

# Camden Property Trust Sustainability Council Charter

As of March 27, 2026

## I. Council Purpose

The purpose of the Sustainability Council (the “Council”) 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 related items and issues.

## II. Council Membership

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

<u>Name</u>	<u>Title</u>
Richard J. Campo	Executive Chairman of the Board and Sustainability Council Chair (“ <u>Council Chair</u> ”)
Alexander J. Jessett	Chief Executive Officer
Laurie A. Baker	President and Chief Operating Officer
Benjamin D. Fraker	Executive Vice President – Chief Financial Officer and Treasurer
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
Allison C. Dunavant	Senior Vice President – Human Resources
Kristy P. Simonette	Senior Vice President – Strategic Services and Chief Information Officer
Stanley C. Jones	Senior Vice President – Real Estate Investments
Elizabeth L. Lutz	Vice President – Sustainability

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

## III. Council Meetings

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

#### **IV. Council Responsibilities**

- Review Company's current sustainability 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 sustainability initiatives to the Board's Nominating, Corporate Governance, and Sustainability Committee on at least an annual basis or as needed.
- Update the Council charter on an annual basis or as needed.
- Perform other related duties and functions as may be assigned from time to time.