

HOME

2021-2022 Corporate Responsibility Report



HOME

There’s no place like HOME. Camden provides safe and comfortable apartment homes for approximately 100,000 residents across the nation. In addition, nearly 1,700 employees also call Camden HOME and thrive in our diverse, inclusive workplace environment, enjoying the culture of excellence we have built and maintained over the years. HOME is a place where people live, work, and create memories along the way. Camden is proud to demonstrate strong corporate responsibility, making our residents, associates, and other stakeholders truly feel at HOME.

About this Report

Information in this report focuses on the 2021 reporting period from January 1, 2021 through December 31, 2021 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.

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 apartment communities. Camden has been publicly traded since 1993 and has a high-quality, geographically diverse portfolio of apartment communities located in some of the nation’s highest growth markets. Our strategy of focusing our operations on markets with some of the highest projected employment and population growth helps to ensure sustainable demand for Camden’s apartment homes. We own interests in and operate 171 properties containing over 58,000 apartment homes across the United States. Our workforce totals approximately 1,700 employees and the Company is headquartered in Houston, Texas.

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 employees, our residents, and the local communities in which we live, work, and play.

Our Values

Our business is predicated on core values which help cultivate an environment of respect, fairness, diversity, and fun for all. We expect our team members to embody these nine characteristics:

- TEAM PLAYERS
- RESULTS ORIENTED
- CUSTOMER FOCUSED
- WORK SMART
- LEAD BY EXAMPLE
- PEOPLE DRIVEN
- HAVE FUN
- ACT WITH INTEGRITY
- ALWAYS DO THE RIGHT THING

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Camden At-A-Glance

as of September 30, 2022



COMPANY PROFILE

\$17.0B
Total Market Cap

A3
Credit Rating by Moody's

#26
FORTUNE 100 Best Companies to Work For® 2022

A
Public Disclosure Score by GRESB

A-
Credit Rating by Standard & Poor's

A-
Credit Rating by Fitch

PORTFOLIO OVERVIEW

171
Operating Communities

7
Development Communities

58,433
Apartment Homes

2,219
Development Apartment Homes

25
Total Green Building Certifications

15
Markets

~100K
Residents

COMMUNITY STATISTICS

37%
Class A

63%
Class B

41%
Urban Locations

59%
Suburban Locations

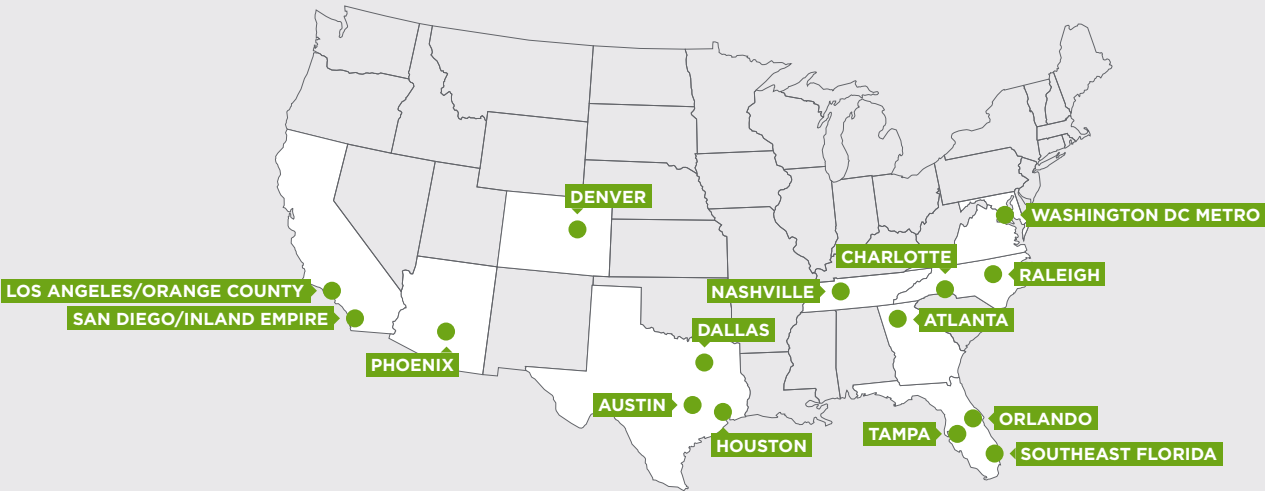
60%
Low-Rise

28%
Mid-Rise

12%
High-Rise/
Mixed

Camden At-A-Glance

as of September 30, 2022



MARKET	COMMUNITIES	APARTMENT HOMES
Atlanta	15	4,862
Austin	11	3,686
Charlotte	15	3,491
Dallas	15	6,224
Denver	9	2,873
Houston	28	9,531
Los Angeles/Orange County	7	2,663
Nashville	2	758

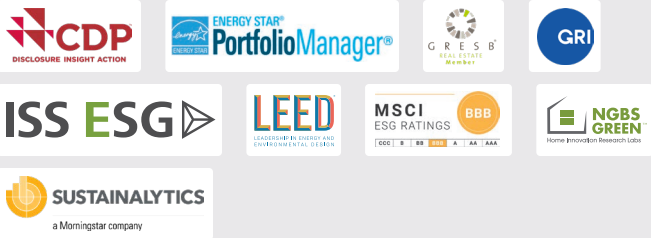
(includes seven properties currently under development)

MARKET	COMMUNITIES	APARTMENT HOMES
Orlando	11	3,954
Phoenix	14	4,426
Raleigh	11	4,041
San Diego/Inland Empire	6	1,797
Southeast Florida	9	3,050
Tampa	8	3,104
Washington DC Metro	17	6,192
Total	178	60,652


PARTNERSHIPS & PROGRAMS



BENCHMARKING & STANDARDS



To Our Stakeholders

 We are pleased to present Camden’s 2021-2022 Corporate Responsibility Report, highlighting our commitment to demonstrating good corporate citizenship and creating a sustainable future for our company and its stakeholders. Substantial progress has been made in many areas of our environmental, social, and governance (ESG) efforts, and we look forward to sharing information on our programs and initiatives in this, our fourth annual Corporate Responsibility Report – HOME.

There’s no place like HOME. Camden provides safe and comfortable apartment homes for approximately 100,000 residents across the nation. In addition, nearly 1,700 employees also call Camden HOME and thrive in our diverse, inclusive workplace environment, enjoying a culture of excellence we have built and maintained over the years. HOME is a place where people live, work, and create memories along the way. Camden is proud to demonstrate strong corporate responsibility, making our residents, associates, and other stakeholders truly feel at HOME.

Our sustainability efforts have earned recognition on many fronts. Our scores from several third-party ESG rating services show continued improvement over the past few years, and we recently earned an “A” grade for Public Reporting for the 2022 GRESB Real Estate Survey. Camden was also named the 2022 Gold award winner by NAREIT for Corporate Diversity, Equity, and Inclusion (DEI) and our Chief Operating Officer was honored with NAREIT’s DEI Individual Recognition Award. In addition, our continued dedication to workplace excellence resulted in Camden recently being named #26 on *FORTUNE* Magazine’s list of the 100 Best Companies to Work For® in America, marking 15 consecutive years of recognition on that list. We also earned other national awards from *FORTUNE* for our high rankings among Women, Hispanics and Latinos, and Millennials, and we ranked #6 on *PEOPLE*® Magazine’s list of Companies that Care.

Last year we announced a commitment to reduce our energy and water consumption, enhance our waste management and recycling efforts, and increase our use of renewable energy. We are pleased to provide an update on our goals and targets, as detailed on page 10 of this report. The pandemic created a shift in resident work patterns and resulted in an increased number of residents working from their apartment homes and utilizing the common areas of our communities. We remain focused on reducing our energy use, water use, and our corresponding GHG emissions. We are confident we will make progress toward our 2030 goals by implementing strategies and initiatives focused on meeting those targets. On waste management, we made significant progress by increasing recycling and sending less waste to landfills over the past year, and we are well on track to achieve our goal of reducing the amount of waste sent to landfills by 15% by 2030. We are also delighted to report we recently met our goal of procuring at least 15% of electricity for our common areas from renewable sources. We plan to announce additional goals and targets for sustainability in the years to come as we continue to further our ESG efforts.



Richard J. Campo, Chairman & CEO, *left*
D. Keith Oden, Executive Vice Chairman & President, *right*

Camden remains committed to designing and developing our future apartment homes and communities with long-term sustainability in mind. We require a minimum of NGBS certification on every new development project and also seek LEED certifications when feasible. Our portfolio currently includes 23 apartment communities which have green building certifications, and applications are pending for several new development projects. We are also evaluating new and innovative products and services to enhance our existing assets and upgrade the energy efficiency and overall sustainability of our operating portfolio.

Stakeholder engagement is another key area of focus for Camden, and we regularly engage with our residents, associates, and other stakeholders. We will continue to focus on workplace excellence, DEI, and learning and development for our team members, and keep open communication with Camden’s residents as well as members of our communities at large. For shareholders, we will continue to maintain good corporate governance and the environment of integrity, transparency, and accountability we are known for. We plan to monitor regulatory developments and enhance our disclosures in future reports, with a focus on alignment with evolving ESG reporting standards and frameworks.

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

Thank you for your continued support.

