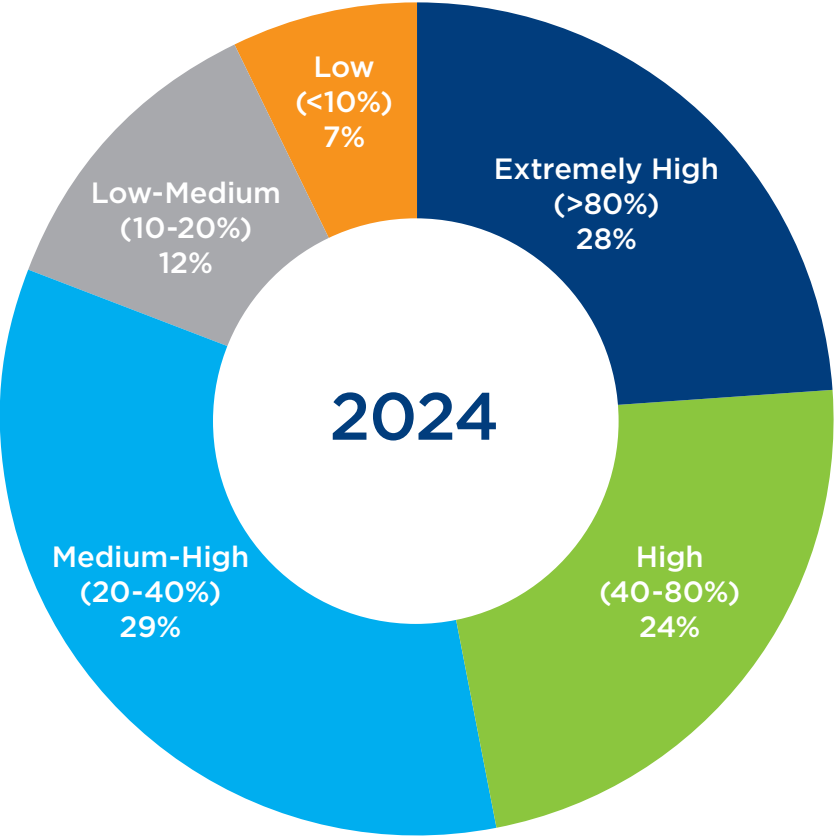
We utilized a third party to assess our portfolio and identify the potential impact of physical climate risks and the likelihood of future climate hazards. This third-party assessment provided risk scores for climate hazards that are important drivers of business risk, including the chronic physical risks such as sea-level rise and heat stress and the acute physical risks of floods, hurricanes, water stress, and wildfires. Five risk descriptions were used to categorize the risk scores: Red Flag, High Risk, Medium Risk, Low Risk, and No Risk. Water stress was identified as the most prevalent risk to our portfolio, with many of our communities in the Red Flag or High-Risk categories.

Water Stress Mitigation Efforts

Camden continues to rethink water through circular economy and resilience lenses to support our communities with water recycling strategies. As water stress was identified as the largest risk to our portfolio from our physical risk assessment, we took a closer look at how Camden communities and our residents use water, from where the water is sourced, and the measures implemented across the portfolio to responsibly manage water use. We have performed a detailed water assessment using the Carbon Disclosure Project's (CDP) water questionnaire as guidance to improve our visibility.



2024 ABSOLUTE WATER CONSUMPTION BY WATER STRESS LEVEL



During 2024, we installed submeters on reclaimed water sources for irrigation in our Texas portfolio. We are expanding the use of submeters to the remaining communities with reclaimed water sources in late 2025 and 2026. Submeters allow us to monitor and track water usage in our communities from reclaimed sources such as wells, ponds, and lakes. Reusing water for irrigation helps conserve municipal water resources, and reduces operating costs for our communities. We tracked water reuse at 10 communities, saving Camden approximately 23.5 million gallons of municipal irrigation water in 2024.

Water Stress Mitigation Efforts (continued)

Nearly half our portfolio has drip irrigation systems, where we can adjust the watering schedule to irrigate and fertilize landscaping at the roots to minimize water waste. Smart irrigation systems layer local weather data to optimize the watering schedule for specific soil and plant types. Additionally, during 2024, our Landscape Directors continued to reduce water use for landscaping by capping irrigation heads, replacing grass with crushed granite or stone, removing fountains, and reassessing all landscaping options at our communities.



Camden’s water conservation programs extend to interior water use as well. Based on unit count, almost 55% of our portfolio is submetered, which means we can more easily track water usage and detect leaks in real time. Our operations teams receive alert emails identifying unusual usage patterns that may signal leaks or equipment issues for our common areas and our residents’ apartment homes. These alerts allow us to proactively approach leak detection and water management, which helps reduce costs and identify submeter malfunctions. Other interior water efficiency updates include improvements such as replacing existing bath fixtures with high-efficiency toilets, faucets, and shower heads, and using a third-party service provider to monitor water usage for leak detection. Since 2016, we have installed moisture detectors in water heater pans to mitigate water damage due to leaks. We continue to work with our third-party service provider to combine alerts from the moisture detectors and water flow from a unit’s submeter to further enhance monitoring.

We use Smart Water™ at 28 communities. The Smart Water™ solution includes four main components: submetering and meter data, water management dashboard, real-time alerts, and resident engagement. This technology combines invoice analysis with water flow from submeter data to better pinpoint potential leaks and reduce maintenance time as well as provide residents access to their own daily water consumption to set water reduction goals and compare their usage with other residents via the “Green Score.” Real-time alerts allow onsite teams to quickly correct issues and mitigate risk through integration with our Mobile Facilities application utilized by our maintenance team for service requests. By managing real-time water alerts during 2024, we identified over 20 leaks and prevented an estimated \$160,000 in water loss through early detection.

We continuously explore a range of water conservation strategies, including expanding smart irrigation systems, implementing submetering initiatives, and upgrading infrastructure with features like water-saving valves. At the same time, we’re committed to raising resident awareness through targeted marketing and educational efforts. Camden’s Resident Green Guide offers practical tips and actionable steps to help residents reduce daily water usage—from choosing efficient appliances to adopting mindful consumption habits.

Robust and Comprehensive Emergency Preparedness

Camden won a **2025 American Marketing Association award** for its resident crisis communication during two major hurricanes in 2024. The strategic planning and proactive approach ensured Camden’s communities sustained only minor damage from Hurricanes Beryl and Milton. See highlights of the plan below:

PRE-HURRICANE PREPAREDNESS:

- Preparedness System: Ensures teams are equipped to handle climate events and mitigate damage.
- Partnerships: Established with top-tier crisis management suppliers for efficient response and cleanup.
- Communication Strategy: Seamless internal coordination and timely information for residents.

PROACTIVE MITIGATION MEASURES:

- Resilient Infrastructure: Investments in reinforcing buildings and protecting critical systems.
- Regular Inspections: Maintenance and preventative measures to strengthen infrastructure such as trimming trees, ensuring critical systems like electricity and water are protected, and reinforcing buildings to withstand extreme weather.
- Risk Assessment: Assessments of our communities to identify items vulnerable to hurricane damage or likely to cause harm when impacted, and reasonable steps to mitigate those risks and reduce storm impact.
- Evacuation Plans: Identify clear routes and shelters for all, including those with special needs.
- Communication Channels: Text alerts, resident portal, email, and social media updates.
- Flood Barriers: Installation of levees, floodwalls, floodgates, and berms.
- Drainage Systems: Upgrades to handle heavy rainfall, including cleaning of drains and gutters.

ACTIVATION AND RESPONSE:

- Crisis Management Suppliers: Quick mobilization of resources and personnel for cleanup and recovery.
- Efficiency: Expertise in debris removal, water extraction, and structural damage assessment.



Transition Risk

We monitor and address transition risks such as policy changes, technological disruptions, market shifts, and evolving stakeholder expectations.



Climate Risks & Mitigation Measures

Aligned with the Taskforce on Climate-Related Financial Disclosure (TCFD) framework, the matrix below provides a clear, structured way to identify and organize the climate-related risks, opportunities, and mitigation measures that are most relevant to Camden.

RISKS		MITIGATION MEASURES
Short-term (0-5 years)		
Physical - Acute	The increasing severity of extreme weather events presents a risk to our operations. Hurricanes and convective storms have the potential to cause extensive property damage, reduce property values, and lead to relocation and recovery costs. Similarly, floods may result in structural damage to buildings, compromise infrastructure, disrupt resident operations, and lead to business disruptions.	We enhance resilience by implementing durable building designs and materials to minimize damage from extreme weather events, ensuring increased resident safety and operational continuity. We prioritize hurricane-resistant construction techniques and materials. Additionally, we have established a robust emergency response plan to prepare our communities, coordinate resident communication, and implement evacuation procedures and recovery efforts. These measures can reduce repair and insurance costs, minimize business interruptions, and preserve long-term asset value.
Transition - Policy and Legal	Enhanced emissions reporting obligations may result in increased costs to comply with evolving regulations, including investments in energy efficiency upgrades, electric vehicle (EV) infrastructure, and emissions monitoring systems. Non-compliance risks could lead to fines, reputational damage, and potential limitations on insurance availability or higher premiums. Additional resources may also be required to monitor and adapt to changing regulatory requirements, increasing administrative and operational burdens.	Tracking emissions helps identify opportunities to enhance energy efficiency, reduce utility costs, and lower greenhouse gas (GHG) emissions across our communities. Transparent emissions reporting not only ensures compliance and avoids fines but also shows our commitment to sustainability, which may attract investors and residents. Improved reporting can inform strategic decision making, enhance risk management, and uncover opportunities for renewable energy adoption and building certifications.
Medium-term (5-10 years)		
Transition - Policy and Legal	Mandates and regulation on products and services may lead to early retirement of assets due to policy changes, increase costs to meet stricter building codes and ordinances, and additional compliance expenses related to local legislation, such as requirements for all-electric systems. Additional risks include potential disruptions to construction and renovation timelines, limited availability of compliant materials or technologies, and the need for ongoing staff training to adapt to new regulatory standards. Non-compliance could result in fines, project delays, and reputational damage.	Proactively implementing energy-efficiency measures ahead of mandates can lower operating costs, attract residents seeking sustainable living options, and enhance property value. Early adoption may also qualify for financial incentives, such as tax credits, grants, or utility rebates, further reducing costs. Additionally, compliance with evolving regulations can reinforce our dedication to sustainable operations, potentially appealing to investors and mitigating the risk of future penalties or costly retrofits.
Transition - Technology	Unsuccessful investment in new technologies. Capital investments in technology development and adoption, along with research and development (R&D) expenditures in new and alternative technologies, may lead to reduced revenue if these investments are unsuccessful or fail to deliver expected efficiencies. Additional risks include difficulties in scaling technologies across our portfolio, the potential for resident dissatisfaction with underperforming or disruptive technologies, and increased maintenance costs for unproven or incompatible systems. Rapid technological advancements may also render existing investments obsolete, requiring further expenditure to remain competitive and compliant with emerging standards.	Improving processes for evaluating new technologies before implementation can help reduce the risk of unsuccessful investments and ensure better use of capital. Lessons from failed investments can offer valuable insights into technology trends, resident needs, and operational challenges. Using these insights to adopt technologies that align with resident expectations and community goals can enhance resident satisfaction, improve efficiency, and strengthen market position. We continue to leverage our venture capital partnerships to evaluate the viability of technology partners, products, and services.

