

# Camden 2019 Sustainability Report



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Our Purpose

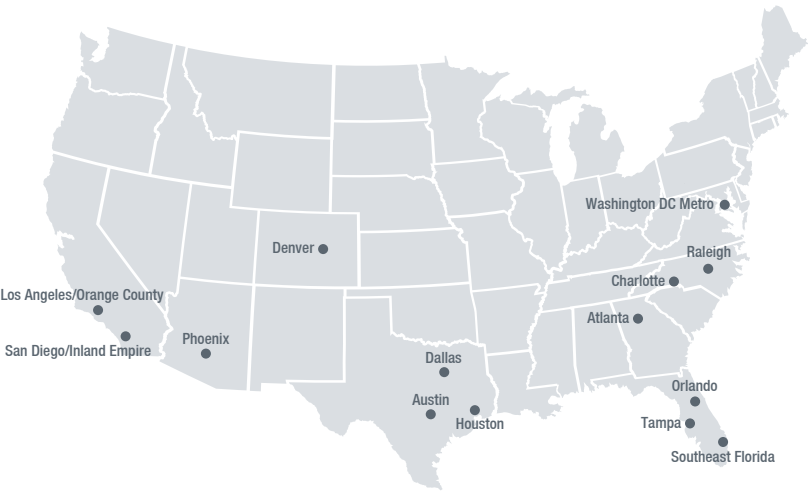
Camden’s purpose is to improve the lives of our team members, customers and shareholders, one experience at a time. We are committed to creating long-term value for Camden’s stakeholders, and integrating sustainable practices into all aspects of our business.

About Camden

Camden Property Trust, an S&P 400 Company, is a real estate company primarily engaged in the ownership, management, development, redevelopment, acquisition and construction of multifamily apartment communities. Camden has been a publicly-traded real estate investment trust (REIT) 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 in markets with some of the highest projected employment and population growth helps to ensure sustainable demand for Camden’s apartment homes.

Our mission is to be the best multifamily company in the industry. Camden has consistently distinguished itself by demonstrating its company values and creating positive relationships with stakeholders including residents, associates, suppliers, investors, and members of the local communities in which it operates. Our workforce totals approximately 1,650 employees and the Company is headquartered in Houston, Texas.

As of December 31, 2019, Camden owned interests in and operated 164 properties containing 56,107 apartment homes across the United States. Upon completion of 8 properties under development, the Company’s portfolio would increase to 58,315 apartment homes in 172 properties.



Property Portfolio

| Market                          | Communities | Apartment Homes |
|---------------------------------|-------------|-----------------|
| Atlanta .....                   | 14 .....    | 4,496           |
| Austin .....                    | 11 .....    | 3,686           |
| Charlotte .....                 | 14 .....    | 3,104           |
| Dallas .....                    | 14 .....    | 5,666           |
| Denver .....                    | 8 .....     | 2,632           |
| Houston .....                   | 26 .....    | 9,301           |
| Los Angeles/Orange County ..... | 7 .....     | 2,658           |
| Orlando .....                   | 10 .....    | 3,594           |
| Phoenix .....                   | 12 .....    | 3,686           |
| Raleigh .....                   | 9 .....     | 3,240           |
| San Diego/Inland Empire .....   | 5 .....     | 1,665           |
| Southeast Florida .....         | 8 .....     | 2,781           |
| Tampa .....                     | 7 .....     | 2,736           |
| Washington DC Metro .....       | 19 .....    | 6,862           |
| Total .....                     | 164 .....   | 56,107          |

# COVID-19 Update

The COVID-19 pandemic has had a significant global impact and affected the lives of our stakeholders in many ways. Camden's top priority during this unprecedented time has been the health and safety of our residents and team members, and we have implemented a wide range of policies to protect and support these constituents. Camden's regional and corporate associates are generally working remotely and maintaining social distancing. Employees are also receiving additional paid leave and/or emergency pay if impacted by the COVID-19 pandemic. The Company's leasing offices are currently operating by appointment only but continue to provide ongoing essential services to both existing residents and prospective residents. Camden is limiting in-person contact by offering virtual tours, online and phone support, and continuing with only essential maintenance services and emergency repairs. In addition, Camden's in-house Contact Center continues to provide around-the-clock, full-time support for both resident and employee needs.

Camden supported residents who were financially impacted by the COVID-19 pandemic, providing resources and flexibility, such as offering zero rent increases on lease renewals, waiving late fees, creating payment plans if needed, and pausing evictions for residents who had been financially impacted by the COVID-19 pandemic.

# To Our Stakeholders

We are pleased to present Camden's 2019 Sustainability Report, highlighting our commitment to sustainability and good corporate citizenship. We have many programs and initiatives in place supporting environmental, social and governance (ESG) matters, and we look forward to sharing information on those efforts with our stakeholders through this report.

## Environmental

Camden is committed to operating in an environmentally responsible manner, using our resources wisely, and continually seeking ways to reduce consumption, conserve energy and water, and enhance our waste management and recycling efforts. Some of our green initiatives to date include completing HVAC and LED lighting projects, utilizing high-efficiency appliances and kitchen/bath fixtures, enhancing landscaping and irrigation systems, implementing recycling and waste management programs, and installing electric car charging stations at various properties across our portfolio. We also strive to incorporate sustainable practices in our new development and construction projects. Camden currently has 20 apartment communities which have received LEED or other green building certifications.

## Social

We strive for a high level of engagement with our stakeholders including our team members, customers and shareholders, as well as the local communities in which we live, work, and play. We offer top-notch employee benefits, training and development programs; actively seek feedback through employee and resident surveys; and take time to recognize and honor our Camden associates. Our dedication to excellence in the workplace has resulted in recognition for 12 consecutive years as one

of FORTUNE's 100 Best Companies to Work For® in America, and our focus on customer service resulted in recognition as a top 10 manager for online reputation by J Turner Research during 2019. Shareholder communication is another key initiative for Camden, and we conduct numerous investor meetings each year to discuss the Company's long-term sustainable business strategy and operations. Our efforts in this area continue to receive multiple award nominations and recognition for excellence in our Investor Relations outreach programs. And finally, our Camden Cares program for community service continues to have a positive impact on those around us. During 2019, Camden associates volunteered over 7,200 hours and supported numerous charitable causes across the markets we serve.

## Governance

We believe companies with strong corporate governance and responsible business practices merit greater shareholder returns and corporate value. Camden has implemented many best practices related to corporate governance, ethics, and compliance and risk management, which are further detailed in this report. We are proud to have a Board of Trust Managers who are diverse in their backgrounds and experience, and our Board composition is currently 30% female and 40% non-White. We will continue to monitor and enhance our corporate governance programs as appropriate to ensure the interests of our shareholders and our company are well-represented.

