



**Fourth Quarter 2025 Earnings Call
February 6, 2025 – 10:00 AM CT**

Kim Callahan – Camden Property Trust

Good morning and welcome to Camden Property Trust’s Fourth Quarter 2025 Earnings Conference Call. I’m Kim Callahan, Senior Vice President of Investor Relations. Joining me today for our prepared remarks are Ric Campo, Camden’s Chairman and Chief Executive Officer; Keith Oden, Executive Vice Chairman; and Alex Jessett, President and Chief Financial Officer. We also have Laurie Baker, Chief Operating Officer; and Stanley Jones, Senior Vice President of Real Estate Investments, available for the Q&A portion of our call.

Today’s event is being webcast through the Investors section of our website at camdenliving.com, and a replay will be available shortly after the call ends. And please note, this event is being recorded. Before we begin our prepared remarks, I would like to advise everyone that we will be making forward-looking statements based on our current expectations and beliefs. These statements are not guarantees of future performance and involve risks and uncertainties that could cause actual results to differ materially from expectations. Further information about these risks can be found in our filings with the SEC, and we encourage you to review them. Any forward-looking statements made on today’s call represent management’s current opinions, and the company assumes no obligation to update or supplement these statements because of subsequent events.

As a reminder, Camden’s complete fourth quarter 2025 earnings release is available in the Investors section of our website at camdenliving.com, and it includes reconciliations to non- GAAP financial measures which will be discussed on this call. We would like to respect everyone’s time and complete our call within one hour, so please limit your initial question to one then rejoin the queue if you have a follow-up question or additional items to discuss. If we are unable to speak with everyone in the queue today, we’d be happy to respond to additional questions by phone or e-mail after the call concludes. At this time, I’ll turn the call over to Ric Campo.

Ric Campo – Camden Property Trust

Good morning. The theme for today’s on hold music—uncertainty—could not be more fitting for the state of the multifamily REIT sector. It’s no exaggeration to say that the words “uncertain” or “uncertainty” have

echoed through the conference call transcripts during 2025. And why wouldn't they? The operating environment last year was uncertain, and every sign suggests that the first half of 2026 will be marked by the same cautious tone as last year.

The songs that you have heard this morning reference uncertain times. However, the song verse that best captures the current uncertain vibe for us is from The Doors classic - *Roadhouse Blues*.

"Well I woke up this morning, and I got myself a beer. The future's uncertain and the end is always near."
The end of uncertainty, that is.

Here is what we are certain about:

- We are certain that we finished 2025 strong, exceeding our original guidance for Core FFO by \$0.13 per share.
- We are certain that people need a great place to live and we provide that.
- We are certain that new supply has peaked and is falling like a knife in our markets.
- We are certain that 2025 had one of the highest levels of apartment absorption in the last 20 years.
- We are certain that our Sunbelt markets will continue to grow faster than the rest of the country, prompting us to market our California properties for sale. The sale allows us to expand our Sunbelt footprint, simplify our operating platform, and buy our shares at a significant discount to Net Asset Value.
- We are certain that our residents are resilient and their financial prospects are strong with rent payments at only 19% of their income.
- We are certain that apartments are significantly more affordable than owning a home and will be for the foreseeable future.
- We are certain that new lease rates and NOI will grow in the future.
- We are certain that Camden has one of the strongest balance sheets in REITland.
- We are certain that we have one of the best teams in the business, providing *Living Excellence* to our residents.

And finally, I am certain that Keith Oden is up next.

Keith Oden – Camden Property Trust

Thanks, Ric. As we reported last night, Camden's same property revenue growth for 2025 came in at 76 basis points which represents a 1 basis point beat to the midpoint of our most recent guidance, and our operations

teams are celebrating like they just won the Super Bowl.

In putting together our projections for 2026, we reviewed supply forecasts and job growth estimates from several third-party data providers, and we budgeted from the individual property level up, taking into account each community's historical performance, current submarket dynamics, and other relevant factors.

On the supply front, it is clear that deliveries in almost all of our markets peaked during 2024 and continued to decline in 2025, setting up 2026 and 2027 to be below-average years for new supply. Completions as a percentage of inventory peaked at nearly 4% for our portfolio in 2024 and are expected to be less than 2% this year and closer to 1.5% in 2027.

Regarding 2026 job growth, I'll echo Ric's comments that "uncertainty" is still a key theme in the markets this year. But we are certain also, that whatever jobs are created this year will predominantly be in Camden's Sunbelt markets, which continue to attract corporate relocations and growth as a result of their affordable, business-friendly environments.

In 2026 we expect operating conditions will improve over the course of the year, with modest acceleration in the second half of 2026. The midpoint of our 2026 same property revenue guidance range is 75 basis points, basically the same that we achieved last year, with half of our markets falling between 1% and 2% revenue growth, and most others flat to up 1%. The two outliers with slight revenue declines will likely be Austin (due to continued supply pressure) and Denver (due to recent regulatory changes affecting income from utility rebilling).