RISKS		MITIGATION MEASURES
Medium-term (5-10 years) continued		
Transition - Technology	Costs to transition to lower-emissions technologies. May incur additional costs of investing in technologies to lower the carbon footprint of communities, such as LED lighting, efficient HVAC systems, solar panels, and smart water and energy systems. Additional costs may also include retrofitting buildings, training teams, and potential disruptions during installation. These expenses are necessary to meet regulations and resident expectations but require careful planning to ensure they deliver long-term benefits.	Investing in energy-efficient technologies reduces energy consumption, lowers operating costs, and supports compliance with regulatory requirements. These upgrades may also attract environmentally conscious residents, increase resident demand and retention, and enhance property value. Additionally, energy-efficient technologies can improve building performance, detect potential issues, reduce long-term maintenance expenses, and strengthen market position.
Transition - Market	Increased cost of raw materials. Sudden increases in utility costs and raw material prices can raise operational expenses and increase construction and renovation costs. Higher prices for materials like concrete, steel, and lumber may impact project budgets and timelines. Supply chain issues and competition for sustainable materials may exacerbate these challenges, potentially leading to delays and higher costs.	Optimizing material use and reducing waste through efficient design, recycling programs, and sustainable procurement practices can help lower costs, improve operational efficiency, and align with sustainability goals, enhancing market appeal and long-term resilience.
Transition - Market	Changing customer behavior. Changes in customer behavior due to climate concerns may lead to migration away from certain areas, affecting occupancy rates and property values. Meeting resident demand for sustainable communities could require investments in building certifications and eco-friendly amenities like energy-efficient systems and water-saving technologies. Investors may prioritize companies that address climate risks and incorporate sustainability into their operations.	Integrating building certifications and sustainable amenities may enhance community appeal and resident satisfaction. These upgrades can also increase property value and attract environmentally conscious residents and investors. Providing education and sustainable living resources through Camden's Green Resident Guide, social media and blog posts offer suggestions to reduce water and electricity use and improve recycling practices.
Long-term (5-10 years)		
Physical - Chronic	Changing weather, long-term shift in climate patterns: heat stress. Heat stress from changing weather and long-term climate patterns can lead to higher utility costs, more frequent power outages, increased HVAC repair and replacement needs, and resident dissatisfaction. This may result in higher turnover rates or residents moving to more moderate temperature areas, affecting occupancy and revenue.	Investing in energy-efficient HVAC systems, smart energy sensors, and renewable energy sources reduces utility expenses, lowers GHG emissions, and improves resident comfort. These upgrades can also enhance property value, attract environmentally conscious residents, and align with sustainability goals.
Physical - Chronic	Changing weather, long-term shift in climate patterns: water stress. Water stress from changing weather patterns may lead to increased water costs, stricter usage restrictions, and potential disruptions to water supply. These challenges can increase operational expenses, impact landscaping and community amenities, and require investments in water-saving technologies or alternative water sources to maintain resident satisfaction and regulatory compliance.	Installing water-efficient fixtures and water reuse systems reduces water consumption and lowers utility costs. These measures can also enhance community resilience, meet regulatory requirements, and appeal to environmentally conscious residents, improving resident satisfaction and retention.

RISKS		MITIGATION MEASURES
Long-term (5-10 years) continued		
Physical - Chronic	Changing weather, long-term shift in climate patterns: sea level rise. Sea level rise can cause flooding, property damage, and disruptions to residents, leading to higher maintenance and repair costs. It may also lower property values, make insurance more expensive or harder to get, and cause residents to move away from high-risk areas. These risks highlight the importance of flood protection measures and careful planning for new developments.	Installing flood defenses, such as raised foundations, waterproofing, and better drainage systems protects communities. Regularly reviewing assets in high-risk areas and potentially investing in safer locations can reduce costs, protect property value, and meet resident and investor expectations for climate resilience.
Transition - Reputational	Shifts in consumer preferences. Not understanding or keeping up with consumer preferences towards sustainable communities may lead to lower demand, higher vacancies, and reduced rental income.	Investing in energy-efficient upgrades, sustainable spaces, smart technologies, and wellness amenities can attract residents, reduce operating costs, and increase property value.
Transition - Reputational	Increased stakeholder concern or negative stakeholder feedback. Not meeting requirements could limit access to capital as investors focus on sustainability. Residents may prefer sustainable communities, leading to lower demand, higher vacancies, reduced rental income, and damage to our reputation and competitiveness.	Enhancing disclosures, setting measurable carbon reduction goals, and adopting renewable energy technologies may assist in meeting investor expectations, attracting residents, and reducing operational costs.

Camden is dedicated to proactively managing physical and transition risks associated with climate change and the energy transition. By implementing robust mitigation strategies and continuously monitoring emerging risks, we aim to safeguard our communities, ensure resident well-being, and contribute to a sustainable future.

Decarbonization Strategy

Our portfolio decarbonization strategy focuses on establishing solutions and partnerships to reduce our GHG emissions. In addition to our waste, energy, and water goals, we have increased efforts in programs to build awareness of the importance of keeping energy use, water consumption, and waste generation to a minimum as they directly affect the performance of our communities. See below for initiatives and programs utilized, piloted, and considered throughout our portfolio.

Energy Efficiency and Conservation	Renewable Energy Integration	EV Infrastructure
Achieved		
<ul style="list-style-type: none">• Use ENERGY STAR Portfolio Manager for tracking, benchmarking, and performance improvement.• Install LED lighting and ENERGY STAR-certified appliances and products.• Use occupancy sensors and programmable thermostats.	<ul style="list-style-type: none">• Procured 15%+ common area electricity via Green-e® Certified Renewable Energy Credits (RECs).• Installed solar panels in Washington, DC; Tempe, Arizona; and San Diego, California.• Partnered with community solar programs to allow residents to support local solar farms and receive utility bill credits while increasing renewable energy share on the grid.	<ul style="list-style-type: none">• Installed over 280 EV charging stations across the portfolio, supporting access for more than 310 vehicles at one time.
Current		
<ul style="list-style-type: none">• Conduct ASHRAE Level 2 energy audits to identify efficiency upgrades.• Implement energy procurement, rate, and tax assurance strategies.• Target improvement opportunities via environmental management task force.• Upgrade HVAC systems, cool roofs, and insulated windows.• Detect refrigerant leaks and equipment inefficiencies with property management software.	<ul style="list-style-type: none">• Engaged renewable energy advisory firm for long-term strategy.• Evaluating additional solar installations across the portfolio.	<ul style="list-style-type: none">• Expand EV infrastructure with multiple providers in existing and new developments.

Water Conservation & Smart Water™ Technology			Water Reduction, Recycling, & Circular Economy			Building Certifications & Sustainable Development		
Achieved								
<ul style="list-style-type: none">• Smart Water™ deployed, enabling real-time leak detection and monitoring.• Over 50% of portfolio square feet sub metered for real-time water and proactive leak alerts.• Use drip/smart irrigation and native drought-tolerant landscaping.• Installed high-efficiency toilets, faucets, and shower heads, as well as moisture detectors in water heater pans.			<ul style="list-style-type: none">• Expanded resident recycling, doorstep pickup, and composting programs.			<ul style="list-style-type: none">• Communities certified with IREM's Certified Sustainable Property Designation.• 47 communities are certified as sustainable buildings.		
Current								
<ul style="list-style-type: none">• Applied a circular water framework by utilizing non-municipal irrigation sources (e.g., ponds, wells, and reclaimed water).			<ul style="list-style-type: none">• Ahead of schedule in reducing landfill-bound waste by 15% (2030 goal).• Provided e-waste recycling opportunities for residents.• Partnered with third-party vendors and national waste providers to improve waste tracking and diversion.• Utilized locally sourced, low-impact, and recyclable materials in construction.• Targeted improvement opportunities via waste management task force.			<ul style="list-style-type: none">• National Green Building Standards (NGBS) certification is required for all new developments.• LEED certification analysis is included in all new project investment proposals.• Prioritize brownfield redevelopment over greenfield development, where practical.• Conducting Phase I Environmental Site Assessments for acquisitions.• Using low-VOC flooring, paints, adhesives, and sealants, along with non-toxic, recycled, and recyclable materials in construction.		
Long-Term								
<ul style="list-style-type: none">• Evaluating additional communities to be sub metered for water use at the unit level.						<ul style="list-style-type: none">• Evaluating additional existing communities for building certifications.		

Biodiversity & Forestry

Resident Engagement

Venture Capital Investments in Sustainability

Achieved

- We supported One Tree Planted’s Urban Forestry and U.S. Forestry Restoration projects from 2023-2025—planting over 28,000 trees to reduce urban heat islands, restore ecosystems after natural disasters, enhance biodiversity, stabilize water-sheds, and improve air quality.
- Provided sustainability tips on reducing energy and water use and improving recycling in the Resident Green Guide.
 - Promoted sustainable living strategies via Simply Camden blog and social media.
- Partnered with Moderne Ventures, Fifth Wall, and HX Venture Funds.

Current

- Use drip/smart irrigation and native drought-tolerant landscaping.
- Offering e-waste recycling drives and food donation programs.
- Focusing on new technologies to enhance energy efficiency, water and waste management, and decarbonization efforts.

In 2025, we established a partnership with a cutting-edge software technology company specializing in real estate decarbonization planning solutions.

The goal of the partnership is to analyze our portfolio and develop asset-specific decarbonization plans to prioritize efficiency improvements at various communities and properly plan for major capital expenditures. This tool will be used to strategically comply with Building Performance Standards (BPS) at state and local levels, enhance our climate transition plan to support environmental goals and targets, and improve the capital expenditure planning process.