We appreciate this opportunity to share information on our sustainability efforts with you. Thank you for your continued support.

Respectfully,



  
Richard J. Campo  
Chairman & CEO



  
D. Keith Oden  
Executive Vice Chairman

# COVID-19 Update

Camden established Resident Relief Funds for residents experiencing COVID-19 related issues, providing financial assistance for living expenses such as food, utilities, medical expenses, insurance, childcare or transportation. Those Resident Relief Funds assisted 8,200 Camden residents with over \$10 million paid by Camden.

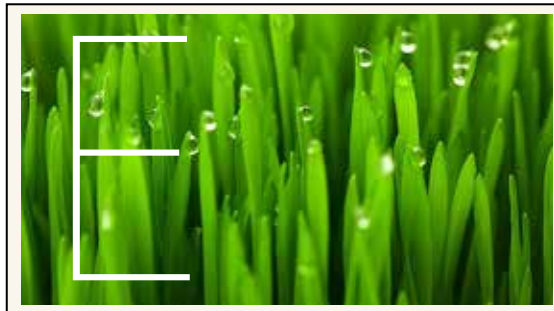

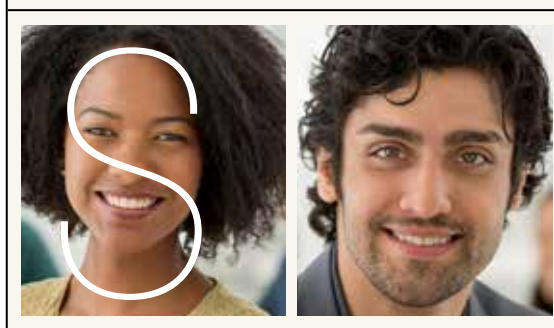



The Company also established a \$1 million Employee Relief Fund to assist employees who faced financial challenges due to the pandemic, and grants were made to 350 employees. In addition, Camden paid its on-site operations and construction employees nearly \$3 million as a frontline bonus for the ongoing essential services they provided.

We will continue to monitor this situation during 2020 and remain committed to providing both a safe work environment and a healthy living environment for our team members, customers, residents and stakeholders. We will update you on our progress and efforts in this area in next year's report.



# Materiality Assessment and Analysis

We plan to perform an internal materiality assessment to determine the environmental, social and governance areas deemed most important to Camden’s team members, and further expand that assessment to include other stakeholders such as residents, shareholders, customers and representatives from our local communities. By analyzing the results, we can identify and prioritize future focus areas for our sustainability and ESG programs. Material items may include topics such as those listed below.

|  |   |
|--|---|
|  <div>E</div>   |  <div>Energy and Water Conservation<br/>Recycling and Waste Management<br/>Carbon/Green House Gas Emissions<br/>Climate Change and Risks<br/>Designing/Building Sustainable “Green” Properties</div>   |
|  <div>S</div>  |  <div>Employee Diversity, Equity and Inclusion<br/>Talent Attraction/Employee Retention/Awards and Recognition<br/>Employee Training and Development<br/>Employee, Resident and Community Engagement<br/>Responsible Sourcing/Procurement/Supply Chain Oversight</div> |
|  <div>G</div> |  <div>Board Composition (Diversity and Independence)<br/>Compensation Policies<br/>Ethical and Responsible Behavior (Ethics and Anti-Corruption Policies)<br/>Risk Management<br/>Data Privacy and Cybersecurity</div>   |

# View on Sustainability

Incorporating sustainability into our overall business, including operations, property management, and new development and construction, is a natural extension of Camden’s mission. We continue to identify innovative sustainable practices that support our communities, residents and associates, while reducing our reliance on natural resources.

Camden formed a Sustainability Committee in 2018 to take a lead role in developing, implementing and monitoring the Company’s strategies, policies, programs, and activities regarding sustainability and ESG matters. Our efforts are led by senior executives with responsibility for implementing sustainable practices across our corporate offices, new development projects, and our apartment communities. After the committee was formed, Camden produced its inaugural 2018 Sustainability Report and this subsequent report for 2019. The committee has also published policies and statements on topics such as Human Rights and Equal Opportunity Employment, and is continuing to enhance its Diversity, Equity and Inclusion strategy.



# ENVIRONMENTAL



*We are committed to operating in an environmentally responsible manner, using our resources wisely, and continually seeking ways to reduce consumption, conserve energy and water, and enhance our waste management and recycling efforts.*

## Green Workplace

Our efforts to go green start at the corporate office and extend across the country to our regional offices. Camden utilizes several online programs for electronic distribution of information to employees, residents and shareholders, reducing paper usage and printing. Other green initiatives include providing recycling containers for paper, plastic, aluminum and glass; encouraging vendors to submit invoices electronically; utilizing ENERGY STAR office equipment and computing hardware; and reusing office supplies and recycling shipping material.

## Green Apartments

We provide residents with a variety of eco-friendly tools and resources at our communities. Camden's website allows customers to search for the perfect apartment home, reserve a specific unit, apply online, and complete the leasing process without ever touching a single sheet of paper. We also have a feature-rich resident portal, MyCamden.com, which offers online service requests and rent payment options, allowing transactions to be completed in a time-efficient, environmentally friendly manner. Our on-site teams utilize email and MyCamden.com to share important notices, communicate with residents, and inform the community of local events without posting paper flyers or mailing paper notices. Other green initiatives include installing energy-efficient appliances during renovation projects, providing various recycling opportunities throughout our communities, and posting eco-friendly messages regarding water and electricity savings tips and useful ways to think green when cleaning your apartment home. To promote awareness among residents, we also share tips on how to live a more sustainable lifestyle and articles regarding various events such as Earth Day and National Cleanup Day.

## Health and Wellness

Camden is committed to providing healthy living spaces for residents and offering wellness programs to our associates. For residents who make exercise a part of their daily routine, Camden communities provide contemporary fitness centers with features such as state-of-the-art equipment, weight rooms, self-service video classes, spin rooms, and yoga studios. Nearly all of our communities have swimming pools, over 70% of our communities have dog parks, and we also offer non-smoking communities. For outdoor enthusiasts, many of our communities are located near parks and exercise trails, and offer other amenities for exercising or relaxing. We also encourage Camden associates to participate in healthy activities through benefits such as wellness programs and discounted gym memberships.