As many of you know, we have a tradition of assigning letter grades to forecast conditions in our markets at the beginning of each year, and providing outlooks of improving, stable or moderating for their expected performance during 2026. We currently grade our overall portfolio as a "B" with a stable but improving outlook.

Our first three markets are rated either "A-" or "B+" and should achieve revenue growth in the 1-2% range this year. Washington DC Metro ranks as an "A-" with a moderating outlook. Despite all of the conversations around DC, DOGE and politics last year, DC Metro clearly outperformed our expectations with 3.5% revenue growth in 2025, and heads into 2026 well-positioned with 96% occupancy.

Houston is next with a “B+” rating and a stable outlook, the same grade as last year. Supply has been quite limited in Houston for the past couple of years, allowing it to place #4 for revenue growth in 2025, and we expect Houston to exceed our average portfolio growth again in 2026.

Our Southern California markets earn a “B+” grade with a moderating outlook for 2026. Like DC Metro, Southern CA outperformed our original expectations, posting mid-3% revenue growth in 2025, in large part due to declining levels of bad debt. Supply has not really been an issue in most of our California markets, but we do expect less of a tailwind from reducing bad debt as we move through 2026.

Denver was our #3 revenue growth market in 2025 and receives a grade of “B+” with a moderating outlook. Market conditions in Denver are fairly stable, though slightly more challenging in a few of its urban submarkets. But as I mentioned earlier, revenue growth is expected to decline year-over-year due to lower levels of utility rebilling and other income anticipated in 2026.

Our next four markets earned a “B” letter grade with improving outlooks. Nashville, Atlanta, Dallas and Southeast Florida are all expected to improve over the course of 2026 as existing supply is absorbed. We have begun to see the proverbial “green shoots” in some of these markets and have budgeted between 1-2% revenue growth for each market this year.

Orlando, Raleigh and Charlotte received “B” ratings this year with stable outlooks and budgeted revenue growth of 0%-1%, compared to relatively flat growth last year. Demand has been solid in all of these markets, but it will take a few more quarters to see any meaningful improvements given the higher-than-average supply delivered, particularly in the two North Carolina markets.

We’d grade Tampa a “B” with a moderating outlook and Phoenix a “B-” with a stable outlook and expect relatively flat revenue growth in both markets this year. Tampa benefited from above-average occupancy in 2024 and much of 2025 but has since returned to more normalized levels around 95%, tending to slow the revenue growth there. Phoenix still faces elevated levels of supply (mainly on the Western side), so we expect pricing power to be limited for most of 2026.

And finally, Austin earns a “C+” this year with an improving outlook, after being stuck at a “C-” for the past 2 years. New supply is finally slowing and there is light on the horizon but given the overwhelming amount of new apartment homes delivered in 2024 and 2025, it will take a little while longer for market-wide occupancy

to improve and concessions to burn off. Stay tuned as we're fully expecting Austin to receive a "B" or better in 2027.

And now a few details on our 4Q25 operating results. Rental rates for the fourth quarter had new leases down 5.3% and renewals up 2.8%, for a blended rate of negative 1.6% which is fairly in line with what we saw in 4Q24 and what we expected for 4Q25. Renewal offers for first quarter expirations were sent out with an average increase of 3.0-3.5%. And as expected, moveouts to purchase homes remain extremely low at 9.6% for 4Q and 9.8% for full year 2025.

I'll now turn the call over to Alex Jessett, Camden's President and Chief Financial Officer.

Alex Jessett – Camden Property Trust

Thanks Keith and good morning. I'll begin today with an update on our recent real estate and financial activities, then move on to our fourth quarter results, and our guidance for 2026. During the fourth quarter, we disposed of three communities located in Houston and Phoenix for a total of \$201 million, acquired one community in Orlando for \$85 million, and stabilized Camden Long Meadow Farms, one of our two build-to-rent communities located in suburban Houston. Our transaction activity for full-year 2025 included the sale of seven older, higher-capex communities with an average age of 22 years for \$375 million, and the acquisition of four newer assets with an average age of five years for \$423 million.

We recently began marketing for sale our 11 California operating communities. Obviously, the market will dictate final pricing, but preliminary indications of value and market chatter range from \$1.5 to \$2.0 billion. We are assuming this transaction closes mid-year. Additionally, we are assuming that approximately 60% of the sales proceeds will be reinvested through 1031 exchanges into our existing high demand, high growth, Sunbelt markets and the remainder of the proceeds, modeled at \$650 million, will be used for share repurchases. We have already completed nearly \$400 million of the \$650 million of share repurchases associated with the planned asset sales, and we expect to complete the remaining buybacks in early 2026. In anticipation of this additional buyback activity, our Board recently approved a new \$600 million share repurchase authorization.

The just over \$1 billion of 2026 acquisitions from the California sales proceeds are projected to occur during the summer months. Based upon this timing of asset sales, asset purchases, and share repurchases, we are assuming no accretion or dilution in 2026 from this strategic transaction. Variability in transaction timing is considered in our Core FFO guidance ranges.