Respectfully,



Richard J. Campo
Chairman & CEO

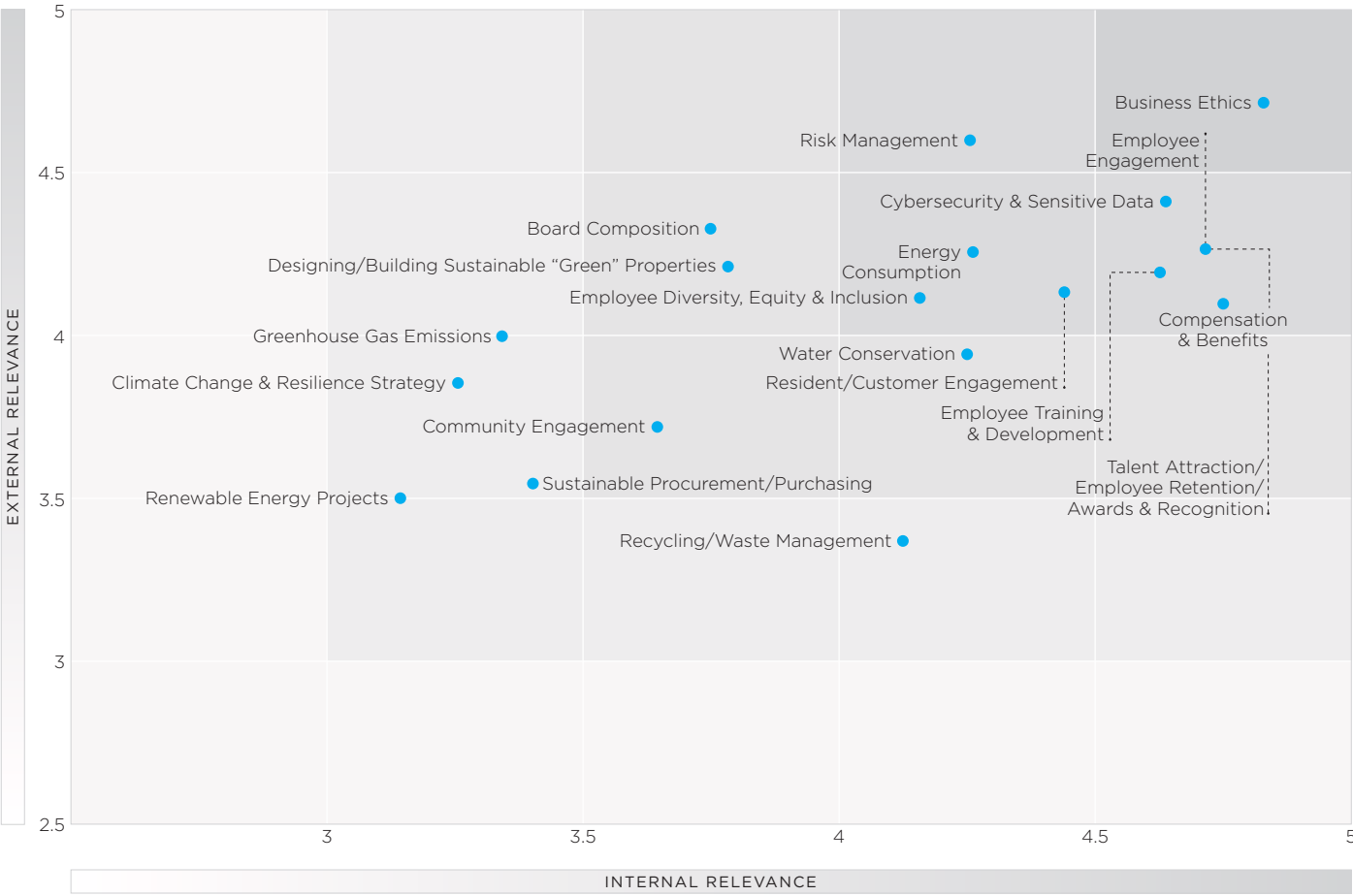


D. Keith Oden
Executive Vice Chairman & President

Materiality Assessment

In 2020, Camden conducted a materiality assessment in an effort to determine which ESG items were deemed most important and critical to our company’s long-term success. We surveyed both internal and external stakeholders and the results of this assessment are shown in the matrix below. Our key focus areas have included reducing energy usage, water usage, and waste production at our apartment communities; continuing and enhancing our many programs for employee and resident engagement; and adhering to the highest standards of business ethics and strong corporate governance.

We plan to regularly refresh our materiality assessment to ensure we continue to focus on areas most relevant to Camden and its stakeholders, using this feedback to help guide our future goals and initiatives involving sustainability.



Internal stakeholders surveyed included: Camden’s Trust Managers, Officers and Directors.
External stakeholders included: REIT investors and ESG representatives from relevant industry groups.

Stakeholder Engagement

Stakeholder engagement is an essential element of our business and continues to be an important consideration in communicating our long-term business strategy and strengthening our relationships with our constituents. We continually engage with our residents, associates, and other stakeholders through a variety of methods detailed here. In addition, our senior management team meets regularly with investors and shareholders to discuss current operations as well as ESG matters.



Stakeholder Groups	Methods of Engagement
Associates	Periodic engagement surveys
	Internal communication via Intranet
	Quarterly performance updates
	Social events and activities
	Employee blog
	Camden Cares
	Annual Leadership Conference
	Annual Ace Awards and recognition
Residents	Social media platforms
	Regular engagement surveys
	Resident portal
	Company website
	Community events and activities
Investors/Shareholders	Social media platforms
	Earnings calls, press releases and SEC disclosures
	Investors website
	Investor and analyst conferences
	Investor meetings, property tours and conference calls
Vendors/Suppliers	Annual Shareholders' Meeting
	Regular meetings
	Vendor Code of Conduct
Local Communities/Governments	Vendor screening, credentialing and compliance
	Volunteer efforts
	Affordable housing partnerships
	Local and national regulatory compliance
Associations	Emerging ESG matters
	Regional and national industry events and conferences
	Participation in ESG surveys
	Memberships and partnerships

HOME ENVIRONMENTAL



Bike Storage

Residents enjoy secure bicycle racks, storage, and repair stations.



Green Building Certifications

We have a total of 25 green building certifications across our portfolio.

Water Usage

We incorporate drought-tolerant and/or native landscaping and nearly half of our portfolio has drip/irrigation systems.

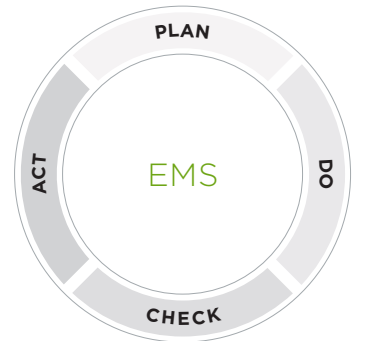


We are committed to operating in an environmentally responsible manner, preserving natural resources, and designing and developing our apartment homes with long-term sustainability in mind.

Environmental Management System

Environmental stewardship is a central component of Camden's sustainability program, and we are committed to continually improving our performance through our Environmental Management System (EMS). Camden's EMS is based on a Plan-Do-Check-Act methodology aligned with ISO-14001, and consists of actively collecting and organizing our energy, water, and waste data in a timely manner. Our EMS ensures processes are in place to support continuous improvement, monitor ongoing asset performance, and evaluate unfavorable trends in environmental performance. Camden's operational control is limited mainly to the common areas of its apartment communities, where we have full authority to implement policies and practices. Camden's EMS provides the framework for our sustainability strategy and enables us to improve financial and environmental savings through sustainability initiatives and efficient operating practices. Our EMS also helps facilitate our reporting efforts, benchmarking requirements, and property certifications.

We are currently evaluating various sustainability products and services which provide enhanced sustainability analytics and reporting, management and conservation tools, energy procurement, and 100% integration with Energy Star Portfolio Manager across our portfolio. Camden is committed to providing accurate and reliable information, and monitoring key environmental and climate change performance metrics for inclusion in future reports.



Plan

Stakeholder engagement; Strategy formation; Setting goals and targets; Regulatory compliance.

Do

Education and alignment; Collect and organize data; Process documentation; Best practices.

Check

Data management; Performance monitoring; Evaluate trends; Measurement and reporting.

Act

Process standardization; Communicating changes; Improve asset performance; Discuss next steps.



Energy Star Portfolio Manager

Our communities adhere to regulatory compliance regarding performance metrics and EPA regulations. In 2022, we submitted energy consumption data for 25% of our portfolio using Energy Star Portfolio Manager.

328

Camden team members are certified by the Environmental Protection Agency (EPA) in Type I, Type II, Type III, or Universal certifications.



One Tree Planted

300 trees were planted on our behalf during 2021/2022 as a result of energy conservation projects completed.



CHIRP Locks

Our use of smart lock technology enables residents to enter their community, amenity areas, and apartment homes using only their smartphone.



Corporate Headquarters

Our Corporate Office is in a building with LEED Platinum® certification and is well served by public transportation and close to multiple dining and entertaining options.

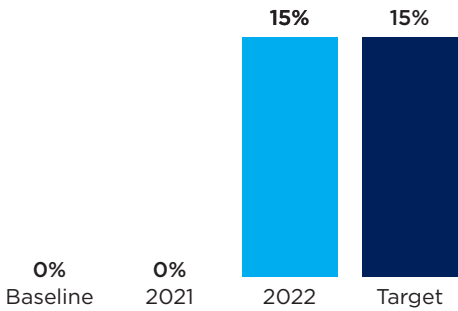
Goals & Targets

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 enhancing our waste management and recycling efforts.

We designated 2020 as our baseline year and established the following goals and targets related to our energy and water consumption as well as our waste management. We are pleased to share we are making progress toward these goals and targets and we plan to announce additional goals and targets for sustainability in the years to come as we continue to further our ESG efforts.



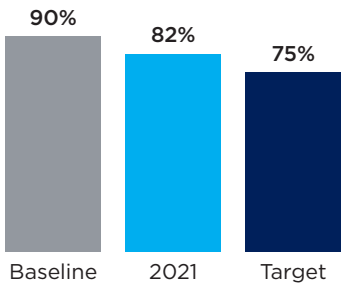
Renewable Energy
Percentage of common area electricity usage procured from renewable sources



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



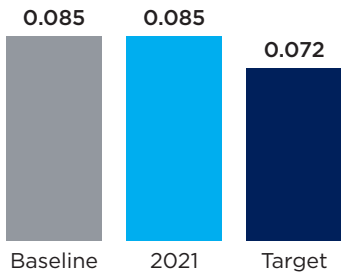
Landfill-Bound Waste
Percentage of total waste (metric tons) sent to landfills



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



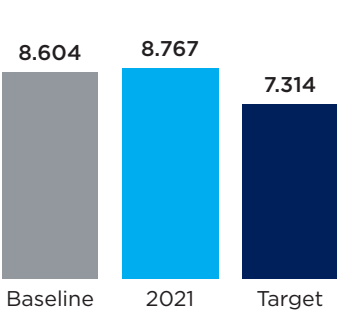
Water Use Intensity
M³/sq ft



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



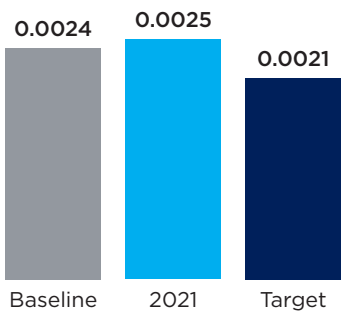
Energy Use Intensity
kWh/sq ft



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



GHG Emissions Intensity
MTCO₂/sq ft



Goal: 15% reduction in common area GHG emissions intensity by 2030
In Progress

Climate Change & Resiliency

We recognize the importance of climate change and are committed to identifying, mitigating, and managing risks associated with climate change. We conducted an assessment of our portfolio to identify the potential impact of physical climate risks and the likelihood of future climate hazards. This assessment provided risk scores for climate hazards that are important drivers of business risk including: earthquakes, floods, heat stress, hurricanes and typhoons, sea level rise, water stress, and wildfires. We are addressing climate risks by taking preventative measures for operating properties, 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 in place, which help guide best practices and policies and procedures related to climate change. 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 developments incorporate building resiliency through green 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 and plan to incorporate additional disclosure in future reports.



Energy, Water & Waste

Energy

Camden’s energy conservation programs focus on installing energy-efficient products and implementing programs that lower costs and reduce overall energy usage, and we continue to identify and implement innovative sustainable practices that support our communities, customers, residents, and team members. Some of our projects include upgrading to LED lighting throughout most of our portfolio, installing Energy Star appliances and products, utilizing occupancy sensors for common areas, and installing programmable thermostats. For our development and redevelopment projects, other considerations 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 and improve our HVAC systems utilizing property management software to identify and address refrigerant leaks and equipment malfunction. We actively promote and develop practical and cost-effective sustainability initiatives to improve the environmental performance of our portfolio and reduce our carbon footprint. We also communicate best practices across our portfolio, conduct site audits to improve overall building performance, and evaluate our portfolio routinely in an attempt to identify further energy and water reduction opportunities.

Renewable Energy

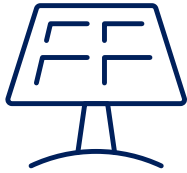
Camden set a goal to procure 15% of electricity for its common areas from renewable sources by 2030. We are happy to report that in early 2022, we met our goal by purchasing Green-e® Certified renewable energy credits (RECs) equivalent to 15% of our total common area electric usage. We are also growing our use of on-site renewable energy by installing solar panels at two communities, one in Tempe, Arizona and the other in San Diego, California, and expect to generate approximately 1,074 MWh annually with these new systems. In addition, we recently 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 Committee received training and education regarding potential renewable electricity strategies and associated opportunities, benefits, and challenges. An analysis is also underway regarding our plan to increase the number of electric vehicle charging stations across our existing portfolio as well as new developments.

Venture Capital

We continue to identify and implement innovative sustainable practices to support our communities, customers, residents, and team members. In 2021, we committed a combined \$15 million with two venture capital investment firms, Moderne Ventures and Fifth Wall, with the goal of solving business problems with creative technology solutions. We believe these partnerships will enhance our existing efforts by sourcing innovative solutions critical for creating a sustainable future through a large focus on climate technology investments.

Community Solar for Residents

Community solar is a program designed to add more 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 and 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 our residents to also participate in solar power options.