## Energy Efficiency

Camden's energy conservation programs focus on installing energy-efficient products and implementing programs that lower costs and reduce overall energy usage. These practices include, but are not limited to:

- Using zone heating and cooling in apartment homes to minimize electricity usage
- Installing programmable thermostats, allowing residents to control the temperature
- Monitoring and controlling electricity usage in vacant apartment homes and common areas
- Utilizing timers in model apartment homes to ensure lights are only on while prospective residents are touring
- Installing LED lighting in common areas and parking garages
- Implementing lighting replacement programs, controls and more efficient maintenance requirements to further reduce energy costs
- Implementing appliance procurement programs, allowing high-efficiency ENERGY STAR appliances to be purchased more cost-effectively through national contracts
- Installing smart access gates and door locks to reduce use of physical keys
- Utilizing solar energy at our Camden Roosevelt community in Washington DC Metro



## Water Conservation

Camden's water conservation programs focus on reducing both interior and exterior water usage at our communities by choosing more efficient building products and implementing eco-friendly landscaping programs, when possible. These practices include, but are not limited to:

- Replacing existing bath fixtures with high-efficiency toilets, faucets and showerheads
- Providing submetering for water services, allowing Camden and its residents to monitor water usage, encouraging lower overall consumption
- Using a third-party service provider to monitor water usage for leak detection
- Designing and installing sustainable site solutions, reducing demand for irrigation through low-flow irrigation systems and drought-resistant vegetation and ground cover
- Installing rain sensors on irrigation systems to ensure watering occurs only when needed
- Choosing plants requiring minimum levels of water throughout each community's landscaping
- Using reclaimed wastewater for landscape irrigation



## Air Quality

Camden strives to maintain good indoor air quality in our communities through practices that lower pollutants and/or improve air quality. These practices include, but are not limited to:

- Utilizing low VOC flooring, paints, adhesives and sealants in our apartment homes and communities
- Using high-quality air filters, exhaust fans and ventilation systems
- Offering non-smoking communities (over 75% of our properties are designated as non-smoking communities or have designated non-smoking areas)



## Recycling and Waste Management

Camden's recycling and waste management programs are designed to minimize our environmental impact. These practices include, but are not limited to:

- Offering residents an option to recycle at most communities by providing recycling containers, doorstep pickup and designated recycling areas
- Providing waste removal and recycling services through Valet Living Doorstep® in over 80% of our communities, resulting in operational cost savings and increased recycling
- Incorporating process improvements to reduce costs related to paper, printing, mailing and shipping



## Transportation

Camden's portfolio includes many communities with high walkability and access to public transportation or car sharing services. Our efforts to provide green transportation options include, but are not limited to:

- Installing over 100 electric car charging stations across our portfolio
- Establishing designated pickup/drop-off locations for car sharing services at several communities
- Offering mixed-use communities with retail and/or restaurant options available on-site
- Providing secure bicycle racks, storage and repair stations at many communities



In 2019 Camden helped to divert over 10 million water bottles from landfills through our recycling programs. If these bottles were laid end to end, they would have extended nearly 1,300 miles!





# Environmental Impact

Camden is committed to being a responsible corporate citizen. We published our inaugural 2018 Sustainability Report last year highlighting our commitment to sustainability. In 2019 we focused on implementing better ways to track and measure our energy consumption, water usage, and waste management. We hired third-party consultants to assist with utility data collection and improve our overall ESG strategy. This effort will allow us to better develop and disclose key performance metrics, as well as set reasonable goals and targets for future years. Preliminary utility data indicates we were able to reduce energy consumption across our Houston portfolio by approximately 3% from 2018 to 2019. We are proud of our ongoing efforts towards enhancing our sustainability reporting and look forward to sharing our progress in future reports.



# Green Building Certifications

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

Camden Rainey Street Austin, TX

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

Camden Belmont Dallas, TX

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

Camden Shady Grove Rockville, MD  
Camden Washingtonian Gaithersburg, MD

National Green Building Standard (NGBS) – Silver

Camden Flatirons Denver, CO  
Camden Gallery Charlotte, NC  
Camden La Frontera Round Rock, TX  
Camden Lamar Heights Austin, TX  
Camden Lincoln Station Denver, CO  
Camden McGowen Station Houston, TX  
Camden Southline Charlotte, NC  
Camden Waterford Lakes Orlando, FL  
The Camden Hollywood, CA

National Green Building Standard (NGBS) – Bronze

Camden Grandview II Charlotte, NC  
Camden Paces Atlanta, GA  
Camden Victory Park Dallas, TX

GreenPoint Rated (GPR) – Platinum

Camden Glendale Glendale, CA

Austin Energy Green Building®

Camden Cedar Hills Austin, TX  
Camden Rainey Street Austin, TX  
Camden Shadow Brook Austin, TX



## New Development and Construction

Camden strives to reduce energy usage, conserve water, protect air quality, recycle and manage building waste throughout our development, redevelopment, construction and renovation processes, as well as in our ongoing property operations. We are also committed to sustainable building practices, including constructing buildings with green roofs and installing insulated windows, when possible. In addition, we evaluate each new development project for inclusion in green or sustainable certification programs.



For both new construction and renovation projects, Camden incorporates many sustainable practices in its ordinary course of business. These practices include, but are not limited to:

- Building new communities on sustainable sites, when possible
- Maintaining a list of preferred sustainable materials and sourcing materials locally
- Monitoring workplace health and safety indicators at construction sites
- Adhering to health and safety policies for new development and construction sites at all projects
- Operating in compliance with an internationally recognized health and safety management system
- Installing ENERGY STAR certified appliances
- Installing high-efficiency toilets, faucets and showerheads
- Using low VOC flooring, paints, adhesives and sealants
- Installing recyclable carpet

During 2019, we completed construction on two communities with 469 apartment homes, for a total cost of approximately \$121 million. As of December 31, 2019, we had 8 additional properties with 2,208 apartment homes under development.

## Repositioning and Redevelopment Programs

Camden began a repositioning program nearly a decade ago, which consists of renovating well-located 15- to 20-year-old communities. The program allows us to not only update kitchen and bath areas, appliances, flooring and fixtures, but also improve the energy efficiency and sustainability of our portfolio. We renovated over 31,000 apartment homes across our portfolio through 2019. We believe these renovation efforts help reduce our overall impact on the environment while improving customers' lives in an environmentally friendly manner.

Our redevelopment program consists of upgrading 10- to 15-year-old mid-rise and high-rise communities, and expands the scope of our typical repositioning program to include more extensive exterior and amenity upgrades. The current program includes four communities with 1,750 apartment homes.





# Featured Development Community

Camden North End I is a 441-home apartment community completed in 2019. This garden-style community adjacent to North Scottsdale is just down the road from Mayo Clinic and is within walking distance of restaurants and shopping, including The Scottsdale 101 Shopping Center. On-site amenities include a pool and spa with an expansive sun deck, covered cabanas, and gaming area which includes an outdoor billiard table.