Turning to financial results, last night we reported Core Funds from Operations for the fourth quarter of \$193.1 million, or \$1.73 per share, \$0.03 ahead of the midpoint of our prior quarterly guidance, driven entirely by higher fee and asset management income from our third party construction business as we favorably closed out several jobs which came in well under budget. Property revenues, expenses, and NOI were exactly in line with expectations.

Turning to guidance, you can refer to page 24 of our fourth quarter supplemental package for details on the key assumptions driving our 2026 financial outlook.

We expect our 2026 Core FFO per share to be in the range of \$6.60 to \$6.90, with the midpoint of \$6.75 representing a \$0.13 per share decrease from our 2025 results. This decrease is anticipated to result primarily from:

- An approximate \$0.04 per share decrease in fee and asset management income as the outperformance we experienced in this category, particularly in the 4th quarter of 2025, is not anticipated in 2026
- An approximate \$0.045 per share or 3% increase in general overhead and other corporate expenses; and
- An approximate \$0.045 per share decrease in Same Store Net operating income. The growth in net operating income from our development, non-same store, and retail communities, is entirely offset by the impact of our disposition of older, higher FFO yielding communities in 2025.

At the midpoint, we are expecting same store net operating income of negative 50 basis points with revenue growth of 75 basis points, in line with 2025, and expense growth of 3% vs 1.7% in 2025. Each 1% increase in same store NOI is approximately \$0.09 per share in Core FFO. Our same store guidance includes California for the full year, and California is accretive to our numbers by approximately 25 basis points on revenue, and 40 basis points on NOI.

The midpoint of our 2026 same store revenue growth of 75 basis points assumes 55 basis points of growth attributed to rental income and 20 basis points of growth from other income. We expect market rent growth of approximately 2% for our portfolio over the course of the year, with most of that growth occurring in the second half of the year. Recognizing a portion of this rental rate growth with our slightly negative earn-in, flat occupancy, and a slight improvement in bad debt, results in expected growth of approximately 55 basis points for rental income. Other income, which is primarily comprised of utility rebilling and fee income, represents

10% of our total property revenues and is expected to grow around 2% in 2026, adding approximately 20 basis points to same store revenue growth.

Page 24 of our supplemental package also details other guidance assumptions including the plan for up to \$335 million of development starts at the end of the year and approximately \$200 million of total 2026 development spend. Non-core FFO adjustments for the year are anticipated to be approximately \$0.14 per share and are primarily legal expenses and expensed transaction pursuit costs.

We expect Core FFO per share for the first quarter of 2026 to be within the range of \$1.64 to \$1.68. The midpoint of \$1.66 represents a \$0.10 per share decrease from the fourth quarter of 2025 which is primarily the result of:

- An approximate \$0.05 per share sequential decline in same store NOI driven by an increase in sequential same store expenses resulting from the timing of quarterly tax refunds, the reset of our annual property tax accrual on January the 1st of each year, and other expense increases primarily attributable to typical seasonal trends including the timing of onsite salary increases,
- An approximate \$0.04 per share decrease in Fee and Asset Management Income from the large outperformance we recorded in the fourth quarter,
- An approximate \$0.04 per share increase in interest expense from higher debt balances resulting in part from our actual and anticipated share repurchases; and
- An approximate \$0.02 per share decrease in non-same store NOI due to our late 2025 and anticipated first quarter 2026 disposition activity.

This \$0.15 per share cumulative decrease in quarterly sequential Core FFO is partially offset by:

- An approximate \$0.05 cent per share increase in Core FFO related to our share repurchase activity.

And finally, we plan on launching a new \$400 - \$500 million bond transaction later this quarter.

At this time, we will open the call up to questions.

Nick Joseph - Citi

On the Southern California portfolio sale. Can you talk about why now is the right time to do that, given obviously the considerations of California right now? I think over the past few years, you've thought about that portfolio exposure relative to the rest. And so essentially why now?

Ric Campo – Camden Property Trust

I would say why now is because we think there's going to be a pivot point in the Sunbelt growth story, we want to be in front of that rather than behind that. That's number one. We think Sunbelt is going to grow. And when it turns, it's going to turn, it's going to turn pretty strong and pretty hard, I believe. So that's number one.

Number two is if you look at the transaction volume across America, the coasts have been the most vibrant transaction environment. If you're a developer and you need to sell your development deal, you'd rather not sell it in Austin today, but in fact, California has had really decent revenue growth. Buyers are not having to pick the point when they think the market is going to turn and go up. It continues to be a pretty vibrant market. So those are the two main reasons.

And I guess the last would be when we think about the ability to execute the transaction in a very buoyant buyer market. We also look at the opportunity to redeploy the capital not only in the Sunbelt, but also to buy the shares. So, when we can sell the California portfolio at a cap rate that's substantially less than the cap rate that's implied in our stock. That's what kind of drove the decision - those three things.

Nick Joseph - Citi

And then you're marketing that portfolio, but how are you thinking about either splitting it up into smaller portfolios or individual assets? Or is the goal really to sell it all at once?

