



# 2022

## Corporate Sustainability Report





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# CEO Letter

As a preferred partner of the United States government and its contractors for owning, operating and developing mission-critical facilities, reliability is paramount to COPT. Our total operating portfolio consisted of 186 office and data center shell properties that contain 21.7 million square feet ("SF"), 94.2% of which was leased as of December 31, 2021. We leased 3.9 million SF in 2021, representing our fifth consecutive year with leasing in excess of 3.0 million SF. This leasing included 1.2 million SF of development leasing in Defense/IT locations, 600,000 SF of vacancy leasing and 2.1 million SF of renewal leasing, resulting in a portfolio-wide tenant retention rate of 74.2%. Strong tenant recruitment and retention reflects the efforts of our COPT team members to rise to the challenges posed by the operating environment of 2021. I am proud of the exceptional tenacity our employees have demonstrated as they continue to maximize revenue and deliver results for the tenants, investors and communities we serve.

Together with my fellow executives and the Board of Trustees, we strive to manage our assets in line with our Company's foundational RITE principles to Reduce, Innovate, Thrive and Engage. The RITE principles underlie COPT's approach to Environmental, Social and Governance ("ESG"). We evaluated the performance of our current ESG program and identified areas for continued improvement by once again participating in the 2021 Global Real Estate Sustainability Benchmarks ("GRESB") survey, the industry standard for sustainability reporting. In 2021, our team received its seventh consecutive "Green Star" award from GRESB. This distinction serves as a testament to our Company's commitment to environmental excellence. We report all relevant progress in this, our eighth consecutive Corporate Sustainability Report, and supplemental materials published to our website.

Our team members hold themselves to the highest standards for construction and management of new and existing buildings. In 2021, our Company placed 766,000 SF into service in eight newly developed properties. We continue to develop an additional 1.7 million SF of properties. For nearly twenty years, we have worked to achieve Leadership in Energy and Environmental Design ("LEED") certification or incorporate LEED standards in all new construction projects. We are also exploring additional building certifications to demonstrate the achievements of our portfolio, including

WELL Certifications that measure the effect of the built environment on human health and wellbeing.

Our commitment to environmental responsibility goes far beyond new construction. We believe we are far more environmentally effective when we manage and modernize older buildings to run efficiently through investments in new heating and cooling systems, energy saving roofing, solar films and state-of-the-art preventive maintenance programs. In certain cases, we have redeveloped properties to like-new conditions with significant investments to further reduce the impact on the environment. Our team of experts, including design and facility management professionals, work together to continuously monitor existing buildings to identify opportunities to renovate and retrofit. This work enables our teams to comprehensively reduce our environmental footprint while addressing new developments and longer-held assets that optimally serve our tenants, our communities and our investors.

Looking forward, my team and I will work to ensure the long-term success and sustainability of our business by maintaining a proactive approach to the potential risks of climate-related change. To this end, we partnered with a third-party sustainability consultant to conduct our first Taskforce for Climate-related Financial Disclosures ("TCFD") Readiness Assessment to assess our portfolio's current exposure to the potential effects of climate change. This exercise concluded COPT is currently well-positioned to operate through environmental changes that may occur due to the size, location and nature of our assets. While we are pleased by these initial findings, we recognize the ever-evolving nature of potential climate-related risk. We are committed to continuously monitoring the full range of business risks to our current and future portfolio, assessing their significance to COPT and our shareholders and managing them appropriately.



**Stephen E. Budorick**  
President + Chief Executive Officer

# Company Overview

Corporate Office Properties Trust ("COPT" and the "Company") is a fully integrated and self-managed real estate investment trust ("REIT") that owns, manages, leases, develops and selectively acquires office and data center properties. Our business model is to be a full-service partner for our tenants by delivering quality and value in addition to space.

Headquartered in Columbia, Maryland, our shares are listed on the New York Stock Exchange ("NYSE") under the symbol "OFC," and are included in the S&P MidCap 400 Index. As of December 31, 2021, our total operating portfolio consisted of 186 office and data center shell properties (including 19 owned through unconsolidated joint ventures) that contained 21.7 million SF that were 94.2% leased. As of December 31, 2021, we also owned one wholesale data center property with a capacity of 19.25 megawatts ("MW"), which we sold on January 25, 2022. As of the same date, our development pipeline consisted of 11 projects, including eight office properties and three data center shells that represent an investment of \$542.4 million. These projects, which will total an estimated 1.7 million SF upon completion, were 96% pre-leased at year end.

We are a preferred provider of mission-critical real estate solutions to the defense industry. The majority of our portfolio is in locations that support U.S. government-sponsored activities ("Defense/IT Locations"). Most tenants are engaged in national security, defense and information technology ("IT")-related activities servicing what the Company believes are growing, durable, priority missions. We also own and operate assets located in select urban/urban-like submarkets in Maryland, Virginia and Washington D.C.