Camden North End I  
Phoenix, Arizona



## ENERGY EFFICIENCY

- Efficient building envelope with additional insulation and air barriers
- 14 SEER Plus HVAC system
- Energy-efficient exterior windows and doors
- Individual electric meters for apartment homes
- Lighting occupancy sensors for common areas
- ENERGY STAR LED lighting in common areas and apartment homes
- Programmable thermostats in common areas and apartment homes
- ENERGY STAR certified ceiling fans in apartment homes
- ENERGY STAR certified appliances in apartment homes

## WATER CONSERVATION

- High-efficiency toilets, faucets and showerheads certified to meet or exceed EPA WaterSense standards
- Individual water heater leak detection for apartment homes
- Indigenous, climate-friendly plantings with water-efficient drip irrigation system

## RECYCLING AND WASTE MANAGEMENT

- Valet Living Doorstep® trash and recycling pickup
- Trash compactor and recycling center centrally located on site
- Pet waste stations throughout the community

## AIR QUALITY

- Conditioned and ventilated corridors
- ENERGY STAR low sones quiet ventilation fans
- Low VOC flooring, paints, adhesives and sealants
- Non-smoking community

## TRANSPORTATION

- Nearby public transportation
- Designated pickup/drop-off locations for car sharing services
- Secure bicycle racks, storage and repair stations
- Electric car charging stations
- Walk Score 35/Transit Score 31/Bike Score 56





# Featured Development Community

Camden Grandview II is a 28-unit townhome community completed in 2019, located near BB&T Ballpark, Metropolitan Center, and the Downtown Epicenter. Residents enjoy easy commutes across town with direct access to Carson Street Light Rail Stop. This Class “A” property includes a 24-hour concierge and around-the-clock, emergency on-call maintenance. This centrally located community provides residents an urban lifestyle with walkability, access to public transportation, and proximity to a variety of restaurants and entertainment venues.

Camden Grandview II  
Charlotte, North Carolina

National Green Building Standard (NGBS), Bronze®



## ENERGY EFFICIENCY

- Efficient building envelope, HVAC and insulation systems
- ENERGY STAR TPO cool roof
- Electric water heaters conforming to current Department of Energy efficiency factors
- High-efficiency heat pumps
- Energy-efficient exterior windows and doors
- Individual electric meters for apartment homes
- Energy-efficient LED lighting in apartment homes
- Wi-Fi Programmable thermostats in apartment homes
- ENERGY STAR certified ceiling fans in apartment homes

## WATER CONSERVATION

- Low-flow toilets
- Individual water heater leak detection for apartment homes
- Individual water submeters for apartment homes
- Indigenous, climate-friendly plantings with water-efficient drip irrigation system

## AIR QUALITY

- ENERGY STAR low sones quiet ventilation fans
- Low VOC flooring, paints, adhesives and sealants
- Non-smoking community

## RECYCLING AND WASTE MANAGEMENT

- Valet Living Doorstep® trash and recycling pickup
- Recycling bins located throughout the community
- Use of regional, sustainable and recycled building materials

## TRANSPORTATION

- Nearby public transportation
- Designated pickup/drop-off locations for car sharing services
- Close to city bike share stations
- Walk Score 66/Transit Score 72/Bike Score 57





# Featured Acquisition Community

Camden Rainey Street is an upscale, 326-home, high-rise apartment community completed in 2016, located in one of the city’s most popular entertainment districts. Rainey Street is lined with historic bungalow-style homes and features over 20 restaurants and bars. The community boasts rooftop amenities overlooking Rainey Street, portions of Downtown and Lady Bird Lake, and includes a resident lounge, coffee bar, business center, infinity-edge pool, and fitness center.

Leadership in Energy and Environmental Design (LEED) for Homes, Gold®

Camden Rainey Street  
Austin, Texas



## ENERGY EFFICIENCY

- Efficient building envelope (with double layer of drywall on exterior walls), HVAC and insulation systems
- ENERGY STAR cool roof
- Reflective roof system
- High-efficiency heat pumps
- TEAL boiler system
- Energy-efficient exterior windows and doors
- Low SHGC windows and glazing on patio doors
- Individual electric meters for apartment homes
- Lighting occupancy sensors for common areas

## AIR QUALITY

- Conditioned and ventilated corridors
- ENERGY STAR low sones quiet ventilation fans
- Low VOC flooring, paints, adhesives and sealants
- Continuous exhaust in parking garage
- MERV 8 filters in common areas and apartment homes
- Non-HCFC refrigerants
- Non-smoking community



- ENERGY STAR certified, energy-efficient LED and LED lighting in common areas and apartment homes
- Programmable thermostats in common areas and Nest thermostats in apartment homes
- ENERGY STAR certified ceiling fans in apartment homes
- ENERGY STAR labeled bathroom exhaust fans

## RECYCLING AND WASTE MANAGEMENT

- Valet Living Doorstep® trash and recycling pickup
- Recycling bins located throughout the community
- 75% of all construction waste was diverted from landfills to recycling plants
- Use of regional, sustainable and recycled building materials



## WATER CONSERVATION

- High-efficiency toilets, faucets and showerheads certified to meet or exceed EPA WaterSense standards
- Individual water submeters for apartment homes
- Submeter for irrigation system
- Quality control of storm water
- 91% drought-tolerant plants
- Indigenous, climate-friendly plantings with water-efficient drip irrigation system

## TRANSPORTATION

- Nearby public transportation
- Designated pickup/drop-off locations for car sharing services
- Close to city bike share stations
- Secure bicycle racks, storage and repair stations
- Electric car charging stations
- Designated low emission vehicle parking spaces
- Walk Score 91/Transit Score 60/Bike Score 92





# SOCIAL



## Camden's Values

We care deeply about our employees, our residents, and the local communities in which we live, work, and play. Camden is committed to maintaining a high-trust work environment that attracts, retains, and rewards the best and brightest people. Our workplace reflects Camden's nine core values and cultivates an environment of respect, fairness, diversity, and fun for all.

Customer Focused

People Driven

Results Oriented

Team Players

Lead by Example

Work Smart

Act with Integrity

Always Do the Right Thing

Have Fun

## 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. Each year we participate in the Great Place to Work® Employee Trust Index™ survey to measure employee engagement and collect feedback, which leadership carefully reviews to determine how to better meet the needs of our team members.