Camden Ballantyne | Charlotte, North Carolina

ENERGY & WASTE

Energy

Camden's energy conservation programs focus on installing energy efficient products and implementing programs that lower costs and reduce overall energy use. We continue to identify and implement innovative, sustainable practices that support our communities, residents, and team members. Some of our projects include upgrading to LED lighting throughout a significant percentage of our portfolio,

AVERAGE 2024
ENERGY STAR
PORTFOLIO
MANAGER
SCORE OF
81



installing ENERGY STAR appliances and products, utilizing occupancy sensors for community common areas, and installing programmable thermostats. Other considerations for our development and redevelopment projects include more efficient HVAC design, cool roofs, and insulated windows. We implemented programs and more efficient maintenance requirements to further reduce energy costs and continue to actively monitor our HVAC systems utilizing property management software to identify and address refrigerant leaks and equipment malfunctions. We also communicate best practices across our portfolio, conduct site audits to improve overall building performance, and evaluate our portfolio routinely to identify further energy reduction opportunities. Additionally, we have implemented energy procurement services, ASHRAE Level 2 energy audits, and utility rate and sales tax assurance. Our communities adhere to regulatory compliance regarding performance metrics and EPA regulations. We submitted energy consumption data for almost 50% of our portfolio using ESPM in 2024. ESPM benchmarks the energy use of buildings, and our average ESPM score for those 85 communities was strong at 81 as of December 31, 2024. We continue to monitor our portfolio in ESPM for internal benchmarking and effective allocation of capital dollars to decrease our overall energy use intensity. **We continue to target communities with opportunities for improvement using ESPM scores through our environmental management task force.**

Renewable Energy

Camden set a goal to procure at least 15% of the electricity needed for its common areas from renewable sources by 2030. In early 2022, we met our goal in part by purchasing Green-e® Certified renewable energy credits (RECs) equivalent to 15% of our total common area electric usage. We now have three onsite solar installations, one in Tempe, Arizona, one in San Diego, California, and the third in Washington, DC. We expect these solar installations to generate approximately 1 GWh annually. **In addition, we engaged a renewable energy advisory firm to assist us in providing recommendations on our long-term strategy and renewable energy ambitions and how to further reduce our overall carbon footprint.** In conjunction with this effort, our sustainability council received training and education regarding potential renewable electricity strategies and associated opportunities, benefits, and challenges. We are continually evaluating opportunities to add solar installations to more communities in our portfolio and provide solar energy access to our residents through community solar programs.



Electric Vehicle Charging Stations

We are expanding electric vehicle (EV) infrastructure across our communities by partnering with multiple charging station providers to meet resident needs. To date, we've installed over 280 EV charging stations, supporting access for more than 310 vehicles at one time. With over 1,700 residents currently owning EVs - and almost 30% planning to purchase an electric or plug-in hybrid vehicle next - our continued investment in charging stations across both existing communities and new developments supports sustainability goals and future demand.



Community Solar for Residents

Community solar is a program designed to add clean energy to the local power supply and make the electric grid cleaner. Camden partnered with Arcadia, a technology company that enables consumers and businesses to support sustainable energy generation while enjoying a lower electricity bill. This program brings renewable energy and savings to our residents by helping them seamlessly connect their utility accounts with a network of community solar farms. Residents do not directly receive electricity from renewable sources, but instead repurpose part of their power bill to fund these solar farms, which in turn helps increase the share of renewable energy that is distributed through the grid. When these solar farms generate electricity, participating residents receive savings in the form of credits on their monthly power bill from the utility. Camden is committed to operating in an environmentally responsible manner, and this program allows residents to also participate in solar power options.

Waste

Camden's waste management and recycling programs help identify opportunities to eliminate waste from our operations, increase resident recycling and composting, and reuse certain waste materials as much as possible. We provide waste removal services for our residents across our portfolio and offer an option to recycle in almost all of our communities by providing recycling containers, doorstep pickup, or designated recycling areas. We also offer composting services in select communities, which further minimizes our environmental impact, and we provide resources to educate residents on the importance of sustainable and proper recycling practices. Our Purchasing Department manages our national waste and recycling partnerships with waste haulers, vendors, and community managers to ensure successful and efficient programs. We continue to engage with third-party vendors to better manage waste and recycling and improve waste processes across our portfolio and with our national waste providers to deliver more consistent, timely, and



IN 2024,
WE RECYCLED OVER
3,400 lbs.
OF HAZARDOUS
E-WASTE!

accurate data on waste diversion. We continue to offer e-waste recycling programs to allow our residents to properly dispose of e-waste and to support our onsite team members by providing educational resources for residents. Our Information Technology (IT) department recycles e-waste quarterly to ensure proper disposal of Camden's IT equipment. We are evaluating additional initiatives to increase waste diversion by establishing measures to increase the recovery and reuse of materials from our community reposition, redevelopment, and repurpose programs.

BUILDING CERTIFICATIONS

Leadership in Energy and Environmental Design (LEED) – Gold®

- Camden Rainey StreetAustin, Texas

Leadership in Energy and Environmental Design (LEED) – Silver®

- Camden BelmontDallas, Texas
- Camden HillcrestSan Diego, California
- Camden Music RowNashville, Tennessee

Leadership in Energy and Environmental Design (LEED) – Certified®

- Camden Shady GroveRockville, Maryland
- Camden Village District*Raleigh, North Carolina
- Camden WashingtonianGaithersburg, Maryland

National Green Building Standard (NGBS) – Silver

- Camden AtlanticPlantation, Florida
- Camden FlatironsDenver, Colorado
- Camden GalleryCharlotte, North Carolina
- Camden HillcrestSan Diego, California
- Camden Lamar HeightsAustin, Texas
- Camden Lincoln StationDenver, Colorado
- Camden NoDaCharlotte, North Carolina
- Camden RiNoDenver, Colorado
- Camden South Charlotte*Charlotte, North Carolina
- Camden SouthlineCharlotte, North Carolina
- Camden Tempe IITempe, Arizona
- Camden Waterford LakesOrlando, Florida
- The CamdenHollywood, California

Green Building Certifications

National Green Building Standard (NGBS) – Bronze

- Camden Blakeney*Charlotte, North Carolina
- Camden BuckheadAtlanta, Georgia
- Camden DurhamDurham, North Carolina
- Camden Grandview TownhomesCharlotte, North Carolina
- Camden West NashvilleNashville, Tennessee
- Camden PacesAtlanta, Georgia
- Camden Victory ParkDallas, Texas

Green Built Gulf Coast (GBGC) – Silver

- Camden McGowen StationHouston, Texas

GreenPoint Rated (GPR) – Platinum

- Camden GlendaleGlendale, California

Austin Energy Green Building (AEGB)®

- Camden Cedar Hills, 2-StarsAustin, Texas
- Camden Rainey Street, 1-StarAustin, Texas
- Camden Shadow Brook, 2-StarsAustin, Texas

Home Energy Rating System (HERS)®

- Camden Long Meadow Farms*Richmond, Texas
- Camden Woodmill Creek*The Woodlands, Texas

Institute of Real Estate Management Certified Sustainable Property (IREM)

- | | | |
|-----------------------------|---------------------------|------|
| Camden Brickell | Miami, Florida | 2023 |
| Camden Brookwood | Atlanta, Georgia | 2023 |
| Camden Buckhead | Atlanta, Georgia | 2023 |
| Camden Buckhead Square | Atlanta, Georgia | 2023 |
| Camden Caley | Englewood, Colorado | 2024 |
| Camden Denver West | Golden, Colorado | 2024 |
| Camden Downtown | Houston, Texas | 2024 |
| Camden Flatirons | Denver, Colorado | 2023 |
| Camden Fourth Ward | Atlanta, Georgia | 2023 |
| Camden Gaines Ranch | Austin, Texas | 2024 |
| Camden Glendale | Glendale, California | 2023 |
| Camden Highlands Ridge | Highlands Ranch, Colorado | 2024 |
| Camden Main and Jamboree | Irvine, California | 2023 |
| Camden Midtown Atlanta | Atlanta, Georgia | 2024 |
| Camden North Quarter | Orlando, Florida | 2023 |
| Camden Old Creek | San Marcos, California | 2024 |
| Camden Orange Court | Orlando, Florida | 2024 |
| Camden Phipps | Atlanta, Georgia | 2024 |
| Camden RiNo | Denver, Colorado | 2023 |
| Camden Sierra at Otay Ranch | Chula Vista, California | 2024 |
| Camden Stoneleigh | Austin, Texas | 2024 |
| Camden Thornton Park | Orlando, Florida | 2024 |
| Camden Vineyards | Murrieta, California | 2024 |

*Certification pending and/or community under development



Camden Durham | Durham, North Carolina



Camden Downtown | Houston, Texas

NEW DEVELOPMENT & CONSTRUCTION

Building certifications are fundamental to our sustainability program and incorporate environmentally friendly measures to improve building performance across our portfolio. Sustainable design aims to reduce a building’s environmental impact and operating costs, conserve natural resources, and improve public and occupant health. We require National Green Building Standards (NGBS) certification on every new community development project, and each proposal presented to Camden’s Investment Committee includes analysis for obtaining LEED certification. We have certified 23 operating communities with IREM’s Certified Sustainable Property Designation, and we are in the process of evaluating other existing communities for submission to receive sustainable building operating certifications through this or other certification programs. We plan to use these building certifications to validate the work we are doing to increase the efficiency of our communities.

Camden strives to incorporate sustainable design throughout our portfolio, and we actively engage with our team members, suppliers, and various third parties to demonstrate our commitment to sustainable and resilient design.

We are open to using brownfield sites or previously developed land instead of greenfield sites when practical and are committed to avoiding environmentally protected or sensitive areas. Site selection involves an integrated design approach that allows our design team to incorporate sustainable design standards into our drawings early in the design process. Our due diligence process for new acquisitions includes a Phase I Environmental Site Assessment, review of utility consumption data, review of sustainable building features and certifications, evaluation of building safety and regulatory compliance, and identification of opportunities to enhance physical infrastructure, promote health and wellness, and strengthen community engagement. Camden also incorporates many sustainable practices in its ordinary course of business, including monitoring workplace health and safety indicators at construction sites, adhering to health and safety policies for new development and construction sites, and operating in compliance with an internationally recognized health and safety management system.



Building Materials

We are improving our environmental impact through sustainable building practices, responsible procurement, and awareness. Camden aims to use materials that are locally sourced, sustainably made or reclaimed, and have a low impact on the environment. We also communicate the importance of design attributes, material selection, transportation, usage and disposal, and sustainable procurement, including product specifications that meet specific sustainability labeling and eliminate “Red Listed” products to the extent reasonably possible. Sustainable building materials utilized by Camden include low VOC flooring, paints, adhesives and

sealants, recycled stone and metal, materials that are non-toxic and recyclable or that have been reclaimed from other construction projects, and carpeting and flooring made of recycled materials. We believe using long-lasting, sustainable materials enhances overall well-being and improves building efficiencies, waste reduction, and cost savings, all while contributing to a lower carbon footprint.

Community Repositioning, Redevelopment, and Repurpose

Camden’s repositioning program primarily consists of renovating well located 15- to 20-year-old communities. The program focuses on updating kitchen and bath areas, appliances, flooring, and fixtures, and improving the energy efficiency and sustainability of our portfolio. Since the program’s inception through 2024, we have renovated almost 46,000 apartment homes across our portfolio. **Our redevelopment program** primarily consists of upgrading 15-year-old+ communities and expands the scope of our typical repositioning program to include more extensive building upgrades such as more modern clubhouses, leasing offices,

pools, and courtyards. As of 2024, **we have repurposed** underutilized common area spaces at several Camden communities, including converting a sports court and unused clubhouse into 41 apartment homes, which contributed to energy savings and lower expenses, and created additional apartment homes and economic value for our communities. Additionally, we repurposed a clubhouse in our mid-Atlantic region to house Camden’s regional office and training room, as well as upgraded resident amenities, which reduced allocated expenses for the region and created long-term value for the community.