We operate and control the majority of our assets through our operating partnership, Corporate Office Properties, L.P. ("COPLP") and subsidiaries (collectively, the "Operating Partnership"), of which COPT is the sole general partner. COPLP owns real estate directly and through subsidiary partnerships and limited liability companies ("LLCs"). In addition to owning real estate, COPLP also owns subsidiaries that provide real estate services such as property management, development and construction services primarily for our properties and selectively for third parties.



## COPT by the Numbers

**405** employees

**186** properties

**21.7** million SF

**\$556.6** million in revenues from real estate operations

**\$1.6** billion in shareholder equity

**\$3** billion in equity market capitalization

**17** LEED-accredited employees

## 2021 Key Sustainability Achievements



Achieved our **seventh consecutive GRESB Green Star** award, a testament to our portfolio's track record of exceptional sustainability performance.



Completed our **first climate-related risk assessment** to improve our ability to enhance our alignment with the TCFD framework.



Disclosed our **Environmental Policy Statement and Human Rights Policy for the first time**, codifying our commitment to these principles.



Recognized as a **National and Regional "Top Place to Work"** by Top Workplaces and *The Baltimore Sun*, respectively.



Enhanced **alignment with 13 of 17 United Nations Sustainable Development Goals ("UN SDGs")** by expanding resource management programs and related goals.



Strengthened **Board-level oversight of ESG matters** by amending the charter of the Board of Trustee's Nominating and Corporate Governance Committee.



Invested **more than \$310,000** in our local communities through corporate and employee charitable donations.

# Sustainability at COPT

Sustainability underpins all aspects of our business. We implement principles of sustainability in our property development and operations in accordance with our Reduce, Thrive, Innovate and Engage ("RITE") principles.

# R

## REDUCE

Minimize the consumption of energy and water resources when and where possible and reduce our intensity of greenhouse gases ("GHG"), water use and non-recyclable waste.

- > Minimize our resource footprint, by reducing the water use, non-recyclable waste generation and GHG emissions associated with Company-managed operations.

# I

## INNOVATE

Continue to adapt and enhance building operations, designs and technologies to maximize benefits.

- > Pursue the retrofitting or remodeling of existing properties, to provide tenants with maximum benefits with minimum waste.

# T

## THRIVE

Allocate resources to manage sustainability-related risks and continue generating resilient cash flows that benefit our stakeholders.

- > Invest in climate resilience measures across our portfolio, ensuring sustained stakeholder value.

# E

## ENGAGE

Select, align and grow a healthy and talented workforce; attract, retain and support high credit tenants who value our full-service relationship; support our surrounding communities; and deliver on all stakeholder expectations.

- > Attract and retain talented, productive employees to foster long-term relationships with high-value tenants that generate value for the Company and associated parties.

We understand the risk that climate change could impact all businesses, including ours. We disclose our ESG performance in-line with the GRESB framework to inform our stakeholders of the current sustainability of our portfolio. Additionally, we use the TCFD framework to communicate how we identify, assess and manage climate-related risks and opportunities across all relevant management programs. Effective management of our environment and climate strategies, activities, risks and opportunities are the responsibility of executive leadership and are a charter responsibility of the Nominating and Corporate Governance Committee of the Board of Trustees.

Prioritizing sustainability in our approach to development, redevelopment, construction, renovation and property management offers a wealth of benefits to all of our stakeholders, including our employees, tenants, communities and shareholders. We recognize sustained business growth requires us to assess the potential impact of environmental risks and invest in ongoing mitigation opportunities. Climate-related risks include possible increased costs to prepare for and recover from extreme weather events and increased operating costs due to limited resource availability. We plan to minimize the impact of these risks by exploring investments in sustainable opportunities that would yield cost savings from improved building efficiency, cost-effectiveness use of on-site renewable energy generation and long-term returns from low-risk development.

Our sustainability program is designed to leverage our existing robust business planning and management processes to mitigate the aforementioned risks and take

advantage of the opportunities. Our 2022 TCFD Readiness Assessment determined we are currently well-positioned to adapt to potential climate-related changes over time due to the sustainability of our properties, engagement of our corporate leadership and resiliency of our portfolio, owing to the nature of our tenants. We actively track and manage our Scope 1 and 2 GHG emissions where we maintain operational control. Looking forward, we also understand the importance of quantifying Scope 3 GHG emissions and are assessing which types of those emissions can be measured and communicated for our portfolio. We are confident in our management approach toward climate risks and opportunities, and we are actively working to improve how we communicate our programs and performance related to climate change and other ESG topics.

See our [2022 TCFD Disclosure](#) as of March 2022 published on our website and on page 46 for more information addressing climate-related risk.



## COPT + The United Nations Sustainable Development Goals

As we continue to advance our sustainability initiatives, we recognize the importance of using established sustainability reporting frameworks as guidance for corporate responsibility. We have identified the following 13 areas of alignment between the 17 total UN SDGs and our business in 2021.