**93%**  
of employees say Camden  
is a GREAT place to work!

**98%**

When you join the company, you are made to feel welcome

**96%**

Our facilities contribute to a good working environment

**96%**

I'm proud to tell others I work here

**96%**

I feel good about the ways we contribute to the community

**96%**

Our executives fully embody the best characteristics of our company

## Employee Recognition

Our Achieving Camden Excellence (ACE) Awards honor team members who demonstrate excellence in the workplace and consistently exemplify Camden's core values. This awards program extends across Camden's portfolio, and every team member is invited to attend annual award ceremonies. In 2019, 35 associates received Regional ACE Awards, with 13 of those team members earning National ACE Awards as well. Employee appreciation does not stop with the ACE Awards. We proudly reward team members who achieve and exceed their goals with Community Awards and Sales Awards, and recognize employee tenure with service awards.



## National Awards

Camden has been recognized as one of the best places to work in many of our major markets. We have also been recognized as one of the 100 Best Companies to Work For® by FORTUNE magazine for 12 consecutive years, most recently ranking #19.

These recognitions are made possible by approximately 1,650 associates who passionately share our commitment to making Camden a great place to work. Our team members strive to achieve excellence every day and exhibit true teamwork in all they do.

**Bronze**

NAREIT'S Diversity & Inclusion Award 2019

**#17**

Best Workplaces in Texas 2019

**#39**

Best Workplaces for Millennials 2019

**#45**

Best Workplaces for Diversity 2019

**#51**

Best Workplaces for Women 2019

**FORTUNE**  
**100**  
**BEST**  
COMPANIES  
TO WORK FOR  
2019  
12 YEARS IN A ROW



# Compensation and Benefits

To ensure we maintain our commitment to team members and compensation objectives, our human resources team participates in regular compensation and benefits surveys to see how we compare to other companies in our industry. Camden devotes a significant portion of its compensation resources to providing high-quality health benefits, and our health benefit premiums are among the most competitive in our industry. In addition, Camden currently pays all of its employees at or above a rate of \$14 per hour.

We are passionate about promoting a healthy lifestyle at Camden and are proud to offer a valuable and inclusive benefits package ensuring a comprehensive range of benefits. We have formal programs intended to positively impact team members such as healthcare, rent discounts, education allowance, and scholarships for their children. More importantly, Camden supports an environment in which coworkers become extended family members and respond with generosity and open hearts in times of crisis, joy, and celebration.

The Company’s current employee benefits include, but are not limited to:

- 401(k) Retirement Savings Plan
- Accidental Death and Dismemberment
- Adoption Benefits
- Camden University (CamdenU)
- Critical Illness and Hospital Indemnity
- Employee Apartment Discount
- Employee Assistance Program (EAP)
- Employee Emergency Relief Fund
- Employee Referral Program
- Employee Share Purchase Plan (ESPP)
- Employee Vacation Suites
- Financial Wellness Programs
- Flexible Spending Accounts (FSAs)
- Health Savings Account (HSA)
- Life Insurance
- Medical, Prescription Drug, Dental and Vision Plans
- Paid Time Off
- Parental Leave Pay
- Short-Term and Long-Term Disability Income
- Voluntary Accident Insurance



One of Camden’s most cherished mantras is “never stop learning.” Camden encourages team members to discover their strengths and cultivate new interests. We offer tuition assistance to team members working to earn industry designations from various organizations. We also support team members who continue their education at an accredited educational institution through our Education Assistance Program. In 2019, 115 employees received education-related assistance totaling \$390,039. Our Camden Scholarship Fund is another distinctive program helping Camden team members send their children to college. In 2019, our Camden Scholarship Fund awarded scholarships to 54 students totaling \$225,000. Since inception in 2007, the Company has awarded scholarships to 685 students totaling approximately \$2.2 million.





# Diversity, Equity and Inclusion (DEI)

We believe a great workplace fosters an environment where all employees can thrive and grow, and where differences are both encouraged and celebrated. Each Camden 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 commitment is to promote a diverse organization that is reflective of our residents and communities. We believe these efforts are socially responsible, foundational to Camden’s success, and essential to delivering on our “Why,” which is to improve the lives of our team members, customers and shareholders, one experience at a time. Camden’s efforts are championed by an executive DEI committee, whose diverse members represent multiple aspects of our company.

## Key Components of our DEI Strategy

**RECRUITMENT:** Attract, hire and retain a diverse team of highly qualified professionals.

**TRAINING, DEVELOPMENT AND PROMOTION:** Provide tools and resources for learning to enhance current job performance and support opportunities for future advancement and promotion.

**CORPORATE CULTURE:** Foster an environment in which all team members feel a sense of respect, acceptance, belonging and support.

**EMPLOYEE ENGAGEMENT:** Maintain open and active communication throughout our organization.

**FEEDBACK AND INSIGHT:** Utilize actionable data to determine areas of opportunity, set goals, measure progress, and promote a feedback/feedforward culture.

In 2019, Camden was honored to receive NAREIT’s Diversity & Inclusion Bronze Award for our efforts in DEI, and we are continuing to enhance our programs in this area. Camden plans to disclose a more detailed DEI strategy in our 2020 report.

Camden provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, ancestry, citizenship, disability, genetic information, age, marital status, sexual orientation, gender identity, gender expression, military or veteran status, or any other basis protected by federal, state or local law. Camden is a better, more successful company because of our dedication to diversity, equity and inclusion.



“I belong here.”



# Employment Data

Camden embraces all team members as full and valued members of the organization. Together they innovate, collaborate, and deliver consistently strong business results. Our continued commitment to furthering DEI initiatives has resulted in our workforce at Camden reflecting a broad base of talent, with true diversity amongst our team members in aspects of gender, generation, and ethnicity.

|                           |           |
|---------------------------|-----------|
| Average Employee Tenure   | 6.2 years |
| Average Employee Turnover | 25.3%     |



(1) Based on 1,644 total employees as of 12/31/19

(2) Based on employees with title of Manager or higher as of 12/31/19

(3) Based on employees hired during 2019

Male

Female

Millennials (Ages ≤ 38)

Gen X (Ages 39-54)

Baby Boomers (Ages ≤ 55)

White

Hispanic

African American

Other

26

27



## Training and Development

|                    |         |
|--------------------|---------|
| Hours of Training  | 33,000+ |
| Hours per Employee | 20      |

Camden's team members are our greatest asset. The Company's mission, vision and values are incorporated into our employee training and development programs. Camden is committed to helping employees improve their personal and professional lives through training and career development, coaching and mentoring, and continuing education programs. CamdenU, our in-house learning center, is available to all employees and offers over 8,000 courses in subjects such as leadership, management, fair housing and compliance, and health and safety training. We also require training on sexual harassment, discrimination, cybersecurity, and sensitive data awareness. In 2019, Camden team members completed more than 33,000 hours of training, including nearly 8,000 hours of classroom instruction. We also spent nearly 3,000 hours of training on the implementation of an Enterprise Resource Planning system that replaced our previous Financial Accounting, Human Resources, and Purchasing systems.

