



VENDOR CODE OF CONDUCT

Camden Property Trust (together with its affiliates, “Camden”) is committed to maintaining a work environment that promotes the highest standards of business conduct and ethics. Camden’s suppliers and vendors, including their employees, agents, and subcontractors (collectively, “Vendors”), are expected to follow this Vendor Code of Conduct (“Code”) and 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. While Camden recognizes individual Vendors may have different policies and approaches to human rights, Camden strives to engage with only those Vendors whose values, principles, and practices align with the [Human Rights Statement](#) adopted by Camden and available on our website.

This Code sets forth the basic requirements all Vendors must meet in order to do business with Camden. Vendors are expected to take necessary corrective actions to promptly remedy any identified noncompliance. Without limiting Camden’s right to determine, in its sole discretion, which Vendors it will elect to do business with, each Vendor is advised Camden will terminate its business relationship with any Vendor who fails to comply with this Code.

Accuracy, Reporting, Record Keeping, Safeguarding Information

Vendors must honestly and accurately record and report all information and create, retain, and dispose of business records in full compliance with all applicable legal and regulatory requirements. In addition, Vendors must agree to safeguard Camden’s physical assets and confidential information and only use same in a responsible manner. Camden is committed to respecting the privacy rights of its customers, as detailed in our [Privacy Policy](#) available on our website.

Bribes, Kickbacks, Gifts & Entertainment

Vendors must never offer a bribe, kickback, bartering arrangement, goods, services, or any other incentive to a Camden employee, officer, or trust manager (“Associate”) in an effort to obtain or retain Camden’s business. Vendors must limit gifts and entertainment to customary social or business amenities that do not place, or appear to place, an Associate under an obligation to, or under the influence of, a Vendor. All non-cash gifts must have a value of less than \$100. Any gift or entertainment that may reasonably be viewed as compromising an Associate’s judgment or business decision is forbidden. Cash, gift certificates, or other monetary instruments are strictly prohibited and are not considered customary gifts. All gifts and entertainment given or received must be in compliance with all applicable laws, and Vendors agree to report or furnish additional information as requested by Camden regarding certain gifts to Camden Associates.

Vendors may not sponsor or pay for any Camden events, but may make contributions to legitimate 501(c)(3) charities sponsored by Camden.

Conflicts of Interest

Vendors must avoid the appearance of actual improprieties and/or conflicts of interests. Camden Associates may not directly or indirectly own a significant financial interest in any Vendor or its affiliates, or otherwise stand to receive a significant financial benefit as a result of Vendor’s transactions with Camden.

Camden discourages vendors from performing personal work for Associates or their spouses, domestic partners, or other family members. If a Vendor elects to perform such work, it must be timely and promptly billed at its fair market value and such bill shall not be waived, reduced, or deferred but shall be collected in full as in any arms-length transaction.

Vendors must immediately disclose any actual or potential conflict of interest to Camden's General Counsel and legal department at legal@camdenliving.com.

Insider Trading

Vendors must avoid insider trading by not buying or selling Camden's stock when in possession of information about Camden that is not available to the investing public and could influence an investor's decision to buy or sell stock in Camden.

Code Compliance and Governance

Vendors may, from time to time, be required to acknowledge or sign an affirmation of compliance with this Code and a non-collusion affidavit confirming no relationship or business opportunity with Camden has been procured as a result of collusion between a Vendor and an Associate.

This Code was developed and is reviewed annually by Camden's Sustainability Committee, a cross-functional team comprised of Camden's senior executives and chaired by Camden's Chairman & CEO. This Code is distributed to all Vendors and is available on our website.

Vendors are encouraged to report violations of this Code, and any concerns about violations of or misconduct related to this statement may be reported in confidence to Camden's Investor Relations or Legal departments at ir@camdenliving.com or legal@camdenliving.com or by contacting Camden's [Accounting and Auditing Hotline](#). Camden will not tolerate any retribution or retaliation taken against any individual who has, in good faith, sought out advice or has reported questionable behavior and/or a possible violation of this Code. Additionally, questions about compliance with this Code should be directed to Camden's Investor Relations or Legal departments at ir@camdenliving.com or legal@camdenliving.com.