

Camden Property Trust
Sustainability Committee Charter
As of January 5, 2023

I. Committee Purpose

The purpose of the Sustainability Committee (the “Committee”) of Camden Property Trust (the “Company” or “Camden”) is to assist in developing, implementing and monitoring the Company’s strategies, policies, programs and activities regarding sustainability, including environmental, social and corporate governance (“ESG”) related items and issues.

II. Committee Membership

The Committee shall be comprised of the Company’s Chairman & Chief Executive Officer, Executive Vice Presidents, Senior Vice Presidents, and Vice President of Sustainability including:

<u>Name</u>	<u>Title</u>
Richard J. Campo	Chairman & Chief Executive Officer and Sustainability Committee Chair (“Committee Chair”)
Alexander J. Jessett	Executive Vice President – Chief Financial Officer
Laurie A. Baker	Executive Vice President – Chief Operating Officer
William W. Sengelmann	Executive Vice President – Real Estate Investments
Kimberly A. Callahan	Senior Vice President – Investor Relations
Michael P. Gallagher	Senior Vice President – Chief Accounting Officer
Stephen R. Hefner	Senior Vice President – Construction
Joshua L. Lebar	Senior Vice President – General Counsel and Secretary
Travis K. Oden	Senior Vice President – Operations
Cynthia B. Scharringhausen	Senior Vice President – Human Resources
Kristy P. Simonette	Senior Vice President – Strategic Services and Chief Information Officer
Elizabeth Lutz	Vice President – Sustainability

The above members may be replaced, new members may be added, and the size of the Committee may be re-evaluated from time to time if deemed appropriate by the Committee Chair. The Committee may also form and delegate authority to subcommittees and/or task forces from time to time as deemed appropriate or advisable.

III. Committee Meetings

The Committee shall hold periodic meetings and special meetings may be called by the Committee Chair.

IV. Committee Responsibilities

- Review Company's current ESG practices and activities.
- Assist in developing and maintaining sustainability strategies and policies.
- Monitor key public policy trends, issues, and regulatory matters that may affect the Company's business and performance.
- Report progress on ESG initiatives to the Board's Nominating and Corporate Governance Committee on an annual basis or as needed.
- Update the Committee charter on an annual basis or as needed.
- Perform other related duties and functions as may be assigned from time to time.