

**HUMAN RIGHTS POLICY**  
**CORPORATE OFFICE PROPERTIES TRUST**  
**(Adopted November 18, 2021)**

Corporate Office Properties Trust ("COPT") adopted this policy to publicly reflect our historical commitment to promote integrity and ethical conduct throughout our day-to-day operations for the benefit of our various stakeholders, including employees, shareholders, tenants, vendors or members of the communities in which we operate. This policy is an outgrowth of our Code of Business Conduct and Ethics and our Vendor Code of Business Conduct and Ethics, both of which are available on our website.

- Discrimination.** COPT respects the rights of individuals, including women and minorities, to be treated equally and enjoy the rights and liberties guaranteed by the Bill of Rights of the Constitution of the United States of America and the Civil Rights Act of 1964 and other Federal and state laws which prohibit discrimination. We evaluate individuals for employment and promotion based on their individual merit and performance and we do not discriminate on the basis of race, color, religion, national origin, sex, age, disability or other characteristic protected by law. We value and support the hiring and promotion of veterans.
- Right to Water.** We believe access to clean water is a fundamental human right as discussed in more detail in our Environmental Policy.
- Forced & Child Labor.** COPT opposes human trafficking and the use of forced labor and child labor practices and seeks to ensure that its suppliers, contractors, vendors and other partners do not engage in or otherwise support such abusive labor practices. COPT will not work with any supplier, contractor, vendor or partner who engages in forced labor, child labor practices or labor practices that otherwise violate the law.
- Vendors, Suppliers & Partners.** As part of our commitment to advance the human rights of the individuals who work with COPT and are impacted by our operations, this Human Rights policy will also apply to our vendors, suppliers and other groups from whom we procure goods and services. We also apply the same standards to our partners and expect our partners to conform to these standards.
- Stakeholders.** Consistent with COPT's inclusion of various stakeholders' perspectives, COPT crafted this policy with the input of representatives of COPT's various stakeholders.
- Training.** We will provide our employees training with respect to this Human Rights policy in the same manner and schedule in which we train our employees with respect to our other corporate policies and procedures.
- Governance.** All of our employees and our vendors are responsible for compliance with this policy. Any violations of this policy may be reported directly to our Human Resources department or anonymously through COPT's Ethics Hotline which is accessible on its website.

**History of Policy:**

Policy adopted by the ESG Steering Committee on November 18, 2021 and revised March 25, 2022