PURPOSE

We are committed to good corporate governance to promote the long-term interests of stakeholders, strengthen management accountability, and help maintain public trust in Camden.

PURPOSE

Good corporate governance, fostered by a high-performing board culture with ethical, responsible business practices, is vital to Camden and its stakeholders. We are committed to maintaining a business environment of integrity, transparency, and accountability.

Strong Leadership

We believe companies with strong corporate governance and responsible business practices merit greater shareholder returns and corporate value. Our Board is comprised of highly qualified and experienced leaders, with the founders of the company, Ric Campo and Keith Oden, complementing our independent Trust Managers. Corporate governance is essential to Camden and its stakeholders, and we are dedicated to ensuring each of our Trust Managers brings a strong balance of varying perspectives, capabilities, and skill sets. We are proud to have a Board of Trust Managers representing diversity across various areas of industry knowledge, technical expertise, backgrounds, and experience.



UNSDG Alignment



Richard J. Campo



D. Keith Oden



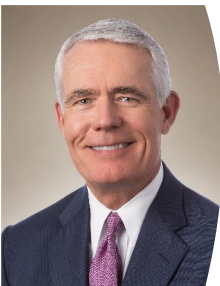
Kelvin R. Westbrook



Javier E. Benito



Heather J. Brunner



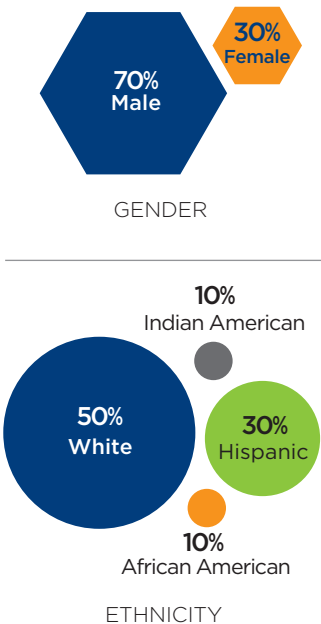
Mark D. Gibson

Corporate Governance Best Practices

We are committed to good corporate governance to promote the long-term interests of stakeholders, strengthen management accountability, and help maintain public trust in Camden. Our Board believes strong and effective corporate governance helps maintain cohesiveness, maximizes shareholder value in a manner consistent with legal requirements, and cultivates a culture of integrity, which leads to positive performance and a sustainable business overall. Examples of current practices related to corporate governance include:

- 10 Trust Managers, 8 of whom are Independent
- Annual Election of Trust Managers by Majority Vote
- Lead Independent Trust Manager

- Independent Board Committees
- Risk Oversight by Board and Committees
- Robust Trust Manager Nominee Selection Process
- Regular Trust Manager Performance Assessments
- Board Refreshment Process through Mandatory Retirement Age
- Regular Succession Planning
- Share Ownership Guidelines
- Prohibition against Short Selling, Hedging, and General Prohibition against Pledging of Camden Shares
- Policy Regarding Clawback of Inappropriately Awarded Compensation
- Proxy Access



40% PUBLIC CEO OR CHAIRMAN OF THE BOARD EXPERIENCE

50% DIRECT REAL ESTATE EXPERIENCE

60% ADDITIONAL PUBLIC COMPANY BOARD EXPERIENCE



Scott S. Ingraham



Renu Khator



Frances Aldrich Sevilla-Sacasa



Steven A. Webster

SUSTAINABILITY OVERSIGHT

Camden’s Board and management teams recognize the importance of minimizing our environmental impact and maximizing our positive corporate social responsibility. In 2021, our Nominating and Corporate Governance Committee Charter was amended to assign the Committee primary oversight of our sustainability programs, and in 2023 the committee’s name was changed to the Nominating, Corporate Governance, and Sustainability Committee to reflect its responsibility for sustainability oversight. Additionally, Camden has established a corporate Sustainability Council comprised of senior leaders throughout Camden responsible for developing strategies and policies, as well as managing programs and activities related to sustainability matters. Representatives from the Sustainability Council meet with the Nominating, Corporate Governance, and Sustainability Committee on at least an annual basis to provide periodic reports about Camden’s climate-related strategy, initiatives, performance metrics, and the execution of our sustainability programs. Together with our Board, we are committed to creating value and making a positive and lasting impact for all our stakeholders, including our team members, residents, shareholders, and communities.

This Corporate Responsibility Report outlines Camden’s programs supporting sustainability initiatives, as well as our ongoing efforts to drive meaningful change socially, economically, and environmentally. This covers a broad range of topics, including actions we have taken to create a supportive, ethical, and equitable culture for our team members, invest in and care for our communities, protect the security of Camden and resident data, increase our engagement and alignment with our shareholders, operate in an environmentally responsible manner, and support our team members and residents. Camden has a designated Sustainability Department responsible for researching and driving innovative sustainability related initiatives at our communities, as well as compiling and reporting on our sustainability efforts annually to our stakeholders through this Corporate Responsibility Report and participating in various real estate and climate-focused surveys.

In 2024, we combined our various environmental task forces to focus on piloting and implementing initiatives to decrease our environmental impact at our communities. This task force is comprised of diverse departments who contribute their expertise and operational perspectives on proposed strategies, policy formation, internal and external communications, and meet regularly to discuss and report progress on sustainability initiatives and activities. We also engage third-party consultants to help further enhance our sustainability program by supporting the development and implementation of sustainability strategies and practices, disclosing environmental performance, and advising on sustainability initiatives.



TRANSPARENCY & ACCOUNTABILITY

Camden upholds high standards for transparency and accountability. Our Annual Reports on Form 10-K and quarterly reports on Form 10-Q provide insight into our operations and performance and are filed with the Securities and Exchange Commission (SEC). This Corporate Responsibility Report is prepared in alignment with the Global Reporting Initiative (GRI) standard and we also provide information to the Global Real Estate Sustainability Benchmark (GRESB) and the CDP. We have further aligned our sustainability reporting with the United Nations SDGs and became official supporters of the Task Force on Climate-related Financial Disclosures (TCFD) in 2023. We also aligned our 2024-2025 Corporate Responsibility Report with the recommendations of the TCFD and also added the Sustainability Accounting Standards Board (SASB) index to this year’s report. We are continuing to monitor US and state specific regulations and disclosure requirements such as the California Climate Accountability Package and other emerging regulations. In preparation for California’s disclosure requirements, we are developing a tool in-house to combine all aspects of our GHG emissions inventory, including applicable Scope 3 categories. We expect this tool to be in place prior to our disclosure deadline in 2026. As we continue to expand our reporting, we will evaluate incorporating recommendations of regulatory agencies such as the Task Force on Nature-Related Financial Disclosure (TNFD) and the International Sustainability Standards Board (ISSB).

We again engaged with a third-party provider to verify the current year’s energy, water, waste, and GHG emissions data presented in this Corporate Responsibility Report. The verification and review allow us the opportunity to continue to improve our current data management processes to ensure accurate, complete, and transparent disclosures of our company’s environmental impact on natural resources.

Lastly, we actively monitor and review numerous third-party sustainability rating reports from firms such as Institutional Shareholder Services (ISS), Sustainalytics, MSCI, and others. We will continue to provide transparency through assessments, surveys, and other reports to ensure we support stakeholders’ understanding of our sustainability efforts.



ETHICS & COMPLIANCE

Ethics and Compliance

Two of Camden’s core values, Act with Integrity and Always Do the Right Thing, form the basis of our Code of Business Conduct and Ethics. We have adopted several guidelines and policies reflecting our commitment to high ethical standards, including our Guidelines on Governance to address significant corporate governance issues, and our Code of Business Conduct and Ethics, which is designed to help officers, Trust Managers, and team members resolve ethical issues in an increasingly complex business environment. The Code of Business Conduct and Ethics covers topics such as reporting unethical or illegal behavior, compliance with law, share trading, conflicts of interest, fair dealing, protection of assets, disclosure of proprietary information, internal controls, personal community activities, business records, communication with external audiences, and obtaining assistance to help

resolve ethical issues. Camden’s Code of Ethical Conduct for Senior Financial Officers applies to the company’s Principal Executive Officer, Principal Financial Officer, Principal Accounting Officer, and any individuals performing similar functions. This Code is designed to promote honest and ethical conduct, full and accurate financial disclosures, and compliance with applicable laws and regulations.

We have established a communication pathway for team members and others who may have concerns about the conduct of Camden or any of its Trust Managers, officers, or team members, specifically relating to Camden’s corporate accounting, internal accounting controls, or auditing

Two of Camden’s core values, Act with Integrity and Always Do the Right Thing, form the basis of our Code of Business Conduct and Ethics.

matters. Such concerns may be communicated confidentially to Camden’s Corporate Accounting and Auditing Hotline, which will automatically elevate the matter to designated management personnel at Camden and the Chair of the Board’s Audit Committee. Camden uses a third-party service provider to offer a simple, anonymous way to report concerns confidentially by website or telephone 24 hours every day.

Vendor Code of Conduct

Camden is committed to maintaining a work environment that promotes the highest standards of business conduct and ethics. Camden expects all suppliers and vendors to adhere to our Vendor Code of Conduct, which is available on Camden’s website and distributed annually. This Code outlines the fundamental standards vendors must meet to conduct business with Camden. Vendors are required to comply with all applicable federal, state, and local laws, regulations, and ordinances, including those pertaining to health and safety, environmental impact, non-discrimination, and fair treatment of workers. Our Vendor Code of Conduct was developed to reduce environmental and social risks, and covers ethical business practices with clear expectations for compliance with laws, rules, and regulations with specific guidelines regarding items such as accuracy, reporting, record keeping and safeguarding information, prohibition of bribes or kickbacks, limitation on gifts, avoidance of conflicts of interest, prohibition of insider trading, and a directive to promptly report any possible violations of Camden’s Vendor Code of Conduct. Camden strives to engage with only vendors whose values, principles, and practices align with our Vendor Code of Conduct and with our Human Rights Statement, also available on our website. Vendors are expected to take necessary corrective actions to promptly remedy any identified non-compliance, and Camden may terminate its business relationship with any vendor who fails to comply with our Vendor Code of Conduct.



RISK MANAGEMENT

Camden recognizes risk management as an integral component of good corporate governance, and we are highly committed to mitigating risk for our team members, residents, and other stakeholders. Our Board oversees our corporate strategy and risk management program and plays a critical role in guiding risk policies and ensuring appropriate controls are in place. The Board regularly receives updates on risk management and discusses significant risk exposure, including strategic, financial, and operational, as well as environmental and emerging regulatory and cybersecurity risks.