In addition to formal training, Camden's 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. We also offer team members the opportunity to become a mentor. The program is designed to support what naturally happens in our workplaces – team members helping team members. Mentors are culture ambassadors and they help new colleagues recognize the importance of our culture in everyday interactions. They provide one-on-one coaching and utilize a detailed training checklist to ensure they cover every aspect of the job with mentees. Perhaps even more important than the checklist, mentors share their own unique tips on how to be successful in the role.

We are committed to creating a great place to work that fosters the well-being, health and happiness of all team members. Camden Living Well is our new employee wellness program, a source for information and resources focused on total well-being. The program covers four aspects to well-being – physical, emotional, financial, and social – to promote good health, happiness, and prosperity both professionally and personally. Camden also partners with United Healthcare to offer a weight loss and healthy living program called Real Appeal. Real Appeal is a unique, proven program to help people lose weight, get healthy, and develop healthier habits. Over the past year 141 Camden employees have lost 940 lbs. using Real Appeal.

We are also committed to protecting the safety of our employees through safety training and other measures. We conduct regular safety inspections across our portfolio to help ensure Camden is maintaining a safe work environment for all employees, including a review of Camden's procedures for chemical and fire safety, ladders, moving and lifting, as well as golf cart safety and active shooter training. We also provide ergonomic sit/stand desks and office chairs for our employees to enhance comfort and prevent injuries.

## Health and Safety

## Customer Service

# It takes a team mindset

Providing exceptional customer service is an integral part of our business. It takes a team mindset to deliver a memorable customer-focused experience. Camden encourages resident feedback across our community and corporate social media platforms, where we engage with customers on Facebook, Instagram, and Twitter. We also utilize MyCamden.com regularly to engage, educate, and inform residents on activities taking place within the community, neighborhood, and city. We don't just listen to our customers; we make every effort to respond to all posted ratings and reviews. We also utilize a Customer Sentiment Dashboard which reflects each of our community's customer sentiment scores, a metric that measures the quality of our customer experiences. This dashboard technology enables all team members to view real-time customer ratings and take actions based on this feedback. Camden's focus on customer service resulted in recognition as a top 10 manager for online reputation by J Turner Research, with a 2019 ORA™ score of 77.7.

Camden provides *Living Excellence* by offering residents a 30-day satisfaction guarantee at move-in and responding to service requests within 24 hours. 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 any concerns residents may have. In addition, our communities regularly host resident appreciation days, wellness events, and pet events for our furry companions.







## Community Engagement

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 veterans and housing-related causes, and we also support community crisis centers, food banks, schools and animal shelters. Camden's 2019 efforts included partnerships with organizations and events such as:

### Boot Campaign

Camden employees helped renovate and repair the home of a veteran, with work including interior painting, landscaping cleanup and repair, fence rebuilding, porch repainting, and replacement of a gas water heater, handrailing and concrete steps.

### First Responders Day

Each Camden community took time to recognize local First Responders by delivering a Camden Cares basket containing an assortment of snacks and drinks to thank them for their services.

### Houston Texas Food Bank

Houston team members volunteered their services and assisted in the distribution of fresh and packaged foods, providing nutritious meals for people in need across Texas. Over 8,642 meals were prepared as a result of their efforts.

### Denver Rescue Mission

Denver team members served over 300 meals to the homeless and sorted additional food items for distribution to shelters and families in need.

### Feeding Tampa

Tampa team members worked to sort, pack and organize food, creating almost 24,000 meals in one day. Employees also served as unpackers and date checkers, barcode markers and organizers, and weight checkers and sorters.

### Humane Society

Camden associates helped clean kennels and replenish food and water supplies at local animal shelters. They also took the time to interact with the animals housed there awaiting adoption.

### Green Drop

Several Camden communities held donation drives where residents donated gently used clothing and household items. All contributions benefited the Purple Heart Foundation, National Federation of the Blind, and the American Red Cross. Donations resulted in an impressive 210 bags and 3,500 lbs. of much-needed items. This program is able to help many needy people, while keeping usable items out of landfills.



75+

Volunteer Events

1,700+

Employees Volunteering

7,200+

Volunteer Hours

\$1.0M+

Total Charitable Contributions

### Komen Walk

In honor of breast cancer awareness, Camden team members participated in walk and run events across the country to celebrate this important cause.

### Ronald McDonald House

Camden team members spent a day cleaning the grounds and cooking for families who were staying at the Ronald McDonald House while one of their loved ones was being treated at a nearby hospital. Camden also held a donation drive of canned goods and household cleaning items for the Ronald McDonald House.



### The Covenant House

Camden team members performed various tasks at this Houston-area shelter, including pressure washing the campus, improving landscaping, installing new lightbulbs and doorknobs, upgrading bathrooms with accessories, mirrors and new shower curtains, organizing the library and closet areas, cleaning gutters, repairing broken appliances, and preparing meals for shelter residents.





# GOVERNANCE



Camden is committed to maintaining a business environment of integrity, responsibility, and accountability. We believe companies with strong corporate governance and responsible business practices merit greater shareholder returns and corporate value.

We place strong emphasis on our fiduciary duties and responsibilities. Our company’s economic position remains solid as a result of our focus on conservative financial policies and financial flexibility. As such, Camden is well-positioned with a strong balance sheet and access to a variety of capital sources. We have ample liquidity to meet our funding obligations and make strategic investments as opportunities arise.



## Strong Leadership

Our Board is comprised of a highly qualified and experienced group of leaders, with Camden’s founders, Ric Campo and Keith Oden, complementing our independent Trust Managers. Good corporate governance is vital to the Company and its shareholders, and we are committed to ensuring each of our Trust Managers brings a healthy balance of varying perspectives, capabilities and skill sets to their role. We are proud to have a Board of Trust Managers who are diverse in their backgrounds and experience. Our Board composition is currently 30% female and 40% non-White.