Ric Campo – Camden Property Trust

Well, the good news is that there are lots of buyers and there are lots of different permutations of the portfolio and how it can be either done in a portfolio deal or individually. And what we're going to do is maximize the purchase price, whether it's individually or separate or combinations thereof.

Jamie Feldman – Wells Fargo

Going back to some of your guidance and the thoughts on a pickup in the second half. Can you just walk us through your thoughts on new and renewal rents and blends as you go throughout the year? And are there any markets that are more or less concerning as you think about hitting your numbers?

Alex Jessett – Camden Property Trust

Yes, absolutely. What we're expecting in the first quarter is slight improvements versus the fourth quarter of 2025 both in terms of new leases and renewals, which obviously will translate to a slight improvement on

blended rates for the first quarter of 2026. As we go through the second quarter and beyond, we're going to have a lot more visibility because we'll start to get into our peak leasing season. And at that point in time, we'll give you some more color on exactly what we assume for new lease renewals and blends for the rest of the year. But I will tell you, obviously, included in our numbers is an improvement and is an improvement at the back half of the year, which is what I said in the prepared remarks. When I look at individual markets, as Keith walked through when he gave his letter grades, certainly we've got quite a few markets that are improving. And really, we don't have any markets that are declining. So based upon that, there's nothing that really sort of jumps out to us as a big concern. We're absolutely seeing "green shoots" in some of our markets that have been a little more challenged throughout last year and the year prior. We feel like we're in good shape. But obviously, we need to get into the peak leasing season and see how the rest of this year unfolds.

Jana Galan – BofA

A question on the guidance. Thank you for covering some of this in your prepared remarks, but can you clarify how to think about the timing of the 1031 exchange acquisitions? I think some of the miss relative to the Street may be that you're a net seller this year, but it does also sound like some of the share buyback activity is front-end loaded. So, if you could help me walk through that.

Alex Jessett – Camden Property Trust

Yes, absolutely. For the full year, when we look at California, and when I say California, I'm picking up the California sale, the redeployment of about \$1.1 billion of capital into the Sunbelt, the redeployment of about \$650 million of capital into share repurchases. When we look at all of that combined, effectively, we're saying it has no net impact whatsoever to 2026 guidance. When you think about timing, the anticipation is that California closes midyear, the anticipation also is that the \$1.1 billion of redeployment happens in the summer months, so call that midyear as well. So, there may be some slight little delays where we may sell before we buy. But we're trying to get as efficient as we possibly can on that entire process. And then when you look at share repurchases. At our stock price today, we think we're a screaming buy. And so we're certainly going to be doing the share repurchases earlier as soon as we can get them done. So that's how it lays out for the full year. As it comes to differential between our numbers and the Street, I really don't think a part of it is California because as I said, it's a net neutral.

Steve Sakwa – Evercore ISI

You're obviously penciling in some development starts this year. Could you talk about your expectations for stabilized returns? What are you seeing on costs? And how are you underwriting rents today in those

development projects?

Alex Jessett – Camden Property Trust

On a cost basis, here's the good news - costs are coming down. We're seeing anywhere between 5% to 8% reduction in costs. But clearly, developments are still hard to pencil. If you look at our activity in 2025, it was more muted, and you look at the guidance that we have for 2026, and we're saying that any starts are going to be in the latter half of the year. We do have a couple of land sites that we own, and we have a couple of other land sites that we control that we clearly could close on and could start this year. But developments continue to be a challenge. When we look at rental rates, obviously, the way we think about things is we try not to look at trended too much. We try to look at what everything looks like on an untrended basis, and we're seeing really in line with, call it, 5%-5.5% on an untrended basis, which can get you up to a 6% on a trended basis.

Alex Goldfarb – Piper Sandler

Can we get a bit more color on the \$14 million of legal expenses? I know that you switched to Core FFO from NAREIT, but still across the industry, these legal expenses, settlements, political advocacy, whatever, in aggregate, are all becoming more a regular part of the business. So if you could just talk on the \$14 million and how you guys are thinking about legal, political advocacy and stuff on a go-forward basis?

Alex Jessett – Camden Property Trust

Yes. I'll hit the first part. That \$14 million is the combined number of non-core adjustments, which includes legal and costs associated with development and acquisition activity, etc. It's well known the legal battles that we're in the middle of and legal cost is becoming a significant number. The good news is that it will go away at some point, right? This is some very specific actions that you guys know about. Those things will resolve themselves, and we'll return to a more normal cadence when it comes to that category. In terms of how we're thinking about advocacy, Ric?

Ric Campo – Camden Property Trust

Sure. Let me just talk about political action issues, and this is pretty simple math. In the last 5 years, our political action activity was primarily dominated in California, 92% of our spend on political advocacy was in California. Once we close that portfolio, the political advocacy in the Sunbelt is pretty much zero.

Ami Probandt - UBS

What gives you confidence that you can redeploy the capital received from the asset sales within the 1031

window given some of the increased competition that we've been seeing and pretty low cap rates across the Sunbelt? And then if you can't redeploy it, what's the potential impact to earnings? Is there a tax implication here that you would have to pay?