GOAL	HOW COPT CONTRIBUTES
 <b>SDG1</b> No Poverty	<ul style="list-style-type: none"> <li>&gt; Community Involvement + Philanthropy</li> <li>&gt; Our Contributions to United Way</li> </ul>
 <b>SDG2</b> Zero Hunger	
 <b>SDG3</b> Good Health and Wellbeing	<ul style="list-style-type: none"> <li>&gt; Employee Health + Wellbeing</li> <li>&gt; Environmental Stewardship</li> <li>&gt; Supporting United Way Affiliates</li> </ul>
 <b>SDG4</b> Quality Education	<ul style="list-style-type: none"> <li>&gt; Recruiting + Retaining Talented Employees</li> <li>&gt; Providing Educational Support for Our Employees + Families with Scholarships + Sponsorships</li> <li>&gt; Creating a Community Center to Support Lower Income Families</li> <li>&gt; Providing Internship Opportunities to Young Students, Many of Whom Are Disadvantaged</li> </ul>
 <b>SDG5</b> Gender Equality	<ul style="list-style-type: none"> <li>&gt; Our Board of Trustees</li> <li>&gt; Our Employees</li> <li>&gt; Diversity + Inclusion Practices</li> </ul>
 <b>SDG6</b> Clean Water and Sanitation	<ul style="list-style-type: none"> <li>&gt; Water Management</li> </ul>
 <b>SDG7</b> Clean and Affordable Energy	<ul style="list-style-type: none"> <li>&gt; Environmental Stewardship</li> </ul>
 <b>SDG8</b> Decent Work and Economic Growth	<ul style="list-style-type: none"> <li>&gt; Innovation + Research and Development</li> <li>&gt; Recruiting + Retaining Talented Employees</li> <li>&gt; Fair Labor Practices</li> </ul>
 <b>SDG9</b> Industry, Innovation and Infrastructure	<ul style="list-style-type: none"> <li>&gt; Innovation + Research and Development</li> </ul>
 <b>SDG10</b> Reduce Inequalities	<ul style="list-style-type: none"> <li>&gt; United Way of Central Maryland, Alabama, Texas and Virginia</li> <li>&gt; Diversity + Inclusion Practices</li> </ul>



### SDG11 Sustainable Cities and Communities

- > United Way of Central Maryland, Alabama, Texas and Virginia
- > Tenants + Communities
- > Development + Redevelopment
- > Community Artwork
- > Environmental Stewardship + Asset and Stakeholder Alignment



### SDG12 Responsible Consumption and Production

- > Development + Redevelopment
- > Waste Management



### SDG13 Climate Action

- > Environmental Stewardship + Asset and Stakeholder Alignment

Almost two decades into our sustainability journey, we continue to reach new milestones as we seek solutions that benefit our employees, our investors, our tenants and our planet. Our 2019 materiality assessment defined the ESG issues that are top priorities for our Company and our stakeholders. In 2020, we committed to three quantitative environmental goals to achieve by 2025:

- > 5% reduction of energy use intensity,\*
- > 5% reduction in Scope 1 and 2 GHG emissions intensity,\* and
- > Zero increase in water use intensity.\*

*\*From our 2019 baseline. Find more details on page 13.*

The insights provided by evaluating and setting those goals led us to adopt several aspects of traditional green leasing standards. Tenants benefit from the sustainable design, construction and management attributes of existing and future buildings. Integrating sustainability throughout all levels of our company enables us to achieve progress towards consistent environmental performance and resource efficiency, establish metrics for impact reduction goals and improve the overall climate resiliency of our portfolio.

Our Environmental Policy Statement commits our Company to make annual disclosures regarding our ESG impacts, and to work toward improving our performance. Because sustainability is central to our mission, we integrate sustainability elements into the functions of decision makers and experts working in different roles throughout the Company. By ensuring internal stakeholders understand and value sustainability in their own work, we create a network of leaders that champion our mission, ensuring it endures and succeeds.

Our leadership is closely involved with the Company's sustainability governance, and executives across the Company regularly engage with senior management on sustainability performance and goalsetting. The Board of Trustees receives regular updates on ESG matters, including short-term and long-term strategic objective progress; overall resource optimization for the portfolio, including consumption and reduction; and new objectives. It is a charter responsibility of the Board's Nominating and Corporate Governance Committee to oversee our strategies, activities and risks and opportunities relating to sustainability and ESG matters. Engaged leadership drives sustainability efforts forward, ensuring we achieve our mission to create value while doing the right thing for our environment.

See our [Environmental Policy Statement](#) for further discussion of how we incorporate sustainability throughout daily operations.

# COPT + The Environment

Our commitment to environmental performance has been integral to our identity and success for almost two decades. We are dedicated to achieving excellence, as we believe value creation and strong ESG practices are inherently linked. We manage sustainability to ensure we align with the latest standards and requirements in our industry, such as maintaining an environmental management system ("EMS") that is aligned with ISO 14001, standards for industry-specific best practices, for over ten years.

We continually reassess the role that sustainability plays in our portfolio and operations and identify ways to integrate sustainability-related topics throughout our business. Our leadership understands that by identifying

and implementing more sustainable practices we can enhance the longevity of assets, success of our people and wellbeing of our communities and planet. This report summarizes our ongoing endeavor to identify the most relevant environmental topics to our activities and business relationships, and discuss the appropriate management or mitigation response, as applicable. In the last several years, we have made strides to expand such disclosures to reporting frameworks and rating firms in an effort to better evaluate and communicate our ESG performance relative to our industry and wider corporate universe.