Our solar project at Camden Roosevelt in Washington DC Metro has generated over 550 MWh of energy to date.



Over 200 electric vehicle charging stations across our portfolio.

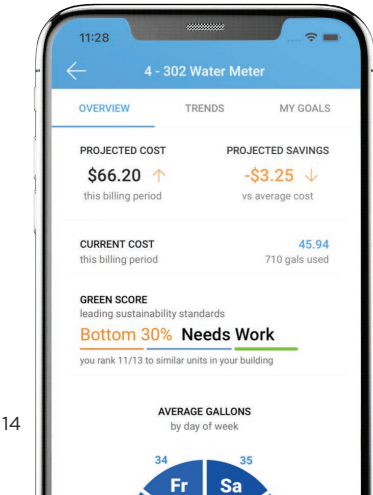


Over 300 residents have signed up for community solar programs in our Denver, Colorado and Washington DC Metro communities.



30%
Nearly 30% of Camden residents at our two pilot communities are currently utilizing the Smart Water app.

By quickly detecting and notifying on-site teams about leaks and consumption anomalies, Smart Water delivers greater visibility into aspects of the community not typically metered (e.g., landscape irrigation and pool systems) – providing significant annualized savings.



Water

Camden’s water conservation programs focus on reducing both interior and exterior water usage at our communities by choosing more efficient building products and incorporating drought tolerant and/or native landscaping when possible. About half of our portfolio is submetered which means we can easily track water usage and detect leaks in real time. Our operations teams receive weekly emails from these communities regarding high usage, usage above a certain threshold, and frequent high consumption by a resident and/or community. These alerts allow us to proactively approach leak detection and water management, which helps reduce costs and identify submeter malfunctions. We are currently evaluating various water conservation opportunities which include additional smart irrigation systems, submetering initiatives, and other system upgrades, as well as increasing resident awareness. In addition, nearly half of our portfolio currently has drip/smart irrigation systems, where we can adjust the watering schedule and irrigate and fertilize landscaping at the roots thereby reducing water usage. Other water efficiency updates include various improvements such as replacing existing bathroom fixtures with high-efficiency toilets, faucets, and showerheads, and utilizing a third-party service provider to monitor water usage for leak detection.

Smart Water

We recently completed a pilot program at two communities for Smart Water. The Smart Water solution includes four main components: submetering and meter data, water management web application, real-time alerts, and resident engagement. Submetering and meter data includes IoT water sensors that capture water data to identify leaks and abnormalities in common areas and residential units. The water management web application provides daily consumption data to better understand water usage from both the portfolio and submeter level. Real-time alerts allow on-site teams to quickly correct issues and mitigate risk, and residents can manage and view their water consumption, set cost goals and targets, and compare their usage with other residents via “Green Score.” We plan to include an additional 26 communities to this service in 2023.



Waste

Camden’s waste management and recycling programs help identify opportunities to eliminate waste from our operations, increase recycling, and reuse as much as possible. We provide waste removal and recycling services across our portfolio and offer residents an option to recycle at most communities by providing recycling containers, doorstep pickup, and designated recycling areas. We also offer composting services at select communities which further minimizes our environmental impact, and we actively engage and educate residents on the importance of sustainable and proper recycling practices.

Our facilities team 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 are currently working with our national waste providers to deliver more consistent, accurate data on waste diversion. We are also engaging various third-party consultants to explore methods for improving and enhancing our recycling programs such as waste management technology to help gauge trash volumes and optimize pickups, content, and contamination levels while also reducing costs associated with waste overages.

Green Building Certifications

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

Camden Rainey Street	Austin, Texas
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Leadership in Energy and Environmental Design (LEED) – Silver®

Camden Belmont	Dallas, Texas
Camden Hillcrest*	San Diego, California
Camden Music Row	Nashville, Tennessee

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

Camden Shady Grove	Rockville, Maryland
Camden Washingtonian	Gaithersburg, Maryland

National Green Building Standard (NGBS) – Silver

Camden Atlantic	Plantation, Florida
Camden Flatirons	Denver, Colorado
Camden Hillcrest	San Diego, California
Camden Gallery	Charlotte, North Carolina
Camden Lamar Heights	Austin, Texas
Camden Lincoln Station	Lone Tree, Colorado
Camden RiNo	Denver, Colorado
Camden Southline	Charlotte, North Carolina
Camden Waterford Lakes	Orlando, Florida
The Camden	Hollywood, California

National Green Building Standard (NGBS) – Bronze

Camden Buckhead	Atlanta, Georgia
Camden Grandview II	Charlotte, North Carolina
Camden Paces	Atlanta, Georgia
Camden Victory Park	Dallas, Texas

Green Built Gulf Coast (GBGC) – Silver

Camden McGowen Station	Houston, Texas
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GreenPoint Rated (GPR) – Platinum

Camden Glendale	Glendale, California
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Austin Energy Green Building (AEGB)®

Camden Cedar Hills, 2-Stars	Austin, Texas
Camden Rainey Street, 1-Star	Austin, Texas
Camden Shadow Brook, 2-Stars	Austin, Texas

* Certification pending



Six employees with LEED Professional Credentials.



We completed renovations on over 38,000 apartment homes across our portfolio to date through 2022.

New Development & Construction

Green building certifications are fundamental to our sustainability program and incorporate measures that are environmentally friendly and improve building performance across our portfolio. The purpose of green design is to reduce a building’s environmental impact and operating costs, conserve natural resources, and improve public and occupant health. We require NGBS certification on every new development project, and each proposal presented to Camden’s Investment Committee includes additional analysis for obtaining LEED certification. We are also evaluating the feasibility of obtaining operations and maintenance certifications on our existing assets and major renovation projects.

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 committed to selecting development sites that are not in environmentally protected areas and use brownfield sites or previously developed land instead of greenfield sites when possible. 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. 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 at all projects, and operating in compliance with an internationally recognized health and safety management system.

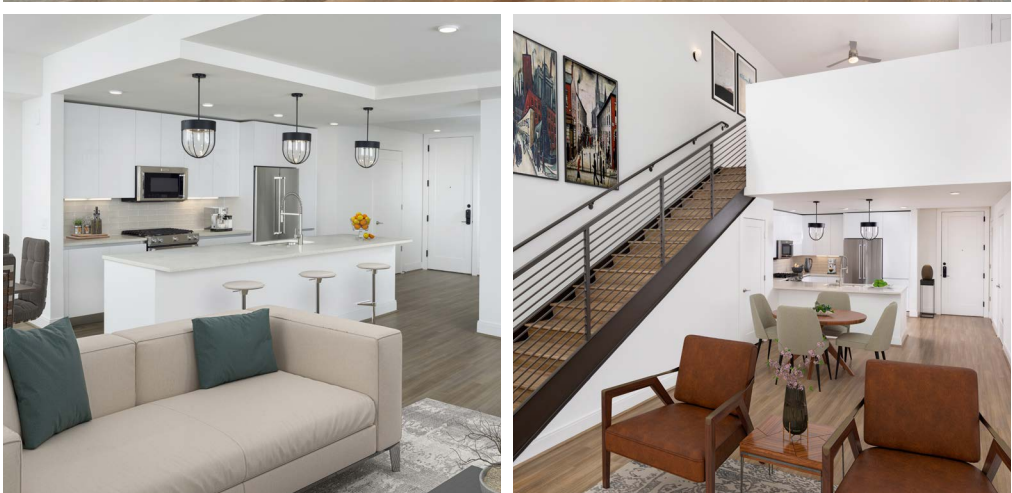
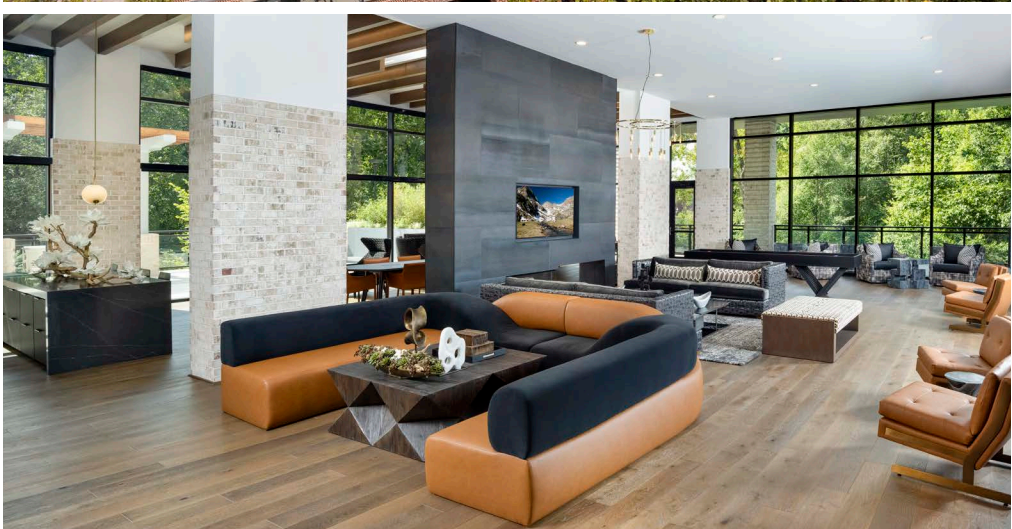
Building Materials

We strive to minimize our environmental impact through initiatives such as sustainable building practices, responsible procurement, and green awareness. Responsible environmental stewardship is a continuous process, and we are committed to conducting our business sustainably and responsibly. We aim to use materials that are locally sourced, sustainably made, and have the lowest environmental impact. We also communicate the importance of sustainable procurement, including product specification that meets specific sustainability labeling and eliminates “Red Listed” products to the extent reasonably possible as well as design attributes, material selection, transportation, usage, and disposal. Green 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 leads to improved building efficiencies, waste reduction, and cost savings, all while contributing to a lower carbon footprint.

Repositioning, Redeveloping & Repurposing

Camden’s repositioning program consists of renovating well-located 15- to 20-year-old apartment communities. The program focuses on updating kitchen and bath areas, appliances, flooring, and fixtures, and improving the energy efficiency and sustainability of our portfolio. Our redevelopment program consists of upgrading 10- to 15-year-old mid-rise and high-rise apartment communities, and expands the scope of our typical repositioning program to include more extensive exterior upgrades such as clubhouse, leasing office, and pool/courtyard. We have also repurposed underutilized common area spaces at several Camden communities, including the conversion of a sports court and unused clubhouses into 18 apartment homes, which contributed to energy savings and lower expenses and created additional apartment homes and economic value for our real estate. Other repurpose projects include monetizing common area spaces like movie-viewing rooms and clubhouses available for rent by non-residents on Peerspace.





Energy Efficiency

- Cool roof system
- Energy-efficient building envelope
- Energy-efficient LED lighting throughout the community
- Energy Star certified appliances, ceiling fans and bath exhaust fans in apartment homes
- High-performance insulated windows with low-e glass and solar shades in apartment homes
- High efficiency furnaces and condensing units
- Pressurized shafts and building
- Lighting occupancy sensors and daylight sensors for common areas
- Programmable and Wi-Fi thermostats

Water Conservation

- High-efficiency toilets, faucets and showerheads
- Climate-friendly landscaping with drip/smart irrigation system
- Individual water submeters for apartment homes and water heater leak detection
- Storm water detention vault system

Air Quality

- CO₂ and NO₂ detection system for ventilation control in parking garage
- Low VOC flooring, paints, adhesives and sealants
- Non-HCFC refrigerants
- Non-smoking community

Recycling & Waste Management

- Recycling bins located throughout the community
- Use of regional, sustainable and recycled building materials

Transportation

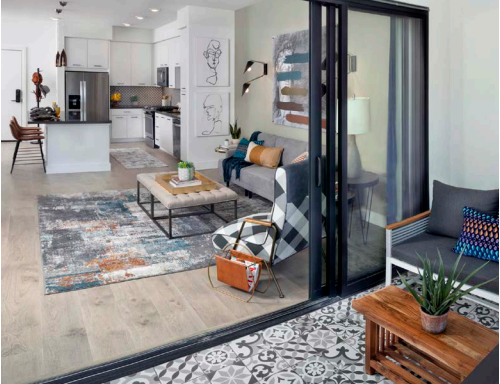
- Secure bicycle racks, storage and repair stations
- Electric car charging stations
- Designated low emission vehicle parking spaces
- Close to city electric scooter share stations
- Nearby public transportation

FEATURED DEVELOPMENT COMMUNITY


Camden Buckhead

Atlanta, Georgia

Camden Buckhead is an upscale, 366-home, mid-rise community completed in 2022, located near Frankie Allen Park and the Atlanta History Center, and is a short walk to Buckhead Village. This Class "A" community includes an outdoor terrace, complete with a gourmet kitchen, lounging areas, two pools, and a dog park. Other amenities include a pet spa with wash station, fitness center, resident lounge, and controlled access bike storage.