Alex Jessett – Camden Property Trust

We just came back from NMHC and I will tell you, we talked to quite a few sellers that absolutely have portfolios, have individual assets, etc. that they would love for us to buy. Camden is a fantastic buyer, and sellers recognize that, because we don't have financing contingencies, because they know we're real, because we have been doing this for 33 years. We are the type of buyer that sellers want. I don't think we're going to have an issue of redeploying this capital. Not to mention that we've got one of the best acquisition teams in the business spread across the country, tasked with doing this on a full-time basis. I'm not very concerned about that. But I will tell you that if you look at the way we're doing our math, there are tax consequences. And if we cannot redeploy this capital, then we would likely have to do some type of a special dividend.

Austin Wurschmidt - KeyBanc

Going back to the acquisition opportunities, I'm wondering the types of deals that you're looking at. Are these development deals that are in lease-up, are they mostly stabilized transactions? And then could you also talk about some of the specific markets you're evaluating and whether there's any new markets included in that?

Stanley Jones – Camden Property Trust

On the acquisition front, we're already evaluating a number of opportunities across all of our markets, and those are stabilized opportunities, both on and off market. We're going to continue to leverage all of our relationships to find opportunities to redeploy the proceeds from the California sales. Like Alex said, our investment team is up to the task. We did \$423 million in acquisitions in 2025, and we certainly could have upsized that if we had wanted to. We're very sanguine about the opportunity in front of us and are already making some headway with that.

Alex Jessett – Camden Property Trust

And at this point, we're not anticipating any new markets.

Haendel St. Juste - Mizuho

Another one on the SoCal portfolio trade. First, it looks like those assets are still in the same-store pool, and that taking them out would be about a 15 basis point drag to your annualized same-store revenue forecast. Is

that fair? And then secondly, if you're able to actually achieve closer to the upper end of the range that you outlined, closer to the \$2 billion, I'm curious how you think about the incremental capital deployment of that if they would also be earmarked for acquisitions or any tax limitations there?

Alex Jessett – Camden Property Trust

As I mentioned in the prepared remarks, the impact of California coming out of same store will be about 25 basis points on revenue. So that's how you need to think about it.

Ric Campo – Camden Property Trust

And I think on the issue of if the portfolio sells for \$2 billion, which we would really enjoy, we would increase the 1031 exchange pie and then probably increase the buybacks.

Brad Heffern – RBC Capital Markets

Demand question. There've obviously been a lot of issues with the job market for college graduates. I'm wondering if you've seen a noticeable impact on your business from that. And is that something that's a potential upside lever if that proves to be just a 2025 phenomenon?

Ric Campo – Camden Property Trust

The job prospects for college graduates in 2025 were the worst in a decade. And if you look at the unemployment rate, for people aged 18 to 24, it's at 10% right now. The other part of the equation, too, is if you look at that same cohort living at home, it's back to pre-COVID levels, meaning we're back to 2019 levels, and it was down big time over the last couple of years. So, on the one hand, it is definitely a tough market for those folks coming out of school, which could be a tailwind if in fact you have reasonable job growth in the second half of the year. And there's a fair number of folks that are pretty constructive about better job growth in 2026 versus 2025. When you think about the tailwinds of the Big Beautiful Bill, the tax refunds people are going to get as a result of that and the wind-down of tariffs and some of those other things that have been a drag on the uncertainty aspect of the economy in 2025. I think what happened then is right after Liberation Day, companies like us and many, many others just didn't know how to react. What's going to happen? And how is it going to be? You had this hiring freeze that happened. And the question will be whether that freeze unthaws in 2026 when you have a pretty stimulative construct with the economy. I think it remains to be seen. I look at it as a potential tailwind when that demand is released because most of those people want to be on their own and rent an apartment from Camden.

John Kim – BMO Capital Markets

Alex, you gave the impact on same-store revenue from California in 2026. I'm wondering if you could provide that same figure for 2025, just to get an apples-to-apples where same-store revenue is going for your remaining portfolio? And then going forward, how do you think that impacts same-store expenses? California really helps mitigate property taxes. What's the going-forward impact on same-store expense growth?

Alex Jessett – Camden Property Trust

Yes. If you look at 2025, the impact on revenue would have been the same 25 basis points. It's consistent in 2025 as it is in 2026. If you look at expenses for 2026, it doesn't really have any impact whatsoever to our expense numbers. On a go-forward basis, you are right that Prop 13 does limit taxes, which is helpful to the growth rate in California. That being said, one of the things that we've absolutely experienced in our other markets when it comes to property taxes is they go up, but they also come down. If you look at our 2025 results, our property tax total growth was zero. California was up, but most of our other markets were, in fact, down. So, I don't really think it's going to have that much of an impact on expenses on a go-forward basis.