## 2025 Sustainability Goals

To demonstrate our commitment and help drive sustainability improvements throughout our portfolio, we developed five-year targets for minimizing our environmental footprint. In 2021, we determined a new waste management goal. The table below defines the scope of each goal and provides a progress update.

### ENVIRONMENTAL GOALS FOR 2025

Environmental Aspect	Goal	2025 Goal	2021 Status	2019 Baseline
 <b>Energy Use*</b>	5% intensity reduction	22.3 kWh/SF	22.3 kWh/SF <b>(5.1% REDUCTION)</b>	23.5 kWh/SF
 <b>Scope 1 and 2 GHG Emissions*</b>	5% intensity reduction	6.89 kg CO <sub>2</sub> e/SF	6.11 kg CO <sub>2</sub> e/SF <b>(15.7% REDUCTION)</b>	7.25 kg CO <sub>2</sub> e/SF
 <b>Water Use</b>	Zero increase in water use intensity	0.0362 m <sup>3</sup> /SF	0.0345 m <sup>3</sup> /SF <b>(4.7% REDUCTION)</b>	0.0362 m <sup>3</sup> /SF
 <b>Solid Waste Diversion from Landfill</b>	Implement corporate water management program Enhance communications to increase tenant and staff awareness of proper waste management practices			

*\*Energy and GHG emissions within COPT's operational control exclude buildings that are wholly tenant-controlled. Wholly tenant-controlled buildings represent approximately 35% of our portfolio square footage, but approximately 82% of our total estimated energy consumption.*

### ENERGY + GHG EMISSIONS

As a real estate firm, energy consumption is the largest component of our environmental footprint, which means it presents the greatest opportunity for improvement. We have set energy goals to reduce the energy use intensity associated with heating, ventilation and air conditioning ("HVAC") systems and for lighting the shared building spaces over which our Company has operational control. We similarly established an emission intensity reduction goal to target Scope 1 and 2 GHG emissions generated by our controlled assets. Scope 1 and 2 GHG emissions represent the direct emissions from the operation of Company-controlled facilities and vehicles, in addition to the indirect emissions from purchased energy (primarily electricity) used by Company-controlled properties. More details about energy use can be found in the Sustainability Data Table on page 44.

We track emissions of nitrogen oxides, sulfur dioxide and particulates in compliance with air permits in the states where we operate. These emissions are associated with emergency diesel generators in our buildings that provide backup power in case of outages due to circumstances out of our control, such as natural disasters. Operation of this equipment and the annual emissions level depend upon frequency and duration of power outages, as well as the testing and maintenance schedule to ensure safe and reliable backup generating capacity as required by our operating permit.

> In 2021, we continued to reduce our energy intensity for locations where we have operational control, and we achieved our GHG emissions intensity reduction goal, well in advance of our target date of 2025. We expect that GHG emissions will continue to decrease as a result of our ongoing energy efficiency efforts, and we will consider additional GHG goals for the future.

## WASTE + RECYCLING

We have introduced a new goal to minimize the Company's contributions to landfills by increasing tenant and staff awareness of waste associated with their operations. This new waste management goal incorporates insights from newly available data on waste generation and recycling from our waste management vendor, Blue Planet Environmental Solutions ("Blue Planet"). We generate less than 500 pounds of hazardous waste annually, which is managed by certified transporters and disposal facilities in compliance with all applicable regulations. We are working to increase the waste sorting capabilities across the portfolio and provide education on recycling best practices for all building staff and tenants. Additionally, we are exploring opportunities to provide composting services for our restaurant facilities. We anticipate that our efforts will help those working in our facilities to increase the proportion of waste that is diverted from landfills.

- > In 2021, Blue Planet aggregated data from waste haulers to estimate that we achieved over a 50% landfill diversion (recycled) rate across the majority of our portfolio for the year. While waste data is difficult to validate, Blue Planet's spot checks of our waste streams support the reliability of hauler-provided data. We and our partners are committed to expanding our data collection systems to better understand our waste streams and assess the suitability of potential future data validation efforts.

## WATER

Reliable supplies of safe drinking water are vital to our tenants and to the safe operation of our buildings. We are committed to responsible water stewardship to serve our tenants, support our employees, protect our communities and preserve business value. We currently report water intensity based on square footage of office space; we are also exploring ways to analyze and manage water intensity based on occupancy and headcount. Any refinements to our water use data and goals will be discussed in our future sustainability reports.