 **National Green Building Standard (NGBS), Silver®**

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

Energy Efficiency

- Rooftop solar system to provide common area energy
- Building system controls and monitoring for common areas
- Cool roof system
- Energy-efficient building envelope
- Energy-efficient LED lighting throughout the community
- Energy Star certified appliances, ceiling fans and bathroom exhaust fans in apartment homes
- Energy-efficient exterior windows and doors with low-e glass and solar shades in apartment homes
- High-efficiency furnaces and condensing units
- Fully insulated attic space and cavities between floors
- Lighting occupancy sensors and daylight sensors for common areas
- Natural gas boiler system
- Programmable and Wi-Fi thermostats

Water Conservation

- High-efficiency toilets, faucets and showerheads
- Climate-friendly landscape with drip/smart irrigation system
- Individual water submeters for apartment homes
- Storm water detention vault system
- Permeable paving materials used for driveways and parking areas

Air Quality

- Conditioned and ventilated corridors
- Energy Star low sones quiet ventilation fans
- Non-smoking community

Recycling & Waste Management

- 65% of all construction waste was diverted from landfills to recycling facilities
- Recycling bins located throughout the community
- Locally sourced pavers and materials
- Pet waste stations

Transportation

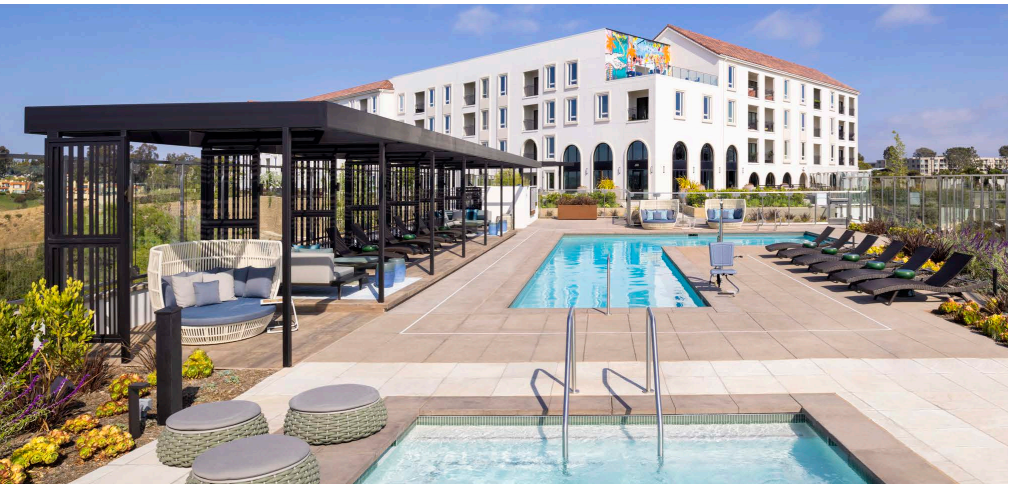
- Secure bicycle racks, storage and repair stations
- Electric car charging stations
- Designated low emission vehicle parking spaces

FEATURED DEVELOPMENT COMMUNITY

Camden Hillcrest

San Diego, California

Camden Hillcrest is a 132-home, garden-style community completed in 2021, located at the highest elevation of Hillcrest, providing unbeatable views of the Pacific Ocean and Mission Valley. This Class “A” community is located near San Diego Air & Space Museum, Coronado Island, and Balboa Park, and is close to the trendy North Park and University Heights neighborhoods. On-site amenities include a state-of-the-art fitness center with strength training and cardio machines adjacent to a yoga/Pilates studio, resident club, rooftop lounge, dog park and pet stations, and community workspace. The community will also feature a solar panel system with estimated production of approximately 341 MWh annually.

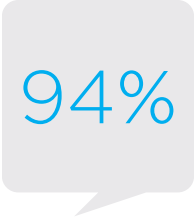
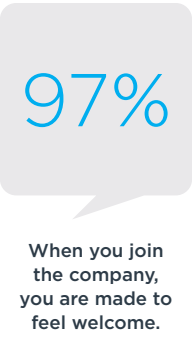




We are committed to building a culture of inclusivity and creating meaningful opportunities for all associates, strengthening our relationships with our residents, and giving back to the neighborhoods and cities in which we live and work.

A Great Workplace

Camden is committed to creating a great working environment that fosters the well-being, health, and happiness of all associates. 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 each year to measure employee engagement and collect feedback, which leadership carefully reviews to determine how to better meet the needs of our team members.



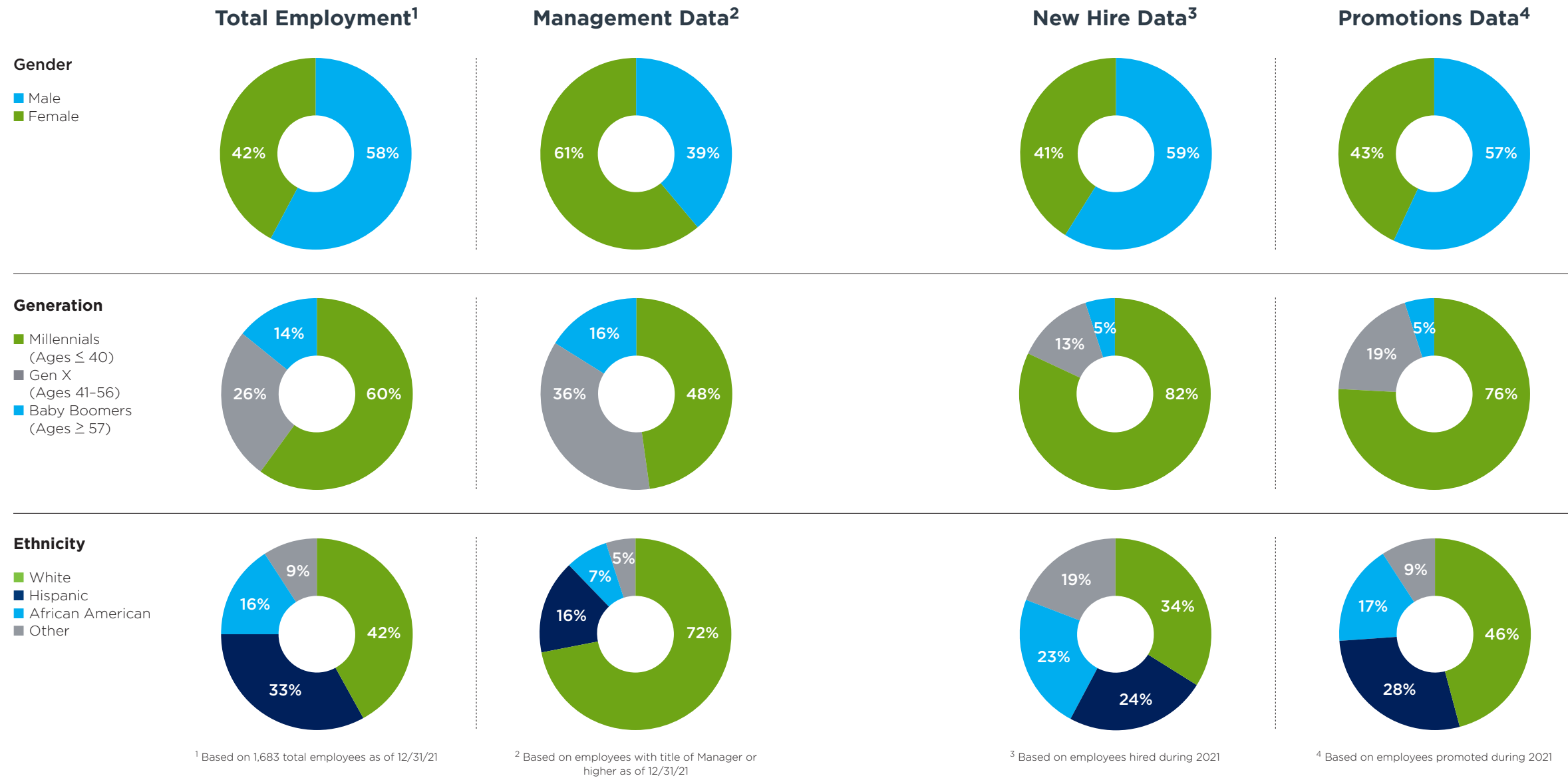
For the 15th consecutive year, Camden has been recognized as one of the 100 Best Companies to Work For® by FORTUNE Magazine.

Recent Executive Awards & Recognition

- Richard J. Campo**
Chairman & CEO
Maritime Leader of the Year by Greater Houston Port Bureau 2022
Texas Business Hall of Fame Inductee 2022
- Laurie Baker**
Executive Vice President & COO
Chair of NMHC DEI Committee 2022
NAREIT DEI Individual Recognition Award 2022
Women of Influence by Globe Street 2022
Women on the Move by Texas Executive Women 2022
- Kristy Simonette**
Senior Vice President of Strategic Services & CIO
Corporate Finalist for National Orbie Award 2022

National & Regional Awards

- Gold** NAREIT 2022 Corporate DEI Recognition Award
- #26** FORTUNE 100 Best Companies to Work For® 2022
- #1** FORTUNE Best Workplaces in Real Estate™ 2022
- #2** HOUSTON CHRONICLE Top Workplaces in Houston 2022
- #2** FORTUNE Best Workplaces for Hispanics and Latinos 2021
- #3** FORTUNE Best Workplaces in Texas™ 2022
- #6** PEOPLE® Companies that Care 2022
- #32** FORTUNE Best Workplaces for Millennials™ 2021
- #49** FORTUNE Best Workplaces for Women™ 2021



CEO **ACT!ON** FOR DIVERSITY & INCLUSION

Camden signed the CEO Action for Diversity & Inclusion™ pledge, further highlighting our commitment to enhance diversity, equity, and inclusion in the workplace.

Inclusive Leadership

Inclusive leadership assures all team members feel they are valued and treated with respect, along with a sense of belonging and confidence.

Gender Equality

Participated in Bloomberg Gender Equality Survey.

Equal Employment Opportunity

Camden is an equal opportunity employer dedicated to promoting diversity and equality in the workplace.

Fair Housing

Camden is committed to compliance with all federal, state, and local fair housing laws.



6.5 YRS

Average Employee Tenure

12.0 YRS

Average Management Tenure

29.0%

Average Employee Turnover

Diversity, Equity & Inclusion

Camden embraces all team members as full and valued members of our organization. Each team member brings unique skills, experiences, and perspectives to Camden, and we continue to promote and encourage diversity, equity, and inclusion (DEI) throughout our organization.

Our DEI Committee, chaired by our Chairman & CEO, proudly expanded governance in 2021 to include eight racially diverse Camden leaders and a full-time Director of DEI. The objective of this group is to better understand individual experiences and opportunities for organizational improvements. Camden's company-wide DEI survey and focus groups resulted in the development of a DEI strategy and goals which reflect our unique areas of strength, the future of work, and demands of our business.