Camden Hillcrest | San Diego, California

Camden's Risk Management team is dedicated to protecting and enhancing stakeholder value by establishing appropriate risk management practices; obtaining broad, cost-effective insurance policies to protect Camden's assets and operations; monitoring asset performance; and overseeing risk-mitigating policies and procedures. The department, in consultation with Camden's internal legal team, also oversees claims and litigation management, risk assessments, and various safety initiatives. Risk Management team members meet with underwriters and attend various insurance industry conferences to remain informed about risk and insurance market trends, as well as early insight into the potential impacts of risk.

Camden's Internal Audit department is responsible for ongoing assessments of Camden's risk management processes and internal control environment and regularly conducts community audits. We have fully integrated sustainability into Camden's risk management process by discussing and documenting applicable risks and mitigating controls such as physical and transition risks to our assets, financial risks of compliance with varying building performance standards and regulatory agencies, and operational risks.

CYBER SECURITY

Keeping our company's data and residents' information safe from exposure to cyberattacks is a top priority for Camden. To date, Camden has not experienced an attack that has significantly impacted our results of operations, financial condition, or cash flows. We employ best-practice cyber protection steps and have implemented multiple cybersecurity initiatives and controls to enhance the overall security of Camden's data and heighten our protection from cyber threats or unauthorized users trying to gain access to our computer network and data files. We have a clear strategy and systems to protect sensitive data and a formal Incident Response Plan. We use third-party cybersecurity experts to assist and assess vulnerabilities and perform cyber testing on a regular basis.

We have a clear strategy and systems to protect sensitive data and a formal Incident Response Plan.



Additional ongoing activities include diligent and timely patching of servers and endpoints, multifactor authentication, single sign-on, required annual cyber training for all Camden team members, and regular updates to our Board. We have a dedicated team of IT Security professionals, under the direction of the Vice President of IT - Chief Information Security Officer (CISO), responsible for all aspects of our cybersecurity program. We have fully updated our Incident Response Plan to reflect the new SEC Cybersecurity rules.

Camden uses an anytime-anywhere computing environment, which enables access to key systems, eliminating the need to be physically in the office (thereby reducing and minimizing travel times to work). Our core Accounting, Finance, Human Resources, Purchasing, and Intranet systems operate in a cloud environment, making those systems accessible via any secured internet connection. Our email and messaging platforms operate in the Microsoft 365 cloud environment. Access to all cloud-based systems is secured via Microsoft single sign-on and multifactor authentication. We reduce paper printing levels by using electronic invoicing and company purchase card system with reduced printing requirements. We continue to replace legacy computing and network equipment with higher-rated energy-efficient equipment. We also have an Enterprise Content Management system leveraging the cloud to make data accessible from any secured internet connection with the added benefit of reducing the size of our internal data center footprint and associated energy consumption.

REPORTING



ENVIRONMENTAL PERFORMANCE DATA

Energy Performance

	2023 MWh	2024 MWh	Data Coverage Sq Ft	Max Coverage Sq Ft	Total Coverage %	YOY Change %
Like-For-Like Consumption *						
Natural Gas	78,976	77,626	24,352,525	42,840,432	57%	-2%
Electric	269,779	272,044	34,299,491	65,037,197	53%	1%
Total Energy Consumption	348,755	349,670	34,299,491	65,037,197	53%	0%
Absolute Consumption *						
Natural Gas	80,345	78,145	25,299,742	45,031,982	56%	-3%
Electric	277,545	277,246	35,505,222	67,487,261	53%	0%
Total Energy Consumption	357,890	355,390	35,505,222	67,487,261	53%	-1%

GHG Performance

	Like-for-Like Emissions			Absolute Emissions		
	2023 MT	2024 MT	YOY Change %	2023 MT	2024 MT	YOY Change %
Scope 1	14,315	14,069	-2%	14,626	14,163	-3%
Scope 2 (Location based)	93,285	89,060	-5%	96,127	90,583	-6%
Total Emissions	107,600	103,128	-4%	110,752	104,745	-5%

Water Performance

	2023 M3	2024 M3	Data Coverage Sq Ft	Max Coverage Sq Ft	Total Coverage %	YOY Change %
Like-For-Like Consumption						
Water	9,473,237	9,378,330	65,481,109	65,911,781	99%	-1%
Absolute Consumption						
Water	9,576,201	9,444,310	67,056,589	67,487,261	99%	-1%

Waste Generation

Absolute Generation	Landfill			Recycling			Diversion Rate
	2023 MT	2024 MT	YOY Change %	2023 MT	2024 MT	YOY Change %	
Non-Hazardous Waste	44,155	19,818	-55%	7,325	4,132	-44%	21%
Hazardous Waste**	4.4	1.5	-65%	4.4	1.5	-65%	100%
Total Waste	44,160	19,819	-55%	7,330	4,133	-44%	21%
% Coverage***	81%	61%					

* We restated 2023 electricity due to additional whole building data for 2023 received in 2024 for year over year comparability.
** Hazardous Waste includes onsite e-cycling waste programs and IT equipment recycling.
*** Incomplete data from waste haulers has created reporting limitations, which we are actively addressing through potential innovative partnerships and smarter data tools.

Common Area Electricity by Source

	2023 MWh	2024 MWh	2023 %	2024 %
Renewable*	695	1,051	1%	1%
Green**	16,000	15,358	17%	17%
Grid	76,627	76,703	82%	82%
Total	93,322	93,112	100%	100%

*Onsite installed solar generation

**Green energy procured by purchasing RECs for our TX communities and green-e contracts in other deregulated markets.



Camden Silo Creek | Ashburn, Virginia

GLOBAL REPORTING INITIATIVE

Content Index

GRI 1: Foundation 2021

ORGANIZATIONAL PROFILE		
GRI Indicator	Description	Response
102-1	Name of the organization	Camden Property Trust
	Publish a GRI Content Index Provide a Statement of Use	See below. Camden has reported the information in this GRI content index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

GRI 2: General Disclosures

THE ORGANIZATION AND ITS REPORTING PRACTICES		
GRI Indicator	Description	Response
2-1	Organizational details	About Camden, p. 2
2-2	Entities included in the organization's sustainability reporting	Camden At-a-Glance, p. 3 We include operating activities of acquisitions beginning on the date of the acquisition of the community and include dispositions until the date of sale. Acquisitions and dispositions in the reporting year are included in like-for-like data.
2-3	Reporting period, frequency and contact point	Unless otherwise noted, annually disclosed data is for the period January 1, 2024 to December 31, 2024. For questions about the information included in this report, please reach out to sustainability@camdenliving.com.
2-4	Restatements of information	As we operate our business, there may be structural changes in Camden's portfolio that have a significant impact on our emissions. These changes may include acquisitions, dispositions, or improvements in whole-building data coverage. When these changes occur, emissions will be retroactively recalculated following the GHG Protocol to ensure the consistency and comparability of the data provided.

ACTIVITIES AND WORKERS		
GRI Indicator	Description	Response
2-5	External assurance	We engaged in a limited assurance process for our 2024 environmental data, completed by ISOS Group, Inc., an independent assurance provider. The letter of assurance is included at the end of this report with additional details.

ACTIVITIES AND WORKERS		
GRI Indicator	Description	Response
2-6	Activities, value chain, and other business relationships	About Camden, p. 2; 2024 Annual Report; 2024 10-K; Building Materials, p. 37; Supplier Diversity, p. 19; Community Engagement, p. 19; Vendor Code of Conduct, p. 42
2-7	Employees	Team Member Engagement, p. 11; 2024 People Demographics, p. 12
2-8	Workers who are not employees	We do not currently track this information

GOVERNANCE		
GRI Indicator	Description	Response
2-9	Governance structure and composition	Purpose section, p. 39; 2025 Proxy Statement; Guidelines on Governance
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement
2-11	Chair of the highest governance body	Purpose section, p. 39; 2025 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	Purpose section, p. 39; 2025 Proxy Statement
2-13	Delegation of responsibility for managing impacts	Purpose section, p. 39
2-14	Role of the highest governance body in sustainability reporting	Purpose section, p. 39; 2025 Proxy Statement
2-15	Conflicts of interest	2025 Proxy Statement

GLOBAL REPORTING INITIATIVE

Content Index (continued)

GOVERNANCE (continued)

GRI Indicator	Description	Response
2-16	Communication of critical concerns	Ethics & Compliance and Vendor Code of Conduct, p. 42
2-17	Collective knowledge of the highest governance body	Purpose section, p. 39-44; 2025 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement
2-19	Remuneration policies	2025 Proxy Statement
2-20	Process to determine remuneration	2025 Proxy Statement; May 9, 2025 8-K
2-21	Annual total compensation ratio	2025 Proxy Statement

STRATEGY, POLICIES, AND PRACTICES

2-22	Statement on sustainable development strategy	To Our Stakeholders, p. 6; New Development & Construction and Building Materials, p. 37; Vendor Code of Conduct, p. 42; Human Rights Statement
2-23	Policy commitments	About Camden, p. 2; Corp. Governance Best Practices, p. 39; Ethics & Compliance and Vendor Code of Conduct, p. 42; Human Rights Statement
2-24	Embedding policy commitments	Corp. Governance Best Practices, p. 39; Ethics & Compliance and Vendor Code of Conduct, p. 42; Human Rights Statement
2-25	Processes to remediate negative impacts	Ethics & Compliance and Vendor Code of Conduct, p. 42
2-26	Mechanisms for seeking advice and raising concerns	Ethics & Compliance and Vendor Code of Conduct, p. 42
2-27	Compliance with laws and regulations	2024 10-K; Q2 2025 10-Q
2-28	Membership associations	Partnerships & Programs, p. 4

STAKEHOLDER ENGAGEMENT

GRI Indicator	Description	Response
2-29	Approach to stakeholder engagement	Our Purpose, p. 2; To Our Stakeholders, p. 6; Materiality Assessment and Stakeholder Engagement, p. 8-9; People section, p. 11-20
2-30	Collective bargaining agreements	No team members covered by collective bargaining agreements.