Our water intensity goal covers all water use at our buildings, including domestic and sanitary uses as well as irrigation, sprinklers and cooling towers. Domestic and sanitary water use was approximately 610,000 m<sup>3</sup> in 2021, and irrigation, sprinklers and cooling towers use was approximately 99,000 m<sup>3</sup> of water in 2021. Total wastewater discharged to publicly owned sewage systems would be approximately equal to the volume of water we use for domestic or sanitary purposes (e.g., sinks and toilets) plus an estimated 10% of water used for other purposes such as irrigation, sprinklers and cooling



**Sustainable roofs can provide multiple benefits. "Green Roofs" are cherished additions to tenants' shared common space as they add beauty and interest to buildings. A growing number of our properties, including 2100 L pictured here, feature Green Roofs and "Cool Roofs" to help improve energy efficiency of cooling systems by absorbing less sunlight.**

towers (i.e., 610,000 m<sup>3</sup> plus 10% of 99,000 m<sup>3</sup>). The total wastewater discharged to publicly owned sewage systems was estimated to be approximately 620,000 m<sup>3</sup> of water in 2021.

- > In 2021, we achieved our goal of zero increase in water use intensity across the portfolio, with a total water use of 0.0345 m<sup>3</sup>/SF compared to our 2019 baseline of 0.0362 m<sup>3</sup>/SF. This year, we enhanced our strategic approach to water management, aiming to reduce risk and maintain reliable operations. More details are provided in the Water Management section of this report.

## Environmental Stewardship + Asset and Stakeholder Alignment

We seek to achieve progress towards our 2025 sustainability goals not only to yield environmental benefits, but also to drive operational savings across our portfolio. We share the benefits of these cost savings with the tenants and communities we serve. We are dedicated to maintaining our commitment to U.S. Green Building Council's LEED program by developing new buildings designed to use resources with a high level of efficiency and low impact on human health and the environment during their life cycles. Approximately 36% of total square footage across our portfolio is LEED certified as of December 31, 2021. In existing buildings that have

not obtained some level of LEED certification, we are committed to adopting select LEED Building Operations and Maintenance guidelines. These best practices govern cleaning, recycling and energy reduction efforts for the remainder of our portfolio.

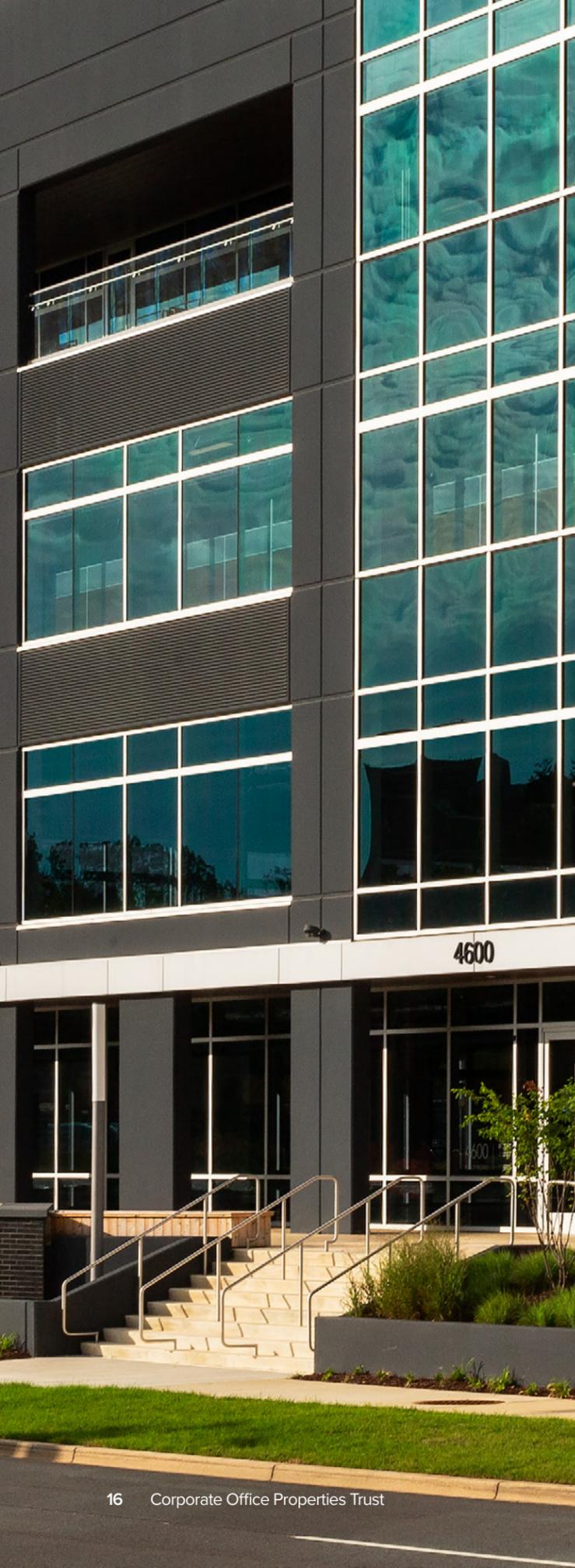
## Existing COPT Properties

We reference LEED for Building Operations and Maintenance guidance to develop company policies that encourage our employees and tenants to make more sustainable choices. For instance, we invest in a number of low-carbon opportunities that reduce our environmental footprint. 25 properties are equipped with on-site transportation options, including bike shares, that offer accessible, environmentally friendly ways to get around within each campus and into nearby communities throughout the day. Additionally, select properties offer priority parking and charging stations as an added convenience for drivers of hybrid and electric vehicles. We are committed to actively expanding the share of our portfolio with these amenities to continue to support the possibility of an increasing number of tenants and employees that opt for low emissions vehicles.