Diversity, equity, and inclusion are integral to who we are and how we achieve. We are committed to fostering an environment where all are welcome and encouraged to succeed.

Camden's strategic analysis and resulting DEI objectives are anchored by these guideposts:

- DEI is reflected in our behaviors and our brand.
- We leverage people analytics and new practices to build diversity, equity, and inclusion at all levels.
- We are recognized for our courage and commitment to driving growth, innovation, and social impact.

Diversity, Equity & Inclusion continued

Hispanic Heritage Month



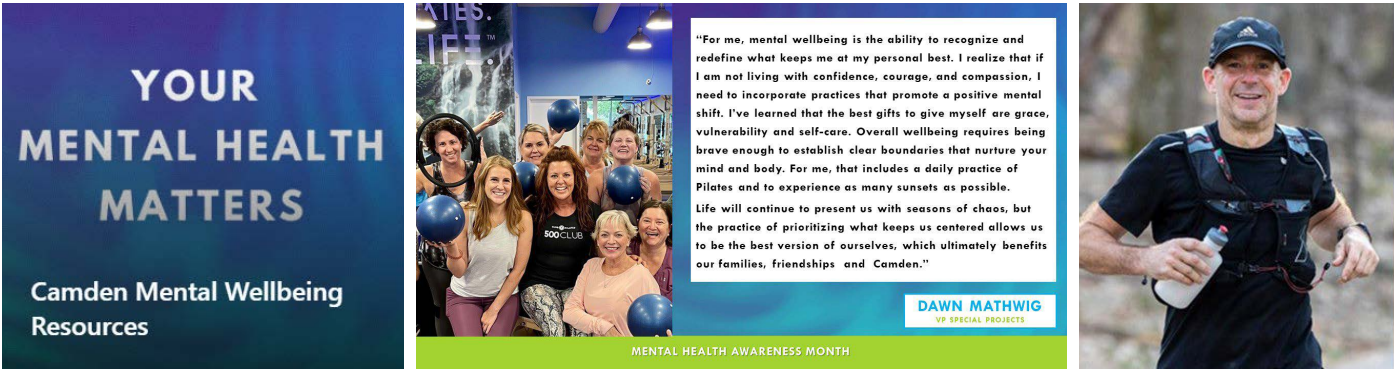
Black History Month



Pride Month



Mental Health Awareness



International Women's Day



Collaboration, respect for others, and innovation have been practiced at Camden from the beginning and are critical to sustaining an inclusive culture. Camden's strategic focus for DEI has leveraged our positive workplace culture as a vehicle for awareness, action, and accountability. We are particularly proud of our DEI achievements since establishing our DEI Committee, and believe the following work is not only socially responsible but also foundational to delivering on our corporate purpose.

DEI: from Awareness to Action

Over 80% of our team members have participated in *DEI: from Awareness to Action*, which is an interactive, two-hour virtual program. In this session, team members gained a broader understanding of Camden's passion with diversity, equity, and inclusion, and where we are in our journey. One main objective of the custom-designed learning experience is to foster mutual respect and understanding by allowing participants to share their experiences and learn from others in smaller groups.

Cultural Heritage Months

Camden formally recognizes and celebrates cultural heritage months, engaging 95% of our team members in DEI events and experiences which have sparked dialogue across our entire organization. Camden's Senior Executives and Trust Managers are actively involved by sponsoring Camden's recognition of these months, sharing their stories, and encouraging DEI-centered dialogue.

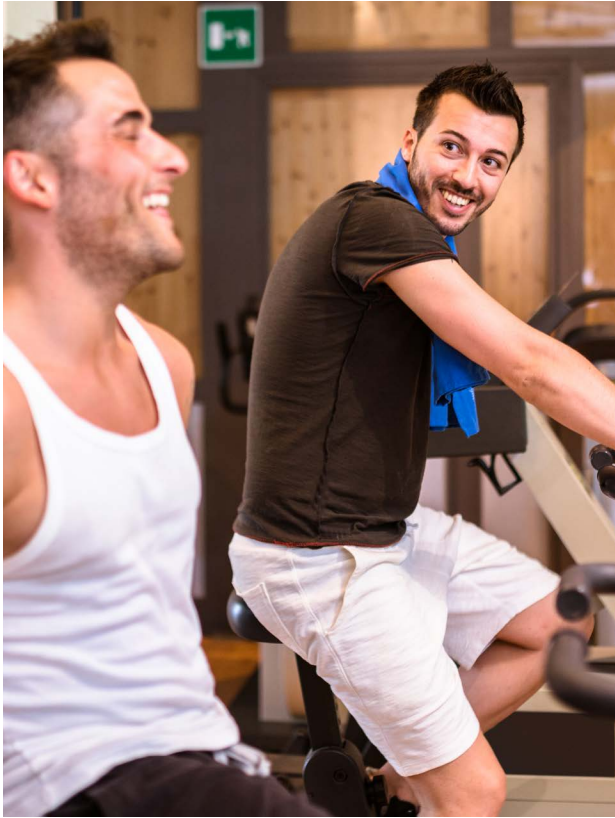
CultureConnection

Camden launched CultureConnection as a new peer community established to elevate underrepresented voices and activate all levels of the organization to champion DEI and one another. This network has created new opportunities for 50 individuals from across the organization to interact with Executives and one another, inform Camden's cultural events and experiences, and make their voice heard in overall DEI progress.

Supplier Diversity

Camden recognizes the importance of supplier diversity in our business and supply chain practices. We believe the use of diverse suppliers promotes better business, increases our ability to innovate and adapt to changing market influences, and aligns with our enterprise leadership strategy. We are currently evaluating supplier diversity to strengthen our supplier network and provide better economic inclusion and prosperity for all.





\$277K

In 2021, 84 employees received education-related assistance totaling nearly \$277,000.

\$2.8M

Since its inception in 2007, the Company’s Scholarship Fund has awarded scholarships to over 700 students totaling approximately \$2.8 million.

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 human resources team participates regularly in compensation and benefits surveys to see how we compare to other companies in our industry. Our formal programs offer access to quality, affordable, and inclusive benefits such as health insurance, leaves of absence, paid time off, employee assistance programs, wellness programs, stock ownership programs, retirement savings programs, adoption benefits, relief funds, estate planning and will preparation, and education assistance. Other perks include discounts on furniture, appliances, and gym memberships. We believe investing in the future of our workforce leads to improved employee engagement and productivity, and greatly contributes to our company’s success.

We currently pay all of our employees at or above a rate of \$17 per hour and conduct compensation analyses to ensure pay equity company-wide and eliminate gaps in employee compensation, which 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 team members and compensation objectives by helping to attract the best employees, reduce turnover, and increase 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 associate referrals programs, recruiting platforms, and third-party recruiting agencies to expand the diversity of our workforce across all roles and functions.

Camden Living Well

Camden encourages all employees to maintain a healthy and active lifestyle, and we are committed to creating an environment that fosters the well-being, health, and happiness of all team members. Camden Living Well is our employee wellness program, a source for information and resources focused on total well-being. The program promotes good health, happiness, and prosperity both professionally and personally, and covers four aspects to well-being – physical, emotional, financial, and social. Resources and support are available 24/7 on Camden’s internal website, and all team members receive a monthly newsletter containing timely information, articles, and links. Each monthly newsletter focuses on one aspect of well-being, including gratitude, mindfulness, saving for retirement, managing stress, mental illness, budgeting basics, and more. Well-being is a state of balance that consists of having the appropriate resources, opportunities, and commitment needed to achieve optimal health and performance for the individual and the organization. In addition, employees have access to standing desks and ergonomic equipment and are available upon request.

We also offer an online weight loss and healthy living program called Real Appeal. The program includes a transformation coach, online tools to help track food, activity and progress, and a success kit with recipes and workout materials. We also encourage team members to participate in healthy activities through benefits such as fitness activities, discounted gym memberships, and preventative care. Other wellness benefits include employee 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 negotiate billed amounts for involuntary out-of-network providers, helping control costs while supporting and advocating for team members.



Benefits & Well-Being *continued*



We also encourage team members to prepare for the future and have a healthy financial life with a secure financial situation. Education is an important aspect of helping our team members achieve better financial wellness and increase overall well-being. We support our employees with their retirement plans and are proud to share Camden has a participation rate of 96% in our 401(k) plan. Almost everyone at Camden is automatically saving for retirement and taking advantage of the matching funds Camden offers. Many resources are available on our company’s internal website, and we encourage all team members to sign up for financial education courses, review savings rates, and make wise investment choices in an effort to ensure they maintain a sense of financial security and freedom.

Workplace Flexibility

The pandemic affected the lives of our associates in many ways, and provided us with an opportunity to evaluate benefits provided by hybrid and remote work models. Today, many of our corporate and regional team members enjoy the flexibility of either hybrid or fully remote positions. We continue to analyze how our existing work model can evolve while fostering collaboration and interaction. Wednesdays are the busiest days at our Corporate Office; we provide lunch in our Camden Cafe to create an opportunity for team members to connect and engage with colleagues who work in other departments.



Employee Recognition

Camden strives to create a work environment that promotes trust, loyalty, opportunity, and fun. After two years of limited in-person festivities, our teams finally gathered in each of our markets to celebrate accomplishments, triumphs, and achievements at our annual 2022 Achieving Camden Excellence (ACE) Awards. ACE Awards recognize teams and individuals who demonstrate excellence in the workplace. In 2021, 33 associates received Regional ACE Awards, honoring team members nominated by their peers who demonstrate excellence in the workplace and consistently exemplify Camden’s core values, with 12 of those team members earning National ACE Awards as well.

Culture Club

We continue to find creative ways to maintain Camden’s culture and team members’ social connectedness. Camden arranged several events during 2021/2022 to keep team members excited and engaged. In preparation for our in-person 2022 ACE Awards, our Arizona, Florida, and Georgia teams hosted Spirit Week where team members were encouraged to dress in vibrant colors, show off their crazy socks, or dress alike on twin day. Texas team members got together virtually for a fun-filled, carnival-themed afternoon with a face painting contest. Our District Coordinators celebrated National Mint Day and sent special deliveries of Girl Scout Thin Mint cookies packaged with a tag that said, “You are “Mint” to be here.” Our Corporate Office also joined the fun with cooking classes, decorating both a Christmas tree cake just in time for the holidays and a hummingbird cake to ring in the Spring season. In addition, we also hosted a ping pong tournament where the competition was fierce and a Texas Hold’em Tournament with all proceeds benefiting our Employee Relief Fund. These experiences allowed teammates from various locations to reconnect and communicate in a unique and fun way outside of regular or virtual work interactions.

Learning & Development

Camden’s team members are our greatest asset. We are committed to helping employees 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 which includes information and training regarding the Company’s mission, vision, and values. All team members have access to training opportunities designed to help employees grow and increase their efficiency, productivity, and performance. In addition, we also require annual training on discrimination, sexual harassment, and sensitive data awareness. In 2021, Camden team members completed nearly 23,000 hours of training, including in-person and virtual classroom instruction and online self-paced training.