GRI 3: Material Topics 2021

GRI Indicator	Description	Response
3-1	Process to determine material topics	Materiality Assessment, p. 8
3-2	List of material topics	Materiality Assessment, p. 8; No changes for the reporting period of January 1, 2024 to December 31, 2024.
3-3	Management of material topics	Materiality Assessment, p. 8; GRI Index Topics

GRI 200: Economic Topics

201: Economic Performance 2016

GRI Indicator	Description	Response
201-1	Direct economic value generated and distributed	2024 10-K; Quarterly 10-Qs
201-2	Financial implications and other risks and opportunities due to climate change	Climate Risks & Mitigation Measures; p. 28-30; TCFD Index
201-3	Defined benefit plan obligations and other retirement plans	Benefits & Well-being, p. 13-14; 2025 Proxy Statement; 2024 10-K
201-4	Financial assistance received from government	2024 10-K; Quarterly 10-Qs

GLOBAL REPORTING INITIATIVE

Content Index (continued)

GRI 300: Environmental Aspects

302: ENERGY

GRI Indicator	Description	Response
302-1	Energy consumption within the organization	Goals & Targets, p. 23; Energy and Renewable Energy, p. 34; Community Solar, p. 35; Environmental Performance Data, p. 45
302-2	Energy consumption outside of the organization	We do not currently disclose Scope 3 energy consumption in this report.
302-3	Energy intensity	Goals & Targets, p. 23
302-4	Reduction of energy consumption	Goals & Targets, p. 23; Decarbonization Strategy, p.31; Environmental Performance Data, p. 45

303: WATER AND EFFLUENTS 2018

GRI Indicator	Description	Response
303-1	Interactions with water as a shared resource	Water Stress Mitigations Efforts, p. 25-26; Climate Risks & Mitigation Measures, p. 29; Decarbonization Strategy, p. 32
303-2	Management of water discharge-related impacts	Water Stress Mitigations Efforts, p. 25-26; Climate Risks & Mitigation Measures, p. 29; Decarbonization Strategy, p. 32
303-3	Water withdrawal	Water Stress Mitigations Efforts, p. 25-26
303-4	Water discharge	We do not currently track data related to this indicator.
303-5	Water consumption	Water Stress Mitigations Efforts, p. 25-26; Decarbonization Strategy, p. 32; Environmental Performance Data, p. 45

305: EMISSIONS 2016

GRI Indicator	Description	Response
305-1	Direct (Scope 1) GHG emissions	Environmental Performance Data, p. 45
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Performance Data, p. 45
305-3	Other indirect (Scope 3) GHG emissions	We do not disclose Scope 3 emissions in this report; however, we disclose waste generated at our communities on p. 45 in our Environmental Performance Data
305-4	GHG emissions intensity	Goals & Targets, p. 23; Environmental Performance Data, p. 45
305-5	Reduction of GHG emissions	Goals & Targets, p. 23; Environmental Performance Data, p. 45

306: WASTE 2020

GRI Indicator	Description	Response
306-1	Waste generation and significant waste-related impacts	Decarbonization Strategy, p. 32; Waste, p. 35
306-2	Management of significant waste-related impacts	Decarbonization Strategy, p. 32; Waste, p. 35
306-3	Waste generated	Goals & Targets, p. 23; Environmental Performance Data, p. 45
306-4	Waste diverted from disposal	Goals & Targets, p. 23; Waste, p. 35; Environmental Performance Data, p. 45
306-5	Waste directed to disposal	Goals & Targets, p. 23; Waste, p. 35; Environmental Performance Data, p. 45

GLOBAL REPORTING INITIATIVE

Content Index (continued)

GRI 400: Social Aspects

401: EMPLOYMENT 2016

GRI Indicator	Description	Response
401-1	New employee hires and employee turnover	2024 People Demographics, p. 12; Learning and Development, p. 15
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits & Well-Being, p. 13-14; Learning and Development, p. 15

403: OCCUPATIONAL HEALTH AND SAFETY 2018

GRI Indicator	Description	Response
403-1	Occupational health and safety management system	Benefits & Well-Being, p. 13-14
403-5	Worker training on occupational health and safety	Benefits & Well-Being, p. 13-14
403-6	Promotion of worker health	Benefits & Well-Being, p. 13-14
403-10	Work-related ill health	Benefits & Well-Being, p. 13-14

404: TRAINING AND EDUCATION 2016

GRI Indicator	Description	Response
404-1	Average hours of training per year per employee	Learning and Development, p. 15
404-2	Programs for upgrading employee skills and transition assistance programs	Never Stop Learning, p. 14; Learning and Development, p. 15; Peer Communities & Leadership Development, p. 16
404-3	Percentage of employees receiving regular performance and career development reviews	Talent Transformation, p. 15

405: DIVERSITY AND EQUAL OPPORTUNITY

GRI Indicator	Description	Response
405-1	Diversity of governance bodies and employees	2024 People Demographics, p. 12; Strong Leadership and Corporate Governance Best Practices, p. 39

413: LOCAL COMMUNITIES

GRI Indicator	Description	Response
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement & Camden Cares, p. 19-20

TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) INDEX

TOPIC	DISCLOSURE	RESPONSE
Governance	Describe the board’s oversight of climate-related risks and opportunities.	<p>The Chairman of the Board/CEO has direct oversight of climate-related issues as Chairperson of our Sustainability Council. The Board recognizes the importance of minimizing environmental impact and enhancing corporate social responsibility. Our Board’s Nominating, Corporate Governance, and Sustainability Committee is tasked with overseeing our sustainability programs, including climate-related issues, in accordance with its charter. The Sustainability Council plays a critical role in guiding strategies, policies, and initiatives related to sustainability matters. This council is supported by senior executives responsible for implementing sustainable practices throughout our operations.</p> <p>The Board receives regular updates on our sustainability strategy, performance metrics, and initiatives, ensuring informed oversight of our progress. Both the Board and Camden are committed to creating long-term value and making a positive impact on our team members, residents, shareholders, and the broader community. We publish an annual Corporate Responsibility Report, detailing our programs and initiatives that support our sustainability objectives, including climate-related efforts, and outlining our commitment to driving meaningful change across social, economic, and environmental aspects.</p> <p>See Sustainability Oversight p. 40</p>
Governance	Describe management’s role in assessing and managing climate-related risks and opportunities.	<p>Camden’s management team recognizes the importance of minimizing our environmental impact and maximizing our positive corporate social responsibility. In 2021, our Board’s Nominating and Corporate Governance Committee charter was amended to assign this Committee primary oversight of our sustainability programs and, in 2023, this Committee’s name was changed to the Nominating, Corporate Governance, and Sustainability Committee to reflect its responsibility for sustainability oversight. Additionally, Camden has established a corporate Sustainability Council comprised of senior leaders throughout Camden responsible for developing strategies and policies, as well as managing programs and activities related to sustainability matters. Representatives from the Sustainability Council meet with the Nominating, Corporate Governance, and Sustainability Committee on at least an annual basis to provide periodic reports about Camden’s climate-related strategy, initiatives, performance metrics, and the execution of our sustainability programs. Together with our Board, Camden is committed to creating value and making a positive and lasting impact for all our stakeholders, including our team members, residents, shareholders, and community.</p> <p>See Sustainability Oversight p. 40</p>
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>Our Board reviews Camden’s strategic plans, assesses and monitors risks impacting Camden, and oversees the implementation and maintenance of effective financial and operational controls. We are committed to strong corporate governance and focus on achieving performance metrics aligned with the short, medium, and long-term objectives of the company and its stakeholders. Camden’s internal planning processes and risk management policies align with the following time horizons for strategic planning: short-term (0-5 years), medium-term (5-10 years), and long-term (10+ years). These horizons take into consideration the useful life of Camden’s assets and the timing of potential climate-related risks and opportunities, which are identified through structured assessments. These assessments not only help address risks but also uncover opportunities for cost savings, operational efficiencies, improved resident experience, and enhanced asset values.</p> <p>In the short-term, Camden has identified the increased frequency or intensity of extreme weather events such as hurricanes, floods, and wildfires, as well as enhanced emissions reporting obligations, as key risks. In the medium- and long-term, we have identified chronic risks like heat and water stress. Additionally, sea-level rise and sustained climate shifts are also considerations. To address these risks, we focus on portfolio resilience and adaptability.</p> <p>Our assessments have also identified key opportunities. Investments in energy- and water-efficient systems and procedures has proven to reduce resource consumption and generate cost savings. Additionally, an increased demand for climate-resilient communities positions Camden to attract environmentally conscious residents and investors, enhancing asset values and resident satisfaction.</p> <p>See Climate Risk & Mitigation Measures Matrix on p. 28-30</p>

TCFD INDEX (continued)

TOPIC	DISCLOSURE	RESPONSE
Strategy	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>Climate-related risks and opportunities have influenced Camden's business strategy, operational priorities, and financial planning processes. We integrate sustainability and resilience into our strategy by enhancing communities, adapting operations, and making informed investment decisions.</p> <p>In response to physical risks like hurricanes, floods, and wildfires, we invest in resilient building materials, storm-resistant designs, preparation plans, and community upgrades. These measures reduce potential damage, lower insurance premiums, and ensure business continuity. Chronic risks such as heat stress and water stress, are addressed through energy-efficient HVAC systems, smart water management technologies, and renewable energy solutions, which help lower operational costs and improve long-term asset value.</p> <p>Transition risks, including evolving regulatory requirements and shifting resident expectations, influence our strategic upgrades. Camden stays ahead of new building codes and emissions standards by pursuing sustainable building certifications, adopting low-carbon technologies, and enhancing reporting transparency.</p> <p>Financial planning processes at Camden account for climate-related costs and opportunities. Camden evaluates climate risks during acquisitions and development planning to ensure assets meet long-term sustainability goals. Investments in energy efficiency and renewable energy reduce utility expenses, while sustainable building certifications attract environmentally conscious residents and investors. By embedding climate considerations into its strategy, Camden strengthens resilience and creates long-term value for stakeholders.</p>
Strategy	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>We utilized a third party to assess our portfolio to identify the potential impact of physical climate risks and the likelihood of future climate hazards. This comprehensive assessment provided risk scores for climate hazards that are important drivers of business risk, including floods, heat stress, hurricanes, sea-level rise, water stress, and wildfires. Utilizing the Representative Concentration Pathway (RCP) 8.5 scenario, the analysis identified water stress as the highest climate risk to our portfolio.</p> <p>In addressing transition risks, we conducted a CRREM analysis on select communities, incorporating both EUI and GHGI based perspectives. This analysis establishes market-based targets for operational energy consumption and carbon emissions. These assessments provide actionable insights to guide decarbonization efforts and prioritize investments.</p> <p>To enhance resilience, we implement measures such as sustainable building certifications, rigorous due diligence processes, and risk management practices, ensuring new developments and acquisitions meet high sustainability standards. We work towards a 2° C or lower scenario by focusing on portfolio decarbonization, building resilience, and investing in renewable energy solutions.</p>
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	<p>Camden recognizes the importance of climate change and actively identifies and assesses the potential risks associated with climate change that could materially affect our operations, assets, and financial performance. We engaged a third-party consultant to conduct comprehensive climate risk assessments of our portfolio, which identified key physical climate risks, such as floods, heat stress, hurricanes, sea-level rise, water stress, and wildfires. The risk assessment uses exposure scores for these hazards, which help us prioritize and understand the severity of risks that may impact our portfolio.</p> <p>In addition to physical risks, we consider transition risks associated with decarbonizing our portfolio. These include risks related to regulatory changes, such as evolving building performance standards, emissions regulations, insurance increases, and rent control laws, as well as broader market shifts due to climate-related policies. We also monitor capital and credit markets for trends such as changes in financing conditions or market volatility that could be driven by climate policy.</p> <p>Our risk management process involves assessing the potential scope and impact of identified risks through a combination of scenario analysis, financial modeling, and qualitative risk assessments. We categorize risks into physical risks (acute and chronic), and transition risks using a risk classification framework.</p> <p>Our due diligence process for acquisitions includes specific climate risk assessments, including flooding, wildfires, and other physical risks, which are incorporated into investment decisions and property management strategies. We prioritize sustainability and resilience in new developments, with an emphasis on sustainable building certifications such as LEED and NGBS to enhance long-term value and minimize climate-related risks.</p> <p>See Risk Management p. 43, Planet p. 22-37</p>