These efforts are a part of our commitment to update internal guidelines to reflect the most recent iteration of LEED guidance. While not a comprehensive list, our actions also include the following:

- > Introducing a recycling program to increase diversion rates of consumables, durable goods and construction waste.
- > Establishing a Green Cleaning Program that reduces use of hazardous cleaning products that may contain contaminants that threaten air quality, human health, building finishes, building systems and the environment.
- > Implementing an Environmentally Safe and Integrated Pest Management Program to minimize property pest problems and avoid employee exposure to pesticides.
- > Adopting sustainable landscape practices, including opting for indigenous planting and reducing hardscape.
- > Enacting minimum Indoor Air Quality standards and implementation of monitoring to maintain the tenant and staff comfort and well-being.
- > Prohibiting smoking within 25 feet of building entrances.
- > Installing HVAC and building automation systems to enable efficient building operations and reduce resource consumption.
- > Incentivizing hybrid and electric vehicles by providing drivers advantaged parking locations and access to charging stations.





## Energy Management

We are committed to reducing our Company's energy consumption by investing in efficient technologies and implementing resource conservation practices. In 2021, Company-controlled properties consumed 5,430 MWh of electricity from renewable sources. This represents approximately 1.9% of this portion of the portfolio's electricity use and includes 5,197 MWh of purchased renewable energy and 233 MWh of emissions-free energy generated by on-site solar panels. We recognize that proactively maintaining and upgrading our systems and equipment will result in energy and cost savings down the line, even at the properties where our tenants manage the levels of energy usage. Each year, our facilities teams and management evaluate opportunities to improve the energy efficiency through investments in portfolio capital projects.

This includes:

- > Investing in high-efficiency HVAC equipment that is controlled by state-of-the-art Building Automation Systems and replacing/upgrading elements when needed.
- > Standardizing basic parameters, such as temperature set points and run times.
- > Monitoring electricity consumption in developing energy management strategies.
- > Establishing high-efficiency equipment and appliances.
- > Installing on-site solar panels to generate low-carbon energy.
- > Incorporating energy reflecting white or tan "cool roofs" for temperature control.
- > Minimizing impervious areas, such as hardscapes and parking lots.
- > Retrofitting interior and exterior lighting to high efficiency LEDs.

Our Company prioritizes energy efficiency technology in our properties so we can reliably meet the energy needs of all of our tenants. We constantly seek new solutions to improve the performance of our portfolio. Together with our energy management partner, Schneider Electric, we have made progress towards this goal by enrolling our buildings in the U.S. Environmental Protection Agency and Department of Energy's ENERGY STAR program. ENERGY STAR evaluates buildings against a national average for similar facilities using a set of energy efficiency standards. In 2021, we benchmarked 40 buildings through this program and maintained ENERGY STAR certifications for 2.8 million SF across 25 properties.

## Water Management

Even as the Company's portfolio has grown, we have maintained a water use intensity of 0.0345 m<sup>3</sup>/SF (compared to our 2019 baseline of 0.0362 m<sup>3</sup>/SF) through maintenance, performance monitoring and appropriate water use reduction technology, such as hands-free sinks and auto-flushing toilets.

Beyond our buildings, we actively manage our outdoor water usage. We choose native and drought resistant plants whenever possible to minimize the required upkeep and emphasize the natural beauty of our diverse campuses. Additionally, we tailor our approach to the unique needs of each location, including using reclaimed water for irrigation purposes to reduce the overall water demand of our lone development that falls within a water-stressed area. We also maintain bioswales on our properties to remove debris and pollution from captured stormwater using vegetation and soil. We own or control more than 1,100 acres of land across our portfolio in Alabama,

Maryland, Texas, Virginia and Washington D.C. Given the size and location of our assets, we roughly estimate that we annually manage up to 1.4 billion gallons of stormwater in full compliance with regulatory requirements. These efforts help minimize the effects of flooding and erosion and result in cleaner discharge to waterways. Healthier water systems positively impact public health and help to protect fragile ecosystems and terrestrial and aquatic species that depend on them.

Excessive rainwater runoff can impact the health of waterways and estuaries in and around our communities, a particular focus for our Company due to the location of many of our properties within the ecologically sensitive watershed of the Chesapeake Bay. Our stormwater management practices aim to limit the effects of flooding and erosion and help to protect valuable wetlands and aquatic life in the Chesapeake and other watersheds.