“
**The purpose of a leader
is not to gain followers;
the purpose of a leader is
to grow other leaders.”**

D. Keith Oden
Executive Vice Chairman
& President



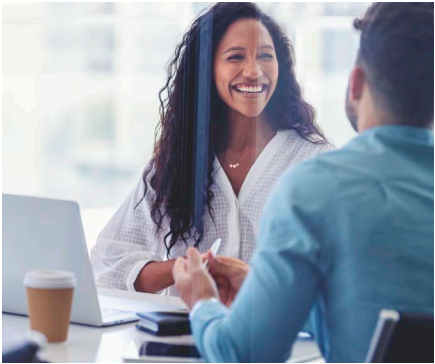
2021 TEAM MEMBER TRAINING

100%	100%	100%
Received Training; Average eight hours per team member	Completed Sensitive Data Awareness Training	Completed COVID-19 Prevention Plan Training

Talent Transformation

Training and development opportunities are an important aspect of our culture, and we are committed to developing a more efficient, competitive, and engaged workforce. Creating a positive and inclusive workplace begins with developing a strong set of effective employee retention strategies for all team members. We recently launched StandOut, a team engagement platform that helps employees lean into their strengths, connect with their manager, and optimize their Camden experience. It is an ongoing resource that takes our strengths-based culture to the next level and enhances employee engagement, further delivering *Living Excellence*. Our traditional performance reviews are being enhanced with “check-ins” which focus on team members’ strengths and what team leaders can do to support their continued development and goals. We also utilize StrengthsFinder, a Gallup-certified program, to build stronger relationships, help managers recognize the contributions of their diverse team members, and encourage team members to capitalize on their individual strengths to perform better in their jobs. Recognizing new skills and ways of learning improves teamwork and helps us to evolve and innovate for the future. Our training programs provide employees with the relevant skills and knowledge to better perform their jobs, resulting in a more engaged and cohesive team and increased job satisfaction and morale.

In addition to formal training, our mentoring program supports its newest employees by pairing them with an experienced employee to facilitate their on-boarding process and immerse them in Camden’s culture. Mentors encourage and enable professional or personal development, and help new colleagues experience a sense of belonging as a valued team member whose efforts and contributions make a difference in our success. We currently have 157 mentors, all of whom passed an application and selection process and completed a customized, two-day mentor training course at our Corporate Office.



Learning & Development
continued



Maintenance Apprentice Program

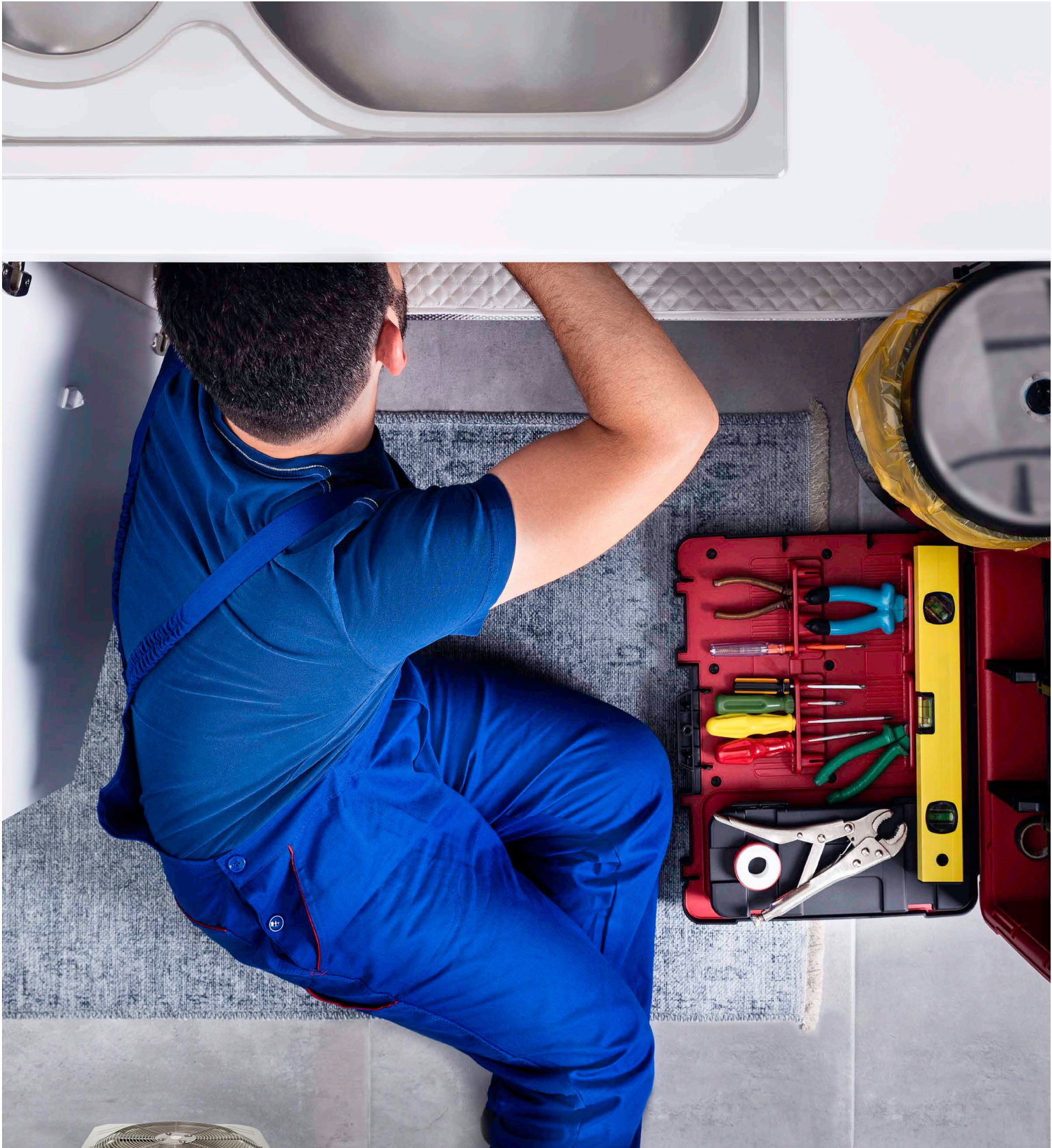
Camden's Maintenance Apprentice Program provides an opportunity for apprentices to take part in daily operations at our communities. Apprentices are guided by a seasoned Camden maintenance supervisor and paired with our operations teams to achieve hands-on maintenance skills and exposure to Camden's culture. Each apprentice learns and puts into practice all facets of residential maintenance functions, customer service strategies, and community policies and procedures. Upon completion of the program, apprentices are evaluated and can be hired as a full-time employee in a maintenance role with Camden.

Workforce Solutions

In addition to the many ways we contribute to our environment and communities, we also explore ways to support individuals in our local communities. In 2022, we continued our commitment to hiring maintenance employees from local communities by partnering with Workforce Solutions on a 16-week apprentice program for young adults who are predominantly low-income individuals and have experienced challenges to employment. We recently completed a pilot program in the Houston market with a diverse group of maintenance apprentices who experienced hands-on learning at our communities and classroom learning as well. A total of eight apprentices received full-time employment offers from Camden and will continue to work toward completing the remaining training hours while working side-by-side with our maintenance teams at their new communities.

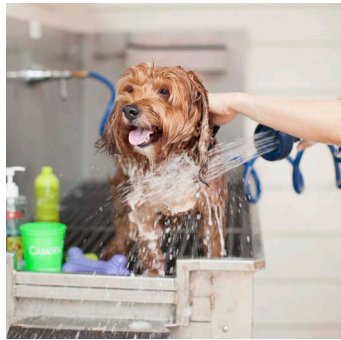
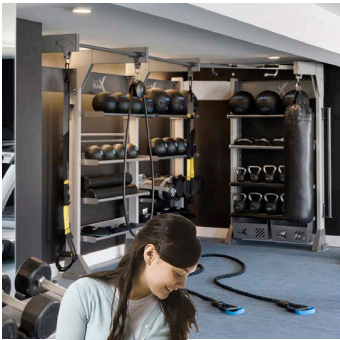
Safety

Camden takes safety in the workplace seriously, and we are committed to protecting the safety of our employees through safety training and other measures. We require team members to follow and abide by all safety policies, procedures, and rules established by the Company. Team members participate in education and safety training needed to do their work safely and avoid creating hazards that could place people at risk. All communities are required to conduct monthly safety meetings which include training material and handouts (available in English and Spanish), followed by a quiz for each monthly training topic. We conduct regular safety inspections across our portfolio to help ensure we maintain a safe work environment for all employees, including a review of Camden's safety procedures for chemicals and fire, electrical, heat, ladders, moving and lifting, as well as golf cart safety and active shooter training. We also communicate industry safety trends/reports and best practices and provide updated safety information as it becomes available. We highly encourage our Construction team members to renew their First Aid, CPR, and AED certifications as well as OSHA recertification, and over 80% of our Construction team members are certified in these areas. A safe and healthy workplace not only protects workers from injury and illness, but can also lower costs, reduce turnover and absenteeism, boost productivity and quality, and increase employee morale.



Success Story

When one of our apprentice's HVAC malfunctioned at their own home, our maintenance team stepped into action to help diagnose the problem. Three of our newly hired maintenance technicians from the Maintenance Apprenticeship Program were able to apply what they learned in the program and successfully resolve the problem. #neverstoplearning!



Resident Engagement

Sustainable Living

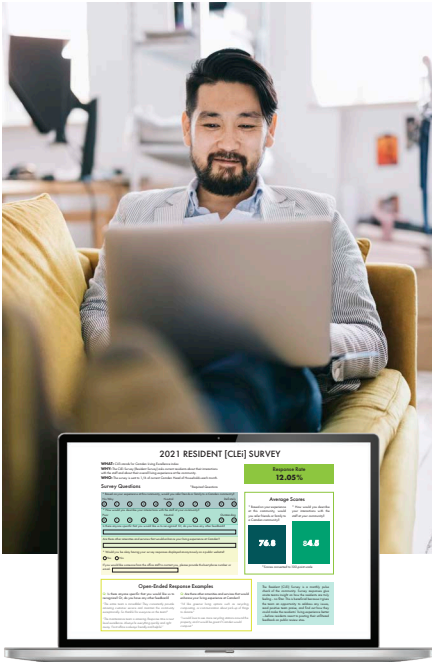
Good building design supports health and well-being, and we are committed to providing healthy living spaces for our residents by incorporating sustainability in the design, construction, and operation of our apartment communities. We utilize low VOC flooring, paints, adhesives, and sealants; use energy-efficient appliances and high-quality air filters, exhaust fans, and ventilation systems; and offer non-smoking communities. Our communities feature LED lighting, on-site recycling and composting, and maximum acoustic comfort. We also support our residents' well-being by providing contemporary fitness centers, spin rooms, and yoga studios, and nearly all of our communities have swimming pools. For outdoor enthusiasts, many of our communities offer secure bicycle storage, and are located near parks and walking trails where people can exercise, relax, and socialize. We also offer dedicated spaces for physical activity or social interaction, community benches for relaxation, and green spaces intended for reflection and meditation.

Customer Service

Providing exceptional customer service is an integral part of our business. Camden encourages resident feedback and engages with our residents on social media. We also utilize MyCamden, our resident portal, to engage, educate, and inform residents on activities taking place within the community, neighborhood, and city. We listen to our customers and make every effort 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 important element of customer service, which is why we survey residents each month 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 at our communities. This feedback gives us an opportunity to address any issues, read positive team praise, and find out how we can better provide *Living Excellence*. We also utilize a Customer Sentiment dashboard which reflects each of our communities' customer sentiment scores, enabling all team members to view real-time customer ratings and take actions accordingly.

Top 10

Camden's focus on customer service resulted in recognition as a top 10 manager for online reputation by J Turner Research, with a 2021 ORA™ score of 80.2.



Funnel

In 2021, Camden rolled out Funnel, a customer-centric Artificial Intelligence (AI) platform which 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 customer questions and encourages prospects to schedule tours, while leveraging all community information available in Funnel to answer prospects' questions. In 2021, Birdie handled over 52,000 inquiries and scheduled over 6,300 tours with a 12% conversion to lease rate.

Esusu

In late 2020, Camden partnered with Esusu, a company specializing in reporting on-time rental payment data to major credit bureaus to help build or establish credit. The company also provides limited relief in the form of microloans (up to two month's rent) for renters experiencing financial hardship. Qualified residents can defer payments for three months and pay balances over several months. To date, Esusu has issued microloans to over 300 Camden residents for a total of over \$580,000. 55% of residents have seen an increase in their credit score since Esusu rent reporting began, with nearly 1,600 total residents' credit scores being established for the first time.