TCFD INDEX (continued)

TOPIC	DISCLOSURE	RESPONSE
Risk Management	Describe the organization’s processes for managing climate-related risks.	<p>To manage identified climate-related risks, we have implemented a clear approach which includes both preventative and proactive measures. We address physical and transition risks through operational improvements, design updates, and insurance.</p> <p>For physical risks, we make improvements during community repositioning, repurpose, and redevelopment, incorporating resilience measures such as sustainable building certifications, energy-efficient HVAC systems, and sustainable materials. We also use technologies like smart water management systems and energy-efficient appliances to reduce resource consumption and environmental impacts.</p> <p>Regarding transition risks, we recognize the potential financial impact of complying with carbon reduction targets and building performance standards. To address these, we work with third-party consultants and renewable energy experts to develop long-term strategies, including exploring onsite and offsite solar power and community solar programs for our residents.</p> <p>Camden’s governance structure ensures strong oversight of climate-related risks. The Board of Trust Managers oversees Camden’s risk-management strategy, reviewing updates on key risks, including the environmental, regulatory, and financial impacts of climate change. The Risk Management team supports the Board by identifying risks, securing appropriate insurance coverage, and ensuring effective mitigation controls. Camden also manages financial risks related to debt and financing, factoring in climate-related considerations for cash flow projections and equity decisions.</p> <p>See Risk Management p. 43, Planet p. 22-37, Purpose p. 39-43</p>
		<p>The processes for identifying, assessing, and managing climate-related risks are integrated into our overall risk management framework. We use an enterprise-wide risk management system to assess financial, operational, regulatory, and environmental risks, including climate-related transition and physical risks. These processes are guided by the SOX 302 Risk Assessment, which ensures that all risks are reviewed annually, and mitigating controls are implemented and tested.</p> <p>Camden’s Risk Management team works closely with our Internal Audit department to regularly assess the effectiveness of our risk management practices through community and corporate level audits. Internal Audit provides ongoing oversight to ensure that our controls are addressing both climate-related risks and other operational and financial risks.</p> <p>The Board of Trust Managers oversees Camden’s risk-management strategy, including climate-related risks. The Board reviews strategic, financial, and operational risks to ensure alignment with corporate strategy and goals and guides risk policies. It also ensures that appropriate governance measures are in place to manage climate risks and other factors, with a focus on our transition to more sustainable operations and minimizing the carbon impact from our portfolio.</p> <p>Sustainability is embedded in our risk management process, ensuring that objectives like reducing GHG emissions, improving energy efficiency, and enhancing water conservation align with Camden’s broader business strategy. This integration helps us address climate risks while adding value for shareholders, residents, and communities.</p> <p>See Risk Management p. 43, Planet p. 22-37, Purpose p. 39-43</p>
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Camden is committed to operating in an environmentally responsible manner by using our resources wisely, continually seeking ways to reduce our energy and water consumption and enhance our waste management and recycling efforts. Camden designated 2020 as our baseline year when we established goals and targets related to our energy and water consumption as well as our waste management.</p> <p>See Goals & Targets p. 23, Environmental Performance Data p. 45</p>

TCFD INDEX (continued)

TOPIC	DISCLOSURE	RESPONSE
Metrics and Targets	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<p>Scope 1 and Scope 2 GHG emissions are reported in the Environmental Performance Data section of our Corporate Responsibility Report, with both absolute and like-for-like emissions disclosed. Scope 3 GHG emissions have been calculated for strategic purposes and will be included in future reports. To improve the accuracy and efficiency of our emissions inventory, we are working to streamline and automate the calculation of Scope 1, Scope 2, and all Scope 3 categories leveraging technology and data integration where feasible.</p> <p>See Goals & Targets p.23, Climate Risks & Mitigation Measures p. 28-30, Environmental Performance Data p. 45</p>
Metrics and Targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>Camden has set specific targets to manage climate-related risks and opportunities. We designated 2020 as our baseline year when we established goals and targets related to our energy and water consumption, waste management efficiency, renewable energy procurement, and GHG emissions intensity. We discuss each goal and our progress on page 23 under Goals & Targets.</p> <p>See Climate Risks & Mitigation Measures p. 28-30, Environmental Performance Data p. 45</p>

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Table 1: Sustainability Disclosure Topics & Accounting Metrics

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE (CAMDEN)
Energy Management	Energy consumption data coverage as a percentage of total floor area, by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-130a.1	See Environmental Performance Data, pg 45 • Like-for-Like: Natural Gas: 57% of max coverage square footage Data Coverage: Electric: 53% of max coverage square footage Total Energy Consumption: 53% of max coverage square footage • Absolute Data Coverage: Natural Gas: 56% of max coverage square footage Electric: 53% of max coverage square footage Total Energy Consumption: 53% of max coverage square footage
	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Quantitative	Gigajoules (GJ), Percentage (%)	IF-RE-130a.2	See Environmental Performance Data, pg 45 (1) Total Energy Consumed by Portfolio Area with Data Coverage: Like-for-Like Energy Consumption (2024): 349,670 MWh across 34,299,491 SF Absolute Energy Consumption (2024): 355,390 MWh across 35,505,222 SF (2) Percentage of Grid Electricity (Common Area): 82% of common area electricity in 2024 was sourced from the grid (3) Percentage of Renewable Energy, by Property Subsector: Overall Renewable Energy (Common Area): 1% (1,051 MWh) from onsite solar Procured Green Energy: 17% (15,358 MWh) from RECs & green-e contracts Total Clean Energy (Renewable + Green): 18% of common area electricity in 2024
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Quantitative	Percentage (%)	IF-RE-130a.3	See Environmental Performance Data, pg 45 0.26%
	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-130a.4	See Energy, pg 34 97% ENERGY STAR Portfolio Manager, 0% ENERGY STAR Certification
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Discussion and Analysis	n/a	IF-RE-130a.5	See Energy, Renewable Energy, pg 34, New Development & Construction, pg 37 Building energy management is integrated into our investment analysis and operational strategy in a variety of ways. Our energy conservation programs focus on installing energy efficient products and implementing programs that lower costs and reduce overall energy use. We continue to identify and implement innovative, sustainable practices that support our communities, residents, and team members. Some of our projects include upgrading to LED lighting throughout a significant percentage of our portfolio, installing ENERGY STAR appliances and products, utilizing occupancy sensors for community common areas, and installing programmable thermostats. Other considerations for our development and redevelopment projects include HVAC design, cool roofs, and insulated windows. We implemented programs and more efficient maintenance requirements to further reduce energy costs and continue to actively monitor our HVAC systems utilizing property management software to identify and address refrigerant leaks and equipment malfunctions. We also communicate best practices across our portfolio, conduct site audits to improve overall building performance, and evaluate our portfolio routinely to identify further energy reduction opportunities. Additionally, we have implemented energy procurement services, ASHRAE Level 2 energy audits, and utility rate and sales tax assurance. Our communities adhere to regulatory compliance regarding performance metrics and EPA regulations. We submitted energy consumption data for our portfolio using ENERGY STAR Portfolio Manager (ESPM) for internal benchmarking and effective allocation of capital dollars to decrease our overall energy use intensity. Our commitment to renewable energy includes onsite solar installations, Green-e® Certified renewable energy credits and community solar. Building certifications are fundamental to our sustainability program, with NGBS certification required for all new developments, and existing communities are actively evaluated for certification.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE (CAMDEN)
Water Management	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-140a.1	See Environmental Performance Data, pg 45 (1) • Like-for-Like Water Data Coverage: 99% of max coverage square footage • Absolute Water Data Coverage: 99% of max coverage square footage (2) Water Data Coverage in regions with High or Extremely High Baseline Water Stress (2024): 100%
	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	Thousand cubic meters (m3), Percentage (%)	IF-RE-140a.2	See Environmental Performance Data, pg 45 (1) Total Water Withdrawn by Portfolio Area with Data Coverage: Like-for-Like Water Consumption (2024): 9,378,330 cubic meter across 65,481,109 SF Absolute Water Consumption (2024): 9,444,310 cubic meter across 67,056,589 SF (2) Percentage Water Consumption in regions with High or Extremely High Baseline Water Stress: 2024 - 52%
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Quantitative	Percentage (%)	IF-RE-140a.3	See Environmental Performance Data, pg 45 -1%
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	IF-RE-140a.4	See Water, pg 25-26 Our climate risk assessments identified water stress as a significant concern across our portfolio. To mitigate this risk, our water conservation programs focus on reducing interior and exterior water usage in our communities by choosing more efficient building products and incorporating drought-tolerant and/or native landscaping when possible. Over half of our portfolio is submetered, which means we can easily track water usage and detect leaks in real time. Our operations teams receive alert emails identifying unusual usage patterns that may signal leaks or equipment issues for our common areas and our residents' apartment homes. These alerts allow us to proactively approach leak detection and water management, which helps reduce costs and identify submeter malfunctions. We are evaluating various water conservation opportunities, including additional smart irrigation systems, submetering initiatives and opportunities, other system upgrades such as water conservation valves, and continuing to increase resident awareness. In addition, nearly half of our portfolio currently has drip irrigation systems, where we can adjust the watering schedule and irrigate and fertilize landscaping at the roots to minimize water waste. Smart irrigation systems layer in local weather data to optimize the watering schedule for specific soil and plant types. Other water efficiency updates include improvements such as replacing existing bath fixtures with high-efficiency toilets, faucets, and shower heads, and using a third-party service provider to monitor water usage for leak detection. Since 2016, we have installed moisture detectors in water heater pans to mitigate water damage due to leaks. We are currently working with our third-party service provider to combine alerts from the moisture detectors and water flow to the unit from the water submeter to further enhance monitoring. In addition we implemented Smart Water™ technology in select communities, providing real time leak detection and proactive maintenance.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE (CAMDEN)
Management of Resident Sustainability Impacts	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency- related capital improvements and (2) associated leased floor area, by property subsector	Quantitative	Percentage (%) by floor area, Square feet (ft²)	IF-RE-410a.1	(1) Percentage of new leases that contain a cost recovery clause: 0% (2) Leased floor area for new leases that contain a cost recovery clause: N/A
	Percentage of residents that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-410a.2	(1) Submetered grid electricity consumption: 100% (2) Submetered water consumption: 50%
	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of residents	Discussion and Analysis	n/a	IF-RE-410a.3	See Decarbonization Strategy, pg 31-33, Energy, Renewable Energy, pg 34, Community Solar for Residents, pg 35, New Development & Construction, pg 37 We integrate resident engagement and sustainability performance by measuring, incentivizing, and improving the sustainability impacts of residents across our portfolio. We track and benchmark energy and water usage through ENERGY STAR Portfolio Manager. We engage our residents with regular posts through our Simply Camden blog and social media channels about specific things residents can do in their homes to be more environmentally friendly, including ideas for saving energy for families. We created a Resident Green Guide including tips for reducing energy and water use and improving recycling practices. We provide e-waste recycling drives and composting for residents at select communities. Since 2023, we have partnered with One Tree Planted in honor of Earth Day to plant a tree for every leased signed during the campaign. We implemented Smart Water™ technology in select communities, providing residents access to their own daily water consumption. We offer community solar programs as well as electric vehicle charging stations. In addition, we work to improve the sustainability impact of residents by incorporating building certifications.
Climate Change Adaptation	Area of properties located in 100-year flood zones, by property subsector	Quantitative	Square feet (ft²)	IF-RE-450a.1	4,293,830 ft²
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Discussion and Analysis	n/a	IF-RE-450a.2	See Climate Strategy & Resilience, pg 24 (See TCFD Strategy, p 50-51, and Risk Management, p 51-52) We utilized a third party to assess our portfolio to identify the potential impact of physical climate risks and the likelihood of future climate hazards. This third-party assessment provided risk scores for climate hazards that are important drivers of business risk, including the chronic physical risks sea level rise and heat stress and the acute physical risks of floods, hurricanes, water stress, and wildfires. Water stress was identified as the most prevalent climate risk across our portfolio. We are addressing climate risks by taking preventative measures for our operating communities, making improvements when repositioning or redeveloping communities, and establishing appropriate risk management practices and casualty insurance to cover potential damages. We also have risk identification and assessment processes which help guide best practices, policies, and procedures related to climate change. Community acquisitions are subject to a due diligence process that incorporates physical risk assessments, including a review of specific climate-related risks such as flooding and wildfires, and our new community developments incorporate building resiliency through building certification, design, and construction choices. We continue to evaluate the risks and opportunities associated with climate change as part of our ongoing risk assessment process.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Table 2: Activity Metrics