Strategic Elements	Water Management Activities
Property development	<ul style="list-style-type: none"> <li>&gt; We assess water stress and potential water risk when siting new property for development or when acquiring existing facilities.</li> <li>&gt; All new construction strives to incorporate LEED guidance with a strong focus on water management, including the use of the latest innovations in water efficiency and flood control.</li> </ul>
Operations	<ul style="list-style-type: none"> <li>&gt; Our overall objectives are to fully comply with regulations, cultivate reliable supplies of water and maintain current levels of water efficiency for tenant water use, building operations and landscape irrigation.</li> <li>&gt; We periodically assess potential risks to our operations by evaluating the reliability of local utility water, wastewater and stormwater infrastructure.</li> </ul>
Engagement	<ul style="list-style-type: none"> <li>&gt; We measure and record total building water use to track trends and spotlight opportunities for improvement.</li> <li>&gt; We equip our employees and tenants with the knowledge to achieve sustained water efficiency improvements.</li> </ul>



We appreciate that investments in water infrastructure yield benefits for both our Company and our communities. At our property at 2100 L Street in Washington D.C., we replaced and enhanced stormwater management piping to improve the resiliency of the urban landscape.

## Waste Management

While we work hard to install building-wide systems that have the capacity to responsibly manage our waste, we recognize that we must engage our tenants to implement these solutions. We provide materials in our regular tenant council meetings to inform tenants of the waste disposal and recycling options that are available for several types of common goods. Our facilities teams also ensure all signage remains up to date to supplement this education.

These efforts contribute to our new waste management goal to encourage decreased consumption and increased recycling and reuse. We are exploring options to better understand our waste quantity and composition via

invoices provided by our waste management vendor Blue Planet. We currently monitor waste associated with construction and development projects in accordance with LEED guidance. Additionally, we continue to refine our comprehensive recycling program for all business and tenant waste, including: mercury-containing lamps, batteries, ongoing consumables and associated packaging (e.g., paper, glass, plastics), durable goods (e.g., electronics, appliances, furniture) and materials used in facility alterations and additions (e.g., concrete, wood, carpet and steel).



## Innovation + Research and Development

Innovation is an important consideration for our ESG efforts because innovation allows our Company to sustainably adapt to a changing world. We critically evaluate new technology not on popularity, but rather on the potential utility to our Company's unique needs.

For example, we adopted a computerized maintenance management system ("CMMS"), a software that provides comprehensive asset lifecycle and maintenance management insights. The CMMS allows building management to track and manage work orders, manpower and maintenance costs. These insights help us anticipate upcoming maintenance needs and identify appropriate preventative service to extend equipment life and optimize performance. This kind of innovative approach benefits our Company, our tenants and the planet. For our Company, it means increased profitability through improved equipment performance and reduced maintenance expenditures. We pass along these cost savings to our tenants, who enjoy reduced volume of maintenance requests and greater reliability of building maintenance services. It also helps reduce our environmental impact by minimizing the amount of defunct equipment sent to landfills and wasted energy resulting from inefficient building operations.

We are diligent and responsive in monitoring the latest research regarding impacts of our building maintenance systems on tenant health and wellbeing. The Company has long maintained indoor air quality standards and advanced robust cleaning procedures for all properties, including the use of MERV-13 rated filters and advanced HVAC systems to ensure tenant satisfaction. The Company monitors all pertinent health guidance for its buildings and tenants and implements safe building standards as indicated by local guidance and best practices. In response to heightened health concerns during the past several years, we have further strengthened our existing safe building standards and procedures to ensure the continued health, safety and wellbeing of our tenants and our building staff, especially in the high-traffic common areas in and around our properties.



**Innovation does not always mean building new. We are committed to maintaining existing structures wherever possible. Renewal is often far lower impact, for both the environment and the local community, than building new structures. However, some building renewal is best achieved with innovative solutions.**

**At our property 100 Light Street in downtown Baltimore, a classic skyscraper near the Inner Harbor, we created a modern HVAC system that involved installation of a custom solution. We retrofitted the building with room-sized "fan walls" to provide improved and upgraded HVAC with minimal waste and energy impact on the environment, and minimal disruption to the tenants and community. Solutions like this allow old buildings to have new life via modern retrofitting approaches.**



## New Development + Construction

Development of new assets allows our Company to prioritize our environmental standards throughout the design and construction process. We recognize that sustainable design may help attract and retain high-value tenants, who appreciate the benefits that our efficient and resilient buildings offer. We consider all aspects of sustainability when planning new properties, including the accessibility of site location, efficiency capabilities of water and energy systems and environmental impact of building materials.

We are committed to pursuing the most sustainable design within the scope of each project. Since 2003, we have set a goal for all new office buildings to meet or exceed LEED certification standards. As of December 31, 2021, 66 of our properties are LEED certified, representing 7.9 million SF, or over a third, of our total portfolio. This track record demonstrates that our Company is well-positioned to achieve LEED excellence as a result of our highly qualified workforce, which includes 17 LEED Accredited Professionals, LEED Green Associates and a WELL Accredited Professional. When extenuating circumstances prevent us from developing new construction in alignment with LEED Silver certification standards, we strive to incorporate LEED criteria into design and achieve LEED Certified levels. We also strive to achieve additional building certifications, when possible, to attest to the standard of our construction and operations. We are pleased to have earned our first WELL Health and Safety rating for 2100 L Street. WELL is an evidence-based, third-party verified rating for all facility types, which evaluates a wide variety of health and safety-related matters, including a building's operational policies, maintenance protocols, emergency plans and stakeholder education.