Bilt

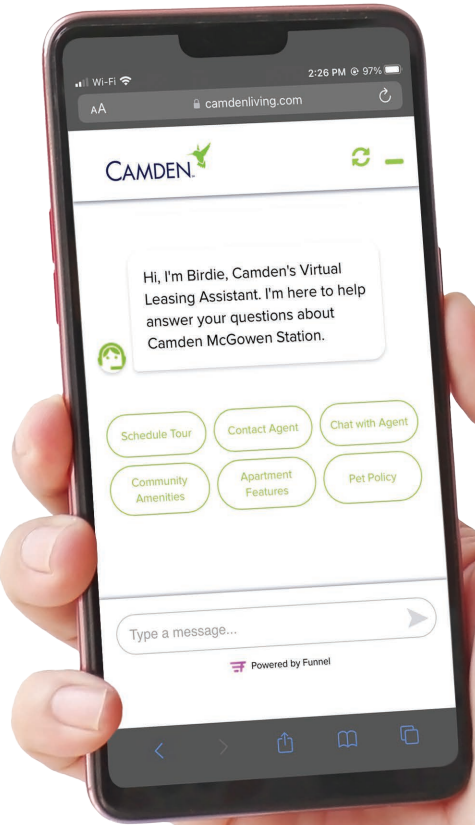
Camden partnered with Bilt Rewards Alliance, a loyalty program that lets residents earn points on rent by paying with a Bilt Mastercard without paying a transaction fee. Residents have the option to sign up for the Bilt Rewards loyalty program free of charge or apply for the Bilt Mastercard where they can maximize points, earn additional benefits, and receive free credit reporting for rent payments.. Both options allow residents to use their points towards travel, fitness classes, or even monthly rent.

Camden 3.0

Camden's new corporate website - camdenliving.com 3.0 - was launched in July 2022 with an updated look and improved apartment home search experience. We conducted focus groups and surveys from real apartment searchers across the nation to customize our website. New features include guided search, self-scheduling tours, unit comparisons, customizable quotes, and a new look for our Simply Camden blog. Our website will continue to evolve as we discover new ways to provide *Living Excellence* to apartment searchers online.

Simply Camden

Our Simply Camden team is comprised of 24 Camden employees who write articles about lifestyle, decorating, sustainability, things to do, pet life, and more. Our bloggers created almost 80 blog posts in 2021 resulting in over 918,000 page views, with over 19,500 visitors logging into our corporate website. In addition, 7% of those visitors either searched for a Camden apartment home online, contacted a community, or generated a quote after viewing our blog page.



Our Marketing Team recently won three Crystal Awards from the American Marketing Association for Best Website Redesign, Winter Storm Crisis Communications, and our Simply Camden blog.



Community Engagement

Promoting Affordable Housing

Camden supports our broader communities by providing affordable housing options through our wholly-owned subsidiary Camden Builders, Inc. For over 25 years, we have worked closely with local communities to design and build high-quality rental housing through thoughtful planning, vibrant design, and innovative collaborations. The construction of affordable housing creates value, fosters interaction among community members and enhances neighborhoods, which can help improve local purchasing power, property values, and neighborhood quality. We engage local communities 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 green building initiatives and enhancements to public spaces and generally hire local green 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.



Texas Winter Storm

The 2021 Winter Storm brought Texas to a standstill with below-freezing temperatures and catastrophic failure of the states' power infrastructure. The extreme cold combined with the loss of power and utilities caused severe damage to our Texas communities and team members' homes. However, the storm did not stop Camden's Austin, Dallas, and Houston teams from staying connected and working together to help our residents. Many worked around-the-clock, repairing damage, clearing ice and snow from walkways, stopping leaks, and patrolling communities. We also provided meals and water to all our Texas communities. When the roads cleared and team members could travel safely, our Florida and Georgia teams sent employees to assist our Texas communities in need. The Winter Storm caused difficulties for many, but also highlighted the strength of our Camden family to go above and beyond to help our residents.

Camden donated \$100,000 to Houston's Winter Storm Relief Fund to help our region's most vulnerable neighbors during a critical time of need. The Fund raised a total of \$17.5 million in donations with the support of generous companies, foundations, and individuals.



Cristo Rey Jesuit

Cristo Rey Jesuit (CRJ) is a Catholic, College Preparatory High School with over 35 locations nation-wide offering education to students from low-income families. Students can earn up to 50% of their education cost, gain professional experience, and develop real-world corporate and life skills through the Corporate Work-Study Program which partners with local businesses and non-profit organizations. This rewarding program gives back to the community and fosters a future generation of business leaders. Camden has sponsored on average three CRJ students each semester since 2015. The students are hosted by our Contact Center and Marketing teams, and have worked in a variety of departments within Camden such as Office Services, Accounting, Marketing, and Human Resources.



Art on the Avenue

Camden is a proud sponsor of Art on the Avenue. The Avenue Community Development Corporation (Avenue) is a local organization that builds affordable homes and whose vision is to improve Houston communities, enhance the quality of life for working families, and promote healthy, vibrant, and economically diverse neighborhoods. Art on the Avenue features artwork from more than 250 local Houston artists each year, with silent auction proceeds supporting Avenue’s mission to build affordable housing, strengthen communities, and advance equity and opportunity for all Houstonians. Over the past 30 years, Avenue has helped revitalize Houston neighborhoods by leveraging more than \$125 million in investments, including the development of 220+ single-family homes, 900 rental units, and 200,000+ square feet of commercial space.

Camden Park

Active public spaces have the power to transform cities and the urban core. Camden donated \$1 million towards the development of Camden Park located in Houston, Texas which will feature numerous spaces including an activity lawn, an event lawn with a performance pavilion, a large children’s park designed to spark imagination, play areas with berms and water features for dogs to keep them cool and hydrated, and a generous promenade circling the park.

Quality public outdoor space creates economic, environmental, and social value for the community. It brings people together, provides a sense of place, and promotes healthy living and well-being. Camden Park will become a social hub with year-round programming initiatives and a daily roster of free activities, including educational opportunities, fitness classes, performances, movie nights, and public arts programs. More importantly, the park program and event calendar will create an inclusive space filled with activities for all ages, genders, cultures, and income levels.

- **Natural Resources & Tree Relocation** – Creating a riparian buffer with aquatic plant material at the edge of the park. By doing so, any storm water run-off will be filtered through plant material and enter the system without contaminants; Relocating 20+ trees that block driver visibility in the medians of the district to the park site, creating an established tree canopy.
- **Sustainable Design** – Incorporating sustainable and innovative design choices and discoveries; Planting for erosion control, run-off filtration, and natural succession; Choosing native planting material and coordinating plant community adjacencies; Planting a large quantity of trees as a passive system to limit energy use, regulate temperature, heat island effect and air quality, and sequester carbon; Conducting analysis of the land to uncover opportunities for connecting with the existing drainage corridor and trail system; Creating additional storm water infrastructure through a series of rain gardens.
- **Health & Wellness** – Striving to improve the health and well-being of the park guests through educational programs, fitness activities, healthy food options, and community engagement. The park will have spaces for both sun and shade as well as a community garden.



Images represent photo renderings of Camden Park in Houston, Texas.

Community Engagement continued



Camden Cares

We have a passion for 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 to provide assistance to charitable organizations through donations and volunteer hours, and we strive to have a positive impact on those around us. Our efforts focus on hunger and housing-related causes, and we also support community crisis centers, food banks, schools, and animal shelters.

TV Donations

Camden removed televisions from amenity spaces across all its markets and donated more than 200 gently used flat-screen televisions to not-for-profit and assistance organizations across the United States.

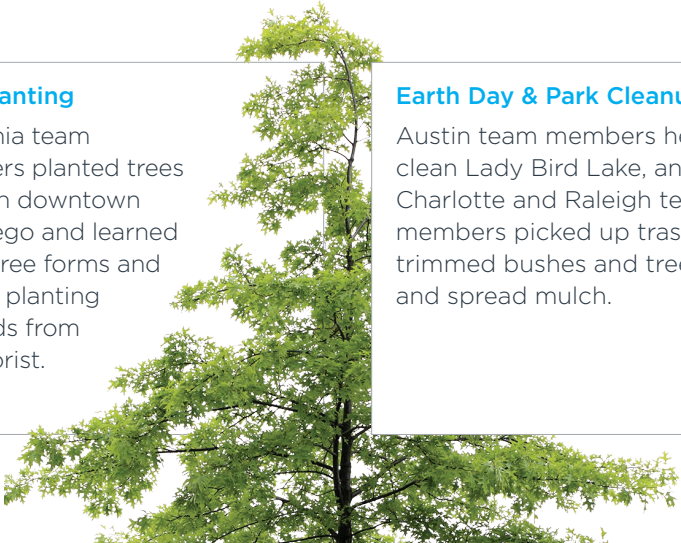


Veterans Race on the River

Tampa team members sponsored a canoe and raced against veterans who live at Liberty Manor to see who would become "Hero of the River." The team also raised donations to help fund Liberty Manor and its mission.

Tree Planting

California team members planted trees in urban downtown San Diego and learned about tree forms and correct planting methods from an arborist.



Earth Day & Park Cleanup

Austin team members helped clean Lady Bird Lake, and Charlotte and Raleigh team members picked up trash, trimmed bushes and trees, and spread mulch.



Toy & Clothing Drive

Denver team members collected over 200 clothing items and toys, including puzzles, card games, coloring books, and gift cards.



Disaster Relief

Florida team members partnered with Global Empowerment Mission X Little Lighthouse Foundation to sort and assemble over 250 #BStrong Family Necessities Boxes.

Pet Pantry Donation

Denver team members collected and donated cat/dog food, toys, bedding, water dishes, leashes, harnesses, clothing, and treats.



Covenant House

Atlanta team members performed various tasks at the Covenant House shelter, including pressure washing, improving landscaping and cleaning, and supplying materials for installing flower beds.

Virtual Turkey Trot

Over 125 Camden team members participated in our Thanksgiving Turkey Trot and raised over \$65K for more than 15 food banks and food assistance organizations.





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

Strong Leadership

Our Board is comprised of a highly qualified and experienced group of 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 shareholders, and we are committed 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 who represent diversity across various areas of industry knowledge, technical expertise, backgrounds, and experience.



Richard J. Campo



D. Keith Oden



Kelvin R. Westbrook



Javier E. Benito



Heather J. Brunner



Mark D. Gibson



Scott S. Ingraham



Renu Khator



Frances Aldrich
Sevilla-Sacasa



Steven A. Webster

BOARD PROFILE

Gender		Diversity			
30%	70%	30%	10%	10%	50%
Female	Male	Hispanic	Indian American	African American	White
Age		Tenure	Independence	Experience	
64	15 YRS	80%	40%	50%	60%
Average Age	Average Tenure	Independent	Public CEO or Chairperson of the Board Experience	Direct Real Estate Experience	Additional Public Company Board Experience



Corporate Governance Best Practices

We are committed to good corporate governance to promote the long-term interests of shareholders, 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. We have implemented many best practices to demonstrate our commitment to business ethics, promote financial viability, and build trust with stakeholders. 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 Full 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 and Hedging
- Policy regarding Clawback of Compensation
- Proxy Access

ESG Oversight

Camden’s Board and management teams recognize the importance of minimizing our environmental impact and maximizing our positive corporate social responsibility. Camden’s Sustainability Committee guides our ESG program and oversees the Company’s strategies and initiatives, policies and procedures, and activities regarding sustainability and emerging ESG matters. Our efforts are led by senior executives in collaboration with our Directors of ESG and DEI, with strategic inputs from our ESG Taskforces. Camden’s Chairman & CEO is the Chairperson of both our Sustainability and DEI Committees, and our Board Committees receive periodic updates on various aspects of ESG. In addition, ESG oversight is included in the duties and responsibilities of Camden’s Nominating and Corporate Governance Committee of our Board of Trust Managers. Our ESG Taskforces contribute their expertise and operational perspectives on proposed strategies, policy formation, and both internal and external communications, and meet regularly to discuss and report progress on ESG initiatives and activities. We also engage third-party consultants to help further enhance our ESG program by supporting the development and implementation of sustainability strategies and practices, disclosing ESG performance, and advising on sustainability initiatives.