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE (CAMDEN)
Number of assets, by property subsector	Quantitative	Number	IF-RE-000.A	174 assets, Apartments subsector
Leasable floor area, by property subsector	Quantitative	Square feet (ft ²)	IF-RE-000.B	57,746,843 ft ²
Percentage of indirectly managed assets, by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-000.C	0%, Apartments subsector
Average occupancy rate, by property subsector	Quantitative	Percentage (%)	IF-RE-000.D	95.3%, Apartments subsector

UNSDG ALIGNMENT



GOOD HEALTH & WELL-BEING

Camden is committed to providing the best opportunities for our team members and residents to maintain a healthy and active lifestyle through superb benefits, wellness programs, and community amenities, including resources for strong financial health.



QUALITY EDUCATION

Camden provides education-related assistance to team members and Camden's Scholarship Fund has awarded scholarships to students of team members.



GENDER EQUALITY

We are committed to strong leadership as reflected with our diverse Board, management, and team members.



CLEAN WATER & SANITATION

Camden's water conservation programs reduce interior and exterior water usage through the use of leak and moisture detection systems and various other water conservation opportunities. We use Smart Water™ at 28 communities which combines leak sensor technology with water flow from submeter data to provide near real-time alerts to our team members to investigate potential water issues. In 2024, we installed submeters at our Texas communities to accurately measure reclaimed water use.



AFFORDABLE & CLEAN ENERGY

Camden is making progress toward our goals and targets as it relates to energy, water consumption, and waste diversion. Additionally, we have three communities with onsite solar installations to provide clean energy for our common areas, and we encourage residents to participate in community solar programs where available.



SUSTAINABLE CITIES & COMMUNITIES

In 2024, Camden obtained 13 operating certifications through the Institute of Real Estate Management's (IREM) Certified Sustainable Property program. In addition, Camden has five communities with pending certifications. Upon completion, Camden will have 51 communities with sustainable certifications.



RESPONSIBLE CONSUMPTION & PRODUCTION

We are heavily focused on reducing waste at our communities through multiple initiatives as well as increasing diversion through recycling, e-waste programs, and composting.



CLIMATE ACTION

We have continued to promote and develop practical and cost-effective sustainability initiatives to improve our portfolio's environmental performance and reduce our carbon footprint.

INDEPENDENT ASSURANCE STATEMENT



Independent Assurance Statement
Provided by ISOS Group, Inc.

To the Management Team of Camden Property Trust:

ISOS Group, Inc. [“ISOS” or “we”] were engaged by Camden Property Trust [“Client” or “Camden”] to conduct moderate level type 2 assurance of environmental data [“Reported Information”], covering the period beginning January 1, 2024 and ending December 31, 2024 (“FY24”).

We have performed our moderate assurance engagement in accordance with the AccountAbility 1000 Assurance Standard v3 (“AA1000AS”). Our review was limited to the Reported Information comprising of:

- Energy consumption
- GHG emissions (Scope 1, Scope 2 location-based, Scope 3 Category 13)
- Water use
- Waste management

We have not performed any procedures with respect to other sustainability-related information and, therefore, no conclusion on information outside of this scope of work is expressed.

Camden’s responsibilities

The Company’s management are responsible for:

- Preparing the data in accordance with generally accepted reporting practices,
- The accuracy and completeness of the information reported,
- The design, implementation and maintenance of internal controls relevant to the preparation of the report to provide reasonable assurance that the report is free from material misstatement, whether due to fraud or error,
- Ensuring the data performance is fairly stated in accordance with the applicable criteria and for the content and statements contained therein.

Criteria

The assurance process was intended to provide an independent opinion confirming that the Client has complied with procedures for data management at the company and minimized degrees of error by adequately:

1. Sourcing utility, waste hauler, vendor and internal data to populate relevant data management systems,
2. Enforcing management and quality controls across the reporting period,
3. Aggregating and converting metrics into the correct unit of measure, and
4. Calculating greenhouse gas emissions.

Boundary

Organizational Boundary	Camden Property Trust is a real estate investment trust (REIT) primarily engaged in the ownership, management, development, redevelopment, acquisition, and construction of multifamily apartment communities.
Assurance Boundary	The boundary of assurance included all one hundred seventy-five (175) of the Client’s operational assets.
GHG Emissions Consolidation Approach	The GHG emissions boundary followed the operational control methodology specified in the GHG Protocol.

Limitations and Exclusions

Greenhouse gas quantification is unavoidably subject to inherent uncertainty because of both scientific and estimation uncertainty and for other non-financial performance information the precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.

Several smaller scope 1 GHG emission sources (i.e., refrigerant releases, mobile combustion sources, emergency generators) have been excluded from this review. In instances where annual performance is reported in the aggregate, opportunity for data analysis is limited and it is less likely to uncover data errors, gaps, or anomalies. Reviews pertaining to the completeness and capture of all utility meters at properties, particularly those attributed to tenant spaces, is limited to what is disclosed in data management systems. No visit to the Client’s headquarters or facilities was conducted throughout this engagement. It was determined that these limitations and exclusions do not materially impact the performance criteria or assurance engagement.

Methodology

The assurance procedures undertaken were to determine the strength of the systems in place. ISOS Group:

- Engaged a sample of individuals responsible for performance measurement,
- Evaluated current management systems for performance data collection, compilation, calculation, reporting, and validation,
- Validated alignment to standard reporting protocols to ensure accurate claims to the quantitative methodology and approach and assurance claims,
- To verify quantitative claims, both at the aggregate level and on a sample basis, and test accuracy, consistency, completeness, and reliability, ISOS Group:
 1. Conducted a portfolio assessment analyzing performance results to uncover any errors, misstatements, gaps, or performance anomalies,
 2. Brought all findings to the Client’s attention to address and confirmed resolution,
 3. Selected the following properties for testing and analysis, including cross-reference to primary source data to uncover variances and address any exclusions and other limitations:
 - a. Camden Shady Grove, Rockville, MD, United States
 - b. Camden NoMa-Camden, Washington, DC, United States
 - c. Camden Fair Lakes Fairfax, VA, United States

Findings

Based on the process and procedures conducted, there is no evidence that the Reported Information is not materially correct and provide a fair representation of the Client’s environmental impacts to stakeholders for the stated period and reporting boundary.

Application of the AA1000AP

Findings and conclusions concerning adherence to the AA1000 AccountAbility Principles:

Inclusivity	Camden has outlined its key stakeholder groups and methods of engagement in its Corporate Responsibility Report. Camden may consider the inclusion of topics of interest for each stakeholder group.
Materiality	In 2024, Camden conducted a new materiality assessment with both internal and external stakeholders to ensure continued alignment with the topics most relevant to them. Feedback from the assessment will guide Camden’s future sustainability goals and initiatives.
Responsiveness	Camden incorporates feedback from its stakeholder into our business strategy and operations. Camden then reports its sustainability progress via its annual Corporate Responsibility Report. In addition, Camden responds to the GRESB Real Estate Assessment.
Impact	Camden reports its goals and progress towards those goals in its annual Corporate Responsibility Report. Camden may consider alignment to external target-setting frameworks.

INDEPENDENT ASSURANCE STATEMENT

Restriction of use

This assurance report is provided exclusively to the Client under the terms of our engagement, including agreed disclosure arrangements. Our work is intended solely to address the matters outlined in this moderate assurance report and is not intended for any other purpose. This report is not suitable for use or reliance by any party other than the Client. Any third party, accessing or relying on this report, does so at its own risk. To the fullest extent permitted by law, we disclaim any responsibility or liability to any party other than the Client for our work, this report, or the conclusions stated herein.

Statement of Competency and Independence

ISOS Group is an independent professional services firm that specializes in sustainability reporting and is a provider of external assurance services. ISOS Group is a Global Reporting Initiative Certified Training Partner and a CDP Silver Solutions Partner. Our team of experts have the technical expertise and competency to conduct assurance to the AA1000 assurance standard, which meets the criteria for assurance of sustainability information.

No member of the assurance team has any business relationship with the Client, its directors or managers beyond the scope of this assignment. We conducted this assurance independently and, to our knowledge, without any conflicts of interest. ISOS Group upholds a strong code of ethics, ensuring high professional standards in all business activities. The assurance team has extensive experience in conducting assurance engagements over sustainability-related information, systems and processes.

Further information, including a statement of competencies, can be found at www.isosgroup.com.

Signed on behalf of ISOS Group: San Diego, California – USA, June 4, 2025.



Brian Noveck
CSAP Practitioner



Kiani Yost
Sustainability Analyst



AA1000
Licensed Assurance Provider
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