Left to right: Richard J. Campo, D. Keith Oden, Kelvin R. Westbrook, Heather J. Brunner, Scott S. Ingraham, Renu Khator, Mark D. Gibson, William F. Paulsen, Frances Aldrich Sevilla-Sacasa, Steven A. Webster





# Governance Highlights

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. The Company has implemented a number of best practices related to corporate governance and executive compensation, including:

- Eight of Ten Trust Managers Independent
- Annual Election of Trust Managers with Majority Voting in Uncontested Elections
- Lead Independent Trust Manager
- Independent Board Committees
- Executive Sessions of Board Held by Independent Trust Managers Only
- Share Ownership Guidelines for Trust Managers and Senior Officers
- Prohibition against Short Selling and Hedging by Trust Managers and Senior Officers
- Policy Regarding Clawback of Compensation
- Risk Oversight by Board and Committees
- Annual Board Self-Assessment Review
- Board Refreshment Process through Mandatory Retirement Age
- Regular Succession Planning
- Internal Audit Department Reporting to the Board’s Audit Committee
- Internal Disclosure Committee for Financial Reporting
- Active Shareholder Engagement

# Shareholder Engagement

Shareholder engagement is an important initiative for Camden and a key part of our success. Our senior management team meets regularly with shareholders to discuss our long-term business strategy and current operations as well as corporate governance and ESG matters. We conduct hundreds of meetings each year with investors who represent a significant amount of ownership in Camden. Our efforts in this area continue to receive multiple award nominations and recognition for excellence in our Investor Relations outreach programs.

# Ethics

The Company has adopted several guidelines and policies reflecting its commitment to high ethical standards, including:

- Guidelines on Governance to address significant corporate governance issues
- Code of Business Conduct and Ethics designed to help officers, Trust Managers and associates resolve ethical issues
- Code of Ethical Conduct for Senior Officers
- Disclosure Committee comprised of Senior Officers

We have also 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 to the Company’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. The Corporate Accounting and Auditing Hotline is accessible by website or telephone 24 hours every day.

# Information Technology

Camden developed an anytime-anywhere computing environment, which enabled access to many of our key systems, eliminating the need to be physically in the office (thereby reducing and minimizing travel times into work). We accomplished this by moving 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 our email and messaging platforms to the Microsoft 365 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 Oracle electronic invoicing system and new company purchase card system with reduced printing requirements. We also continued to replace legacy computing and network equipment with higher rated energy-efficient equipment. We plan to further enhance our anytime-anywhere computing environment by implementing a new Enterprise Content Management system using Microsoft 365 cloud which will enable movement of our on-premise data to Microsoft Cloud OneDrive, Teams and SharePoint, making data accessible from any secured internet connection with the added benefit of reducing the size of our internal data center footprint and associated footprint energy consumption.

# Cybersecurity

Keeping our company’s data and customer information safe from exposure to cyber-attacks is a priority for Camden. We have taken many steps to heighten our protection from unauthorized users and/or “hackers” trying to gain access to our computer network and data files. We have a clear strategy and systems in place to protect sensitive data. We utilize third-party experts to assist and assess vulnerabilities, and we perform cybertesting on a regular basis. Camden employees are trained on cybersecurity, and our Board receives updates on our cybersecurity efforts from our information technology department at least annually.

# Compliance and Risk Management

One of Camden’s core values is to act with integrity. We strive to build and maintain trust through transparency and accountability in all that we do. Camden’s Internal Audit department is responsible for ongoing assessments of the Company’s risk management processes and internal control environment, through a complete and robust evaluation of Camden’s ethical behavior expectations, training and enforcement; tone at the top; the maintenance of complete and accurate accounting, books and records; full and transparent financial statements and disclosures; and anti-fraud controls.

Other key functions include:

- Evaluating the design and operating effectiveness of Camden’s internal control over financial reporting
- Performing site visits to all communities and development sites in addition to evaluating controls performed by the Corporate Office
- Evaluating controls performed by third-party service providers on which Camden relies
- Monitoring whistleblower reports made to Camden’s Corporate Accounting and Auditing Hotline

Camden’s Risk Management team is dedicated to protecting shareholder value by obtaining broad, cost-effective insurance policies to protect the Company’s assets and operations. In addition to risk transfer program design and placement, the department oversees claims and litigation management, risk assessments, and various safety initiatives. To focus on providing the best resident experience possible, Camden uses a third-party vendor management solution to ensure compliance via liability certificate management, credentialing and tax ID verification.



APPENDIX - GLOBAL REPORTING INITIATIVE CONTEXT INDEX

| GRI 102: GENERAL DISCLOSURES |  |  |
|------------------------------|--|--|
| 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   |
| 102-3                        | Location of headquarters                                     | About Camden, p.1; Houston Corporate Office, p. 40   |
| 102-4                        | Location of operations                                       | About Camden, p. 1; Regional Offices, p. 40  |
| 102-5                        | Ownership and legal form                                     | Formed on May 25, 1993, Camden Property Trust, a Texas real estate investment trust (REIT), and all its consolidated subsidiaries are primarily engaged in the ownership, management, development, redevelopment, acquisition and construction of multifamily apartment communities; 2019 Form 10K |
| 102-6                        | Markets served   | About Camden, p. 1   |
| 102-7                        | Scale of the organization                                    | About Camden, p. 1; 2019 Form 10K  |
| 102-8                        | Information on employees and other workers                   | Employment Data, p. 26-27  |
| 102-9                        | Supply chain   | We are currently not reporting on this indicator.  |
| 102-10                       | Significant changes to the organization and its supply chain | 2019 Annual Report, p. 6-7; 2019 Form 10K  |
| 102-11                       | Precautionary Principle or approach                          | We are currently not reporting on this indicator.  |
| 102-12                       | External initiatives   | View on Sustainability, p. 5; Green Building Certifications, p. 11   |

| ORGANIZATIONAL PROFILE (CONT.) |  |   |
|--------------------------------|--|---|
| GRI INDICATOR                  | DESCRIPTION  | RESPONSE  |
| 102-13                         | Membership of associations   | National Association of Real Estate Investment Trusts (NAREIT), National Multifamily Housing Council (NMHC), Urban Land Institute (ULI), National Apartment Association (NAA), National Association of Home Builders (NAHB) |
| STRATEGY                       |  |   |
| GRI INDICATOR                  | DESCRIPTION  | RESPONSE  |
| 102-14                         | Statement from senior decision-maker   | To Our Stakeholders, p. 2-3   |
| 102-15                         | Key impacts, risks and opportunities   | To Our Stakeholders, p. 2-3; Materiality Assessment and Analysis, p. 4; Shareholder Engagement, p. 34   |
| ETHICS AND INTEGRITY           |  |   |
| GRI INDICATOR                  | DESCRIPTION  | RESPONSE  |
| 102-16                         | Values, principles, standards and norms of behavior                          | Our Purpose, p. 1; Camden's Values, p. 20; Ethics, p. 34  |
| 102-17                         | Mechanisms for advice and concerns about ethics                              | Ethics, p. 34   |
| GOVERNANCE                     |  |   |
| GRI INDICATOR                  | DESCRIPTION  | RESPONSE  |
| 102-18                         | Governance structure   | Governance, p. 32-35; 2020 Proxy Statement  |
| 102-19                         | Delegating authority   | Governance, p. 32-35; 2020 Proxy Statement  |
| 102-20                         | Executive-level responsibility for economic, environmental and social topics | View on Sustainability, p. 5  |