Ric Campo – Camden Property Trust

Let me add to that. If you take the portfolio cost, I mentioned our political advocacy group expenses in California, if you take the last five or six years, these costs by the way are not in same-store numbers. So they wouldn't be in your same-store occupancy numbers. But if you average the cost over that period of time, it's 80 basis points off of your net operating income. So said another way, if California is growing at a 4% NOI and the rest of our portfolio is growing at a 4% NOI and we have to subtract that 80 basis points off of California, because that's included in our corporate G&A. California really delivered a 3.2% NOI compared to the rest of the country that didn't have those same kind of operating costs embedded in our G&A. So, when you look at it, the overall Sunbelt portfolio outperformed California by 80 basis points because of that excess cost. But it's not embedded in the NOI growth.

Rich Hightower - Barclays

I think since Keith brought up 2027 as it relates to Austin specifically in the prepared comments, I'm going to assume 2027 is in play for this call. As we think about a lot of your core markets going forward, give us a sense of what that deepness of the recovery curve, that exit velocity, whichever metaphor you want to use, where do the markets stack up in your current forecasting as we think about the end of 2026 and then into 2027?

Keith Oden – Camden Property Trust

So now we have to say we're not going to give guidance for 2027, but we will talk about it, Rich.

Rich Hightower - Barclays

It is not guidance, it's a rank order, right?

Keith Oden – Camden Property Trust

Yes, exactly. So one of the things that's kind of interesting about where we are, and it gives us some additional degree of optimism about what the Sunbelt markets may look like not only at the end of 2026 but into 2027 and beyond, is the fact that if you look at Camden's rents for properties in our portfolio that have been built in the last five years. As we sit here today, we are back to the rent levels that we were achieving at the end of 2021. So, we are about to start year five of basically no rental growth, and this is unprecedented. In our almost 40 years of doing this, we have never had a three year period where rents were flat to down. Not even in the GFC, not even in COVID. So, we are already four years in. We're beginning 2026, and you see our guidance for 2026. If all this works out the way we expect it to, we will be four and a half years down-wind of basically zero rental growth. That's not sustainable long term.

And we've seen it coming out of the GFC, coming out of COVID. When you get a turn and a pivot that Ric was talking about, it doesn't go from 1% to 2.5%. If you think about our average renter over that same period of time, our average renter's wages or their actual household income has gone up an average of 4% a year over that five year period. So, their income is up 20%. Their rent is basically flat. Our residents are incredibly financially healthy. And when it turns, it usually turns pretty hard. It's always hard to pick that point, but it just feels like we are way, way down the trail of flat rent growth and due for something different.

Ric Campo – Camden Property Trust

The only thing I would add to that is that when you think about markets, Keith gave Austin a C+. The issue there is you've got really good job growth, but you just had a whole lot of supply. They added more than 15% of the supply in three years. Austin and Nashville are probably the ones that are a little slower to come out of the system. But all the rest of the markets are pretty much positioned for when that supply gets taken up over the next 12 months you're going to have a situation where simple supply and demand economics work. Which means that we'll have more demand than supply and rents will go up. The other thing to think about is the way concessions work. When people are leasing up, they give a month free, they give two months free if it's really tough. Maximum is three months free, but I don't think there are very many places where it's three months

free. What developers or operators do is once they get to the point where they don't need to give that month, they stop giving the month or the two. If you stop giving a month, that's an 8.3% increase immediately in the rent roll by eliminating one month. So that's to Keith's point that it doesn't just all of a sudden go from flat to 1% or 2% growth. When you stop the concessions, if it's a one month free, it's immediately an 8.3% increase in the rent roll on the next lease. And then it just takes time to roll the leases over and get that revenue growth. And that's going to happen. It's because of simple supply and demand. If you think about when rents went up big time in 2021 and 2022, it was a function of not enough supply and huge demand, and you had increases that were unprecedented. If you go to St. Petersburg for example, we had a 50% increase in rents in a three month period there. And the reason was we were 98% occupied. We had a tiny number of units that were available and the market price just skyrocketed as a result of that. That's simple supply and demand economics. I think we have the recency effect that's going on in the market today, meaning that three years of flat rent growth, it's probably going to be another five or six years of flat rent growth. That just doesn't happen long term. The market will work and supply and demand economics will move in our favor over the next few years.

Rich Anderson – Cantor Fitzgerald

File this one away for 2027 on hold music - Austin Powers theme song, just throwing it out there. My question is on new lease rate growth. Alex, you mentioned you'll give an update as you get closer to the spring leasing season. But what I see from fourth quarter 2024, it was negative 4.7%, fourth quarter 2025 is negative 5.3%. I get it. It takes some time for these things to happen even though that was post-peak deliveries as you described it, Keith. I think it's an important metric to get that above the 0% threshold eventually for multifamily to work again, particularly in the Sunbelt. How probable, possible, or maybe even unlikely is it to see new lease rate growth this year somehow get above that 0% threshold. I know you perhaps want to be careful about setting expectations at this point, but probable, possible, unlikely, what do you think?