Transparency & Accountability

Camden upholds high standards for transparency and disclosure, establishing and maintaining adequate internal control over financial reporting. 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 follows the Global Reporting Initiative (GRI) standard, and we also provide information to Global Real Estate Sustainability Benchmark (GRESB) and Carbon Disclosure Project (CDP). We plan to enhance our disclosures in future reports including risks associated with future regulatory changes and alignment with the Task Force on Climate-related Financial Disclosures (TCFD). In addition, we actively monitor and review numerous third-party ESG rating reports from Institutional Shareholder Services (ISS), Sustainalytics, MSCI, and other agencies. We will continue to provide transparency through assessments, surveys, and other reports to ensure we enhance stakeholders’ understanding of our ESG efforts.

Ethics & 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 Guidelines on Governance to address significant corporate governance issues, and a Code of Business Conduct and Ethics, which is designed to help officers, Trust Managers, and employees 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 Camden’s assets, disclosure of proprietary information, internal controls, personal community activities, business records, communication with external audiences, and obtaining assistance to help resolve ethical issues. A Code of Ethical Conduct for Senior Financial Officers, which is applicable to Camden’s principal executive officer, principal financial officer, principal accounting officer, and persons performing similar functions is also available online.

We have established avenues to provide a communication pathway for employees and others who may have concerns about the conduct of Camden or any of its Trust Managers, officers or employees, specifically concerning the Company’s corporate accounting, internal accounting controls, or auditing matters. Such concerns may be communicated confidentially via 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’s suppliers and vendors are expected to follow the Company’s Vendor Code of Conduct which is available on Camden’s website and distributed to all vendors, and sets forth the basic requirements vendors must meet in order to do 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 the Vendor Code of Conduct to the Company. Camden strives to engage with only those vendors whose values, principles, and practices align with our Vendor Code of Conduct and with the Company’s Human Rights Statement which is also available on our website. Vendors are expected to take necessary corrective actions to promptly remedy any identified noncompliance, 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 our shareholders. 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 reviews updates on risk management and discusses significant risk exposure, including strategic, financial, and operational, as well as environmental and emerging regulatory and cybersecurity risks the Company is facing. Camden’s Risk Management team is dedicated to protecting and enhancing shareholder value by establishing appropriate risk management practices; obtaining broad, cost-effective insurance policies to



protect the Company’s assets and operations; monitoring asset performance and overseeing risk-mitigating policies and procedures. The department also oversees claims and litigation management, risk assessments, and various safety initiatives. 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 potential impacts of risk. Camden’s Internal Audit department is responsible for ongoing assessments of the Company’s risk management processes and internal control environment and regularly conducts property audits.

Cybersecurity

Keeping our company’s data and customers’ information safe from exposure to cyberattacks is a top priority for Camden. We employee best-practice, cyber protection steps and have implemented multiple cybersecurity initiatives and controls to enhance the overall security of the Company’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 in place to protect sensitive data along with a formal Incident Response plan. We utilize third-party cybersecurity experts to assist and assess vulnerabilities, and we perform cyber testing on a regular basis. Additional on-going activities include: diligent and timely patching of servers and endpoints, multifactor authentication, single sign-on, required annual cyber training for all Camden employees, and regular updates to our Board. We have a dedicated team of IT

Security professionals, under the direction of the VP of IT, responsible for all aspects of our cybersecurity program.

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 into work). We moved our core Accounting, Finance, Human Resources, Purchasing, and Intranet systems into a cloud environment, making those systems accessible via any secured internet connection. We also moved email and messaging platforms to a cloud environment and implemented Microsoft 365 Teams to further facilitate company collaboration and communication. Access to all cloud-based systems is secured via Microsoft single sign-on and multifactor authentication. We reduced paper printing levels by implementing a new electronic invoicing system 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 plan to further enhance our anytime-anywhere computing environment with the 2022 implementation of 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.

APPENDIX

Environmental Performance Data

Energy Performance						
Absolute Consumption	2020 (MWh)	2021 (MWh)	Data Coverage (ft²)	Max Coverage (ft²)	Total Coverage (%)	YOY Change (%)

Natural Gas	71,677	74,475	15,472,443	47,525,408	33%	4%
Electric	234,043	249,7787	32,142,834	72,175,598	45%	7%
Total Energy Consumption	305,720	324,253	32,142,834	72,175,598	45%	6%

Energy Performance						
Like-for-Like Consumption	2020 (MWh)	2021 (MWh)	Data Coverage (ft²)	Max Coverage (ft²)	Total Coverage (%)	YOY Change (%)

Natural Gas	71,661	69,957	14,897,866	44,652,523	33%	(2%)
Electric	227,222	231,516	29,635,328	68,906,863	43%	2%
Total Energy Consumption	298,883	301,473	29,635,328	58,906,863	43%	0%

GHG Performance						
	Absolute Emissions		Like-for-Like Emissions		Absolute	Like-for-Like
	2020 (MTCO ₂ e)	2021 (MTCO ₂ e)	2020 (MTCO ₂ e)	2021 (MTCO ₂ e)	YOY Change (%)	YOY Change (%)

Scope 1	62,488	64,927	67,460	65,856	4%	(2%)
Scope 2 (Location Based)	111,950	119,476	106,494	108,506	7%	2%
Total Emissions	174,437	184,402	173,953	174,362	6%	0%

Water Performance						
Absolute Consumption	2020 (m³)	2021 (m³)	Data Coverage (ft²)	Max Coverage (ft²)	Total Coverage (%)	YOY Change (%)

Water	127,847,436	138,244,163	71,486,249	73,128,716	98%	8%
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Waste Performance							
	Absolute Generation		Recycling		Absolute	Recycling	Diversion Rate
	2020 (MT)	2021 (MT)	2020 (MT)	2021 (MT)	YOY Change (%)	YOY Change (%)	

Waste	46,345	45,853	4,773	8,113	(1%)	70%	18%
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Note: Unaudited - Data reflects 2022 GRESB submission

Organizational Profile		
GRI Indicator	Description	Response
102-1	Name of the organization	Camden Property Trust
102-2	Activities, brands, products and services	About Camden, p. 1; Camden At-A-Glance, p. 2-3
102-3	Location of headquarters	About Camden, p. 1
102-4	Location of operations	Camden At-A-Glance, p. 3
102-5	Ownership and legal form	Formed on May 25, 1993, Camden Property Trust, a Texas real estate investment trust (REIT), and all consolidated subsidiaries are primarily engaged in the ownership, management, development, reposition, redevelopment, acquisition, and construction of multifamily apartment communities; 2021 Form 10K
102-6	Markets served	Camden At-A-Glance, p. 3
102-7	Scale of the organization	About Camden, p. 1; Camden At-A-Glance, p. 2-3; 2021 Form 10K
102-8	Information on employees and other workers	Employment Data, p. 24-25
102-9	Supply chain	Vendor Code of Conduct, p. 48
102-10	Significant changes to the organization and its supply chain	2021 Annual Report, p. Inside Front Cover-7; 2021 Form 10K
102-11	Precautionary Principle or approach	Climate Change & Resiliency, p. 11; Risk Management, p. 48-49
102-12	External initiatives	To Our Stakeholders, p. 4-5; Goals & Targets, p. 10; Green Building Certifications, p. 15
102-13	Membership of associations	Camden At-A-Glance, p. 3

Strategy		
GRI Indicator	Description	Response
102-14	Statement from senior decision-maker	To Our Stakeholders, p. 4-5
102-15	Key impacts, risks and opportunities	To Our Stakeholders, p. 4-5; Materiality Assessment, p. 6; Stakeholder Engagement, p. 7

Ethics & Integrity		
GRI Indicator	Description	Response
102-16	Values, principles, standards and norms of behavior	About Camden, Our Purpose, Our Values, p. 1; Ethics & Compliance, p. 48
102-17	Mechanisms for advice and concerns about ethics	Ethics & Compliance, p. 48

Governance		
GRI Indicator	Description	Response
102-18	Governance structure	Governance, p. 44-49; 2022 Proxy Statement
102-19	Delegating authority	Governance, p. 44-49; 2022 Proxy Statement
102-20	Executive-level responsibility for economic, environmental and social topics	ESG Oversight, p. 47
102-21	Consulting stakeholders on economic, environmental, and social topics	Materiality Assessment, p. 6; Stakeholder Engagement, p. 7

Governance *continued*

GRI Indicator	Description	Response
102-22	Composition of the highest governance body and its committees	Strong Leadership, p. 45; Corporate Governance Best Practices, p. 47; 2022 Proxy Statement
102-23	Chair of the highest governance body	Strong Leadership, p. 45; Corporate Governance Best Practices, p. 47; 2022 Proxy Statement
102-24	Nominating and selecting the highest governance body	Strong Leadership, p. 45; Corporate Governance Best Practices, p. 47; 2022 Proxy Statement
102-25	Conflicts of interest	Ethics & Compliance, p. 48; Vendor Code of Conduct, p. 48; 2022 Proxy Statement
102-26	Role of highest governance body in setting purpose, values and strategy	Strong Leadership, p. 45; Corporate Governance Best Practices, p. 47; 2022 Proxy Statement
102-27	Collective knowledge of highest governance body	ESG Oversight, p. 47; 2022 Proxy Statement
102-28	Evaluating the highest governance body's performance	ESG Oversight, p. 47; 2022 Proxy Statement
102-29	Identifying and managing economic, environmental and social impacts	Climate Change & Resiliency, p. 11; ESG Oversight, p. 47; Risk Management, p. 48-49
102-30	Effectiveness of risk management processes	Risk Management, p. 48-49
102-31	Review of economic, environmental and social topics	Materiality Assessment, p. 6; Stakeholder Engagement, p. 7; ESG Oversight, p. 47
102-32	Highest governance body's role in sustainability reporting	ESG Oversight, p. 47
102-33	Communicating critical concerns	Ethics & Compliance, p. 48

Stakeholder Engagement		
GRI Indicator	Description	Response
102-40	List of stakeholder groups	Our Purpose, p. 1; To Our Stakeholders, p. 4-5; Materiality Assessment, p. 6; Stakeholder Engagement, p. 7
102-42	Identifying and selecting stakeholders	Our Purpose, p. 1; To Our Stakeholders, p. 4-5; Materiality Assessment, p. 6; Stakeholder Engagement, p. 7
102-43	Approach to stakeholder engagement	Stakeholder Engagement, p. 7
102-44	Key topics and concerns raised	Materiality Assessment, p. 6

Reporting Practice		
GRI Indicator	Description	Response
102-45	Entities included in the consolidated financial statements	2021 Form 10K
102-46	Defining report content and topic boundaries	Our Purpose, p. 1; To Our Stakeholders, p. 4-5; Materiality Assessment, p. 6; Goals & Targets, p. 10; ESG Oversight, p. 47
102-47	List of material topics	Table of Contents, p. 1; To Our Stakeholders, p. 4-5
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	All information presented covers calendar year 2021 unless otherwise stated.
102-51	Date of most recent report	December 2022; this is our fourth report.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Back cover
102-54	Claims of reporting in accordance with the GRI standards	Appendix, GRI Index, p. 52-53
102-55	GRI content index	Appendix, GRI Index, p. 52-53
102-56	External assurance	None



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