APPENDIX - GLOBAL REPORTING INITIATIVE CONTEXT INDEX

| GRI 102: GENERAL DISCLOSURES |   |  |
|------------------------------|---|--|
| GOVERNANCE (CONT.)           |   |  |
| GRI INDICATOR                | DESCRIPTION   | RESPONSE   |
| 102-21                       | Consulting stakeholders on economic, environmental, and social topics   | Materiality Assessment and Analysis, p. 4; Shareholder Engagement, p. 34 |
| 102-22                       | Composition of the highest governance body and its committees           | Governance, p. 32-35; 2020 Proxy Statement                               |
| 102-23                       | Chair of the highest governance body                                    | Governance, p. 32-35; 2020 Proxy Statement                               |
| 102-24                       | Nominating and selecting the highest governance body                    | Governance, p. 32-35; 2020 Proxy Statement                               |
| 102-25                       | Conflicts of interest   | Governance, p. 32-35; 2020 Proxy Statement                               |
| 102-26                       | Role of highest governance body in setting purpose, values and strategy | 2020 Proxy Statement   |
| 102-27                       | Collective knowledge of highest governance body                         | 2020 Proxy Statement   |
| 102-28                       | Evaluating the highest governance body's performance                    | 2020 Proxy Statement   |
| 102-29                       | Identifying and managing economic, environmental and social impacts     | View on Sustainability, p. 5   |
| 102-30                       | Effectiveness of risk management processes                              | Compliance and Risk Management, p. 35                                    |
| 102-31                       | Review of economic, environmental and social topics                     | Materiality Assessment and Analysis, p. 4                                |
| 102-32                       | Highest governance body's role in sustainability reporting              | View on Sustainability, p. 5   |
| 102-33                       | Communicating critical concerns   | Ethics, p. 34  |

| GOVERNANCE (CONT.)     |  |  |
|------------------------|--|--|
| GRI INDICATOR          | DESCRIPTION  | RESPONSE   |
| 102-34                 | Nature and total number of critical concerns           | We are not currently reporting on this indicator.  |
| 102-35                 | Remuneration policies                                  | We are not currently reporting on this indicator.  |
| 102-36                 | Process for determining remuneration                   | We are not currently reporting on this indicator.  |
| 102-37                 | Stakeholders' involvement in remuneration              | We are not currently reporting on this indicator.  |
| 102-38                 | Annual total compensation ratio                        | We are not currently reporting on this indicator.  |
| 102-39                 | Percentage increase in annual total compensation ratio | We are not currently reporting on this indicator.  |
| STAKEHOLDER ENGAGEMENT |  |  |
| GRI INDICATOR          | DESCRIPTION  | RESPONSE   |
| 102-40                 | List of stakeholder groups                             | Our Purpose, p. 1; To Our Stakeholders, p. 2-3; Materiality Assessment and Analysis, p. 4; Shareholder Engagement, p. 34 |
| 102-41                 | Collective bargaining agreements                       | We are not currently reporting on this indicator.  |
| 102-42                 | Identifying and selecting stakeholders                 | Our Purpose, p. 1; To Our Stakeholders, p. 2-3; Materiality Assessment and Analysis, p. 4; Shareholder Engagement, p. 34 |
| 102-43                 | Approach to stakeholder engagement                     | Our Purpose, p. 1; To Our Stakeholders, p. 2-3; Materiality Assessment and Analysis, p. 4; Shareholder Engagement, p. 34 |
| 102-44                 | Key topics and concerns raised                         | Materiality Assessment and Analysis, p. 4  |



# APPENDIX - GLOBAL REPORTING INITIATIVE CONTEXT INDEX

| GRI 102: GENERAL DISCLOSURES |  |   |
|------------------------------|--|---|
| REPORTING PRACTICE           |  |   |
| GRI INDICATOR                | DESCRIPTION  | RESPONSE  |
| 102-45                       | Entities included in the consolidated financial statements | 2019 Form 10K   |
| 102-46                       | Defining report content and topic boundaries               | Our Purpose, p. 1; To Our Stakeholders, p. 2-3; Materiality Assessment and Analysis, p. 4 |
| 102-47                       | List of material topics                                    | Inside Cover; To Our Stakeholders, p. 2-3   |
| 102-48                       | Restatements of information                                | None  |
| 102-49                       | Changes in reporting                                       | None  |
| 102-50                       | Reporting period   | All information presented covers calendar year 2019 unless otherwise stated.              |
| 102-51                       | Date of most recent report                                 | November 2020; this is our second report.   |
| 102-52                       | Reporting cycle  | Annual  |
| 102-53                       | Contact point for questions regarding the report           | Back Cover; ir@camdenliving.com   |
| 102-54                       | Claims of reporting in accordance with the GRI standards   | Appendix, GRI Content Index, p. 36-38   |
| 102-55                       | GRI content index  | Appendix, GRI Content Index, p. 36-38   |
| 102-56                       | External assurance   | None  |

*Camden is committed to sustainability and good corporate citizenship, and to having a positive impact on our communities, associates, residents and shareholders. We strive to incorporate sustainable practices in all aspects of our business and will continue to seek ways to improve and enhance our future efforts.*



**Houston Corporate Office**

11 Greenway Plaza  
Suite 2400  
Houston, TX 77046

**Regional Offices**

**Atlanta**  
50 Glenlake Parkway  
Suite 500  
Atlanta, GA 30328

**Austin**  
5400 North Lamar Blvd  
Austin, TX 78751

**California**  
27261 Las Ramblas  
Suite 300  
Mission Viejo, CA 92691

**Charlotte**  
309 East Morehead Street  
Suite 288  
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**Denver**  
13949 West Colfax Avenue  
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Lakewood, CO 80401

**Houston**  
11 Greenway Plaza  
Suite 2400  
Houston, TX 77046

**Orlando**  
668 North Orange Avenue  
Orlando, FL 32801

**Phoenix**  
2151 East Broadway Road  
Suite 210  
Tempe, AZ 85282

**Raleigh**  
2114 Summit Ridge Loop  
Morrisville, NC 27560

**South Florida**  
501 SE 2nd Street  
Suite 301  
Fort Lauderdale, FL 33301

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