Alex Jessett – Camden Property Trust

Yes. So clearly, that inflection point is very important. You're exactly right. And my belief is that as soon as we all hit that inflection point, I think a whole lot of generalists that have been out of our stocks are going to come flooding into our stocks, and we're all going to see massive pops. So, it's just a matter of when, definitely not if, because it will occur. I think it's probable. I think it's probable that it could happen this year. Now obviously, we're going to continue to update you guys as we get each quarter's worth of activities as we see what's happening on site. But I certainly think it's probable.

John Pawlowski – Green Street Advisors

Forgive me if I missed, I joined the call late, but I wanted to talk a little bit about the change in the Denver regulation around utility rebilling and reimbursements and then any other income. So maybe if you could talk about for a minute, the specific legislation. And is there any other concerning draft legislation in other states or markets you're in that might drive downward pressure on your ancillary income, just given how proactive you've been over the years and with bundling services and there's a lot of non-rental income for each unit. So I'm concerned about longer-term risk to your other income streams.

Alex Jessett – Camden Property Trust

We didn't talk about it in the prepared remarks, but what you're referring to is House Bill 25-1090 and yes, this is a new legislation that was put in place in Colorado effective January 1 of this year, which no longer enables us to bill for common area utilities. It is a significant item for us. The total value of this is about \$1.8 million. If you extrapolate that out, that's close to 19 basis points of same-store NOI. So, it certainly is an issue. It's something that we're having to account for. And obviously, we certainly do make sure that we monitor regulations that are out there. The good news is that most of our markets, the reason why they grow so fast is because they're pro-business, pro-growth and obviously, putting the legislation like that in place is not pro-business or pro-growth. So not really worried about it in other places, but we're certainly paying attention to Denver. Laurie, do you have anything to add?

Laurie Baker – Camden Property Trust

You asked about some of the specifics of Colorado. The key impacts are no hidden rental fees. So, it's full transparency. We're seeing this across the country. We're all mobilizing as an industry to ensure that there is transparency and that our residents know exactly what they're paying for. But in this particular Bill, the landlords have to show the tenants the full cost of renting before they sign anything, and that includes this common area maintenance and giving some estimates of what their utilities would be. And so that's some of the impact here trying to average out what you assume each renter's utilities bills will be. That's the impact we're seeing. There are some things you are not allowed to charge back to our residents. Sub-metering is important. Because of this restriction, we had to submeter all of our properties. And we did it fast and furious at the end of the year to make sure that we were able to capture as much of the information we needed. But it did eliminate any unclear utility pass-through charges and just really requires more disclosures. That's the impact overall. And as Alex said, I don't think we're expecting in any of our other markets something similar to this, but we are closely monitoring that within Camden as well as at the industry level. I play a big role with the National Multi-Housing Council and this is something we're paying attention to across the country.

Alex Kim – Zelman & Associates

Can you talk about if you're seeing any difference in performance or rent growth between your urban and suburban assets, and your expectations through the balance of the year as well?

Alex Jessett – Camden Property Trust

Yes, absolutely. It's interesting. Our urban assets are absolutely doing better and really starting to gap out just a little bit in terms of what we saw in the fourth quarter 2025 revenue. My gut is, and the way we've modeled it, is that's probably going to continue as we go throughout 2026. This is sort of a turnaround from what we saw, obviously, for about three or four years. So today, what we're seeing is Class A urban is doing a lot better. But of course, they got impacted worse at points in time. So, they had a little bit of gas in the tank to get back to where they were and go from there.

Julien Blouin – Goldman Sachs

I think you mentioned you're expecting market rent growth of around 2% in markets this year. I think on the third quarter call, that was in the 3% to 3.5% range, maybe two quarters ago, I think third parties were maybe talking more over 4%. What has changed the most in that outlook to drive that revision downwards? And then as we think about that 2% expectation for this year, what does that assume in terms of job growth? How do you think of the down case scenarios to that?

Alex Jessett – Camden Property Trust

If you think about the way Ric started this call, he talked about uncertainty and this is clearly a time of uncertainty. What all the economists and obviously, what we're doing is we're talking about what economists are telling us, what the economists were looking at in mid-2025 was the simple math that supply was falling off the cliff. And everybody recognizes that the last time you got to the level of the supply that we're expecting, everybody had some really, really, large, oversized growth.

It's just a matter of when does that actually happen? And how quickly is all of the excess supply being absorbed? So obviously, it's taken a little bit longer to absorb some of that excess supply. I think we've hit on some of the reasons earlier in the call. If you look at the hiring of May grads, that was obviously very weak. Obviously job growth hasn't been as great as everybody expected and I think that's been putting some pressure on it. But back to one of my earlier comments, it's not a matter of if, it's a matter of when, it's absolutely going to occur that we're going to see this momentum come back to us, but it's just pushed back a little bit.

Keith Oden – Camden Property Trust

Specifically on the employment growth outlook, in 2025 Witten originally had job growth across Camden's markets closer to 350,000. Everybody knows that got revised dramatically down. I think he ended up the year at 170,000. His forecast for 2026 is 257,000 jobs across Camden's markets. So, part of the head fake for forecasters and everybody that looks at this data was that one million jobs evaporated that were reported as created in 2025. As it turns out after all the revisions, it was not anything close to that. Some of it was probably just in the data set, people look at this and use the BLS statistics or were using numbers that got revised away. So hopefully, we're on track with better data for 2026. And 257,000 jobs across Camden's platform would be a really good year for us, particularly in light of what Alex described as we're getting close to the end of this outsized development pipeline that we've had to work our way through for the last three years.

Alex Goldfarb – Piper Sandler

Just want to go back to the comments on lack of rent growth. Certainly, in the past number of years, everything else has gone up, Uber rides, groceries, everyone has streaming services, etc. Ric, do you think the traditional 20% rent to income still holds? Or do you think because of inflationary pressure on people's lives, plus all their other activities and subscriptions that maybe that number is no longer 20%, maybe it's something lower than that?

Ric Campo – Camden Property Trust

I don't think so. I think that number is still a really good number. At 20%, it's a very affordable thing. If you look at real wage growth over the last three and a half or four years, it's 4% to 5%. And that's real. That's after inflation, right? When I think about our customers, we spend a lot of time trying to get inside their financial heads, what their preferences are for apartments, and things like that. And you look at the forward consumer confidence numbers. Affordability is the big question today. But when you look at our demographic, average income of \$121,000 for our resident base. Their earnings were going up 4% to 5% on a real basis for the last three to five years. What's really happening to them? Why are they unhappy? Why is consumer confidence at low levels? Part of it is just the psychology that you have high inflation and prices on everything went up. And then I think the bigger psychological issue, and this gets to the overall housing market which includes the single-family for sale market. The inflation numbers really didn't include this concept on housing. So, COVID with low interest rates, and increased demand, drove housing prices up dramatically. Interest rates doubled on the 30-year mortgage. So, the attainability of a single-family home today is so expensive relative to what it was pre-COVID. That's hanging on the consumer's mind a lot. And so even though their financial picture is pretty good they still feel really bad about the economy because of this single-family house price issue and the

narrative that's going on.

Think about other big-ticket items like the price of gasoline. I filled up my Suburban the other day, and it was \$2.17 per gallon. So even though you have food prices that are continuing to be elevated and some other costs that went up because of inflation, gas prices are down, rents are flat. I think it's a psychological issue that we have with American consumers today that isn't as real from a pure dollars and cents perspective, from an apartment perspective, it's more of an overarching issue. And unfortunately, that overarching issue makes people think everything is more expensive, even though their finances are pretty good.

Mason Guell – Robert W. Baird

It looks like your revenue enhancing and repositioning CapEx guide is down from last year. Can you talk about why this has guided lower and what initiatives you are working on in this category?

Alex Jessett – Camden Property Trust

On the reposition side, it is down slightly, but you have to keep in mind this is something that we do every year. We are reaching the point in time where we've done probably 70% to 80% of our portfolio, and there's a little less opportunity there this year. But I will tell you, I still believe this is one of our absolute best uses of capital, absolutely plan to continue to do it. And I will tell you that I have no doubt that our repositioning team is listening to this call, and they're probably very excited that somebody else is noticing all the good work that they're doing. So yes, we will continue to do this. It's a good use of capital for us.

John Pawlowski – Green Street

I want to go back to the development economics question. The four properties that you have in the pipeline today on current market rents, could you give me an estimate on where these would be yielding today? Is it in that low 5% to 5.5% range? Alex, you quoted on the shadow development pipeline. I'm just wondering how these four assets are trending given the malaise in market rent growth in the last few years.

Alex Jessett – Camden Property Trust

If you look at our development pipeline that we've actually put out there, it's two deals, which is Baker in Denver and Gulch in Nashville. And then what I told you is that we've got a couple of other sites that we control, and those sites that we control we could close on this year and in fact, start this year. When I look at those sites, those returns are a little bit better. The returns are penciling on those couple of sites to a mid-5% on an untrended basis. Baker and Gulch are more challenging. This is why if you look at our math, originally,

we had them as 2025 starts. And now I've got them as potentially late 2026 starts.

I think everybody is pretty well aware of what's going on in Denver, at least downtown Denver. It's a tough place to develop today. I do think the economics are going to get better, but we're certainly waiting to see if those economics get better before we get started. We talked about buyouts. Buyouts are absolutely coming down 5% to 8%, but maybe they'll come down a little bit more, which makes that economics better. And then I would say the same thing about our deal in downtown Nashville. Nashville is a fantastic market, but everybody knows that downtown Nashville is very oversupplied. We're waiting to see a little bit more clarity. When we see some more clarity in that market and we can take a look at the economics and make sure it makes sense to start. But if we can't do it in a way that's accretive to our shareholders, we're not going to. Right now, we're patient, and we're going to find the right time to start, which is penciled to be towards the end of this year.

Ric Campo – Camden Property Trust

Thank you. We appreciate you being on the call today, and we'll see you soon or talk to you soon, I'm sure.

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