## Redevelopment

Our Company has over a decade of expertise in redeveloping aging assets with systems near functional obsolescence to give them new life and extend the duration of their service. Through 2021, we have invested a cumulative total of \$151.6 million in asset redevelopment, which includes seven currently held and since sold properties that represent more than 932,000 SF. We aim to reduce the consumption of new materials and landfill waste associated with our projects by salvaging high-quality durable building materials such as steel, concrete and glass from the old designs. Redevelopment is also attractive from a potential tenant's perspective, as leveraging the existing building footprint helps reduce the construction timeline and costs while still delivering efficient, safe and healthy working environments.



### 2100 L Street

In 2021, we completed 2100 L Street, a 10-story, 190,000 SF project, which features 8,000 SF of retail space in Washington D.C. This project represents the culmination of a four-year partnership between COPT, Akridge and the Argos Group. The LEED Platinum-certified building offers our tenants state-of-the-art amenities such as an art gallery, a spa-quality fitness center and rooftop terrace. Tenants and passersby alike enjoy the building's highly-designed pocket park and outdoor amenity area.

### 100 Light Street

100 Light Street in Baltimore represents our commitment to the renovation and redevelopment of our older properties. We have systematically improved and upgraded HVAC components, – including several fan walls – building lighting and elevator machines and controls to maximize tenant comfort and sustainability performance. Additionally, we have renovated and repaired an extensively large plaza area, replaced and enhanced water management and created an engaging outdoor amenity area for building occupants and the public to share. Our investments ensure this 50-year-old building, which occupies an iconic spot in the downtown Baltimore skyline and stands as the tallest building in Maryland, will continue to serve tenants in an environmentally efficient manner for decades to come.

### 6740 Alexander Bell Drive

When transitioning between tenants, we seek to retrofit current properties to meet prospective tenant's needs, when feasible. At 6740 Alexander Bell Drive in Columbia, our design and construction teams were able to redesign a recently vacated facility to secure a new 63,200 SF full-building lease.

# Our Employees

## Employee Health + Wellbeing

The primary objective of our Wellbeing Program is to provide employees with the tools and resources to be empowered and make positive choices to achieve overall wellbeing. Our Wellbeing Program takes an integrated and holistic approach to treating the whole person with an emphasis on preventative care.

We are proud to offer market-leading health benefits, which are a key component to our generous Total Rewards landscape. Additionally, we are committed to offering fair wages for all our employees along with best-in-class benefits as part of our high-performance employment program. Our generous and robust benefits fall under the suite of offerings through the Wellbeing Program.

We employ a variety of outreach methods in our employee education efforts to reach as many employees as possible on this important topic. Our human resources team strives to tailor each employee's healthcare coverage to fit their unique individual and family needs and circumstances. Individualized advice on healthcare elections and costs at new hire orientation, and on an annual basis during open enrollment encourages well-planned healthcare decisions. Compensation statements providing a breakdown of actual employee and employer costs also provide a comprehensive annual review of total benefit and retirement plan costs.

In addition, our benefits guide assists in navigating and simplifying the complicated landscape of employee health benefits.

To supplement the guide, we further offer email or one-on-one support to engage the entire workforce and ensure clarity. We also designate Wellbeing Champions who serve as contacts for peers with questions or concerns about our current Wellbeing Program. We encourage Wellbeing Champions to communicate the responses they receive to human resources leadership as it helps identify potential areas for enhancement. Our Company values the opportunity to adapt to our health and wellbeing offerings in response to employee feedback.

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# wellbeing

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### OUR COMPREHENSIVE WELLBEING PROGRAM HAS 5 PILLARS THAT HELP GUIDE OFFERINGS: CAREER, FINANCIAL, PHYSICAL, EMOTIONAL AND COMMUNITY.



#### CAREER

Our greatest strength is our employees, and our career development opportunities show our commitment to investing in the success of our workforce. We are dedicated to providing our employees access to the cost of educational assistance, continuing education conferences, skills training and certifications and licensing.



#### FINANCIAL

Being financially fit is a key component to overall wellbeing. Our financial education focuses on retirement readiness, making the most of the suite of benefits offered and opportunities to leverage pre-tax deductions.



#### PHYSICAL

We strongly encourage employees to engage in 30 or more minutes of physical activity per day. Employees can participate in company-wide challenges, attend our in-person athletic facilities or join an in-person or virtual fitness class.



#### EMOTIONAL

Mental wellbeing is just as important as physical health in helping to navigate through life's unexpected challenges, whether personal or professional. We provide our employees 24/7 access to free, confidential in-the-moment support through our Employee Assistance Program.



#### COMMUNITY

Philanthropic support is fundamental to our culture. Employees can pledge through multiple workplace campaigns, as well as volunteer, using the 8-hour day of service offered as annual paid leave.



## Employee Safety

We are committed to promoting the health and safety of all our employees and contractors. As such, we continuously work to minimize risks to human health while maintaining a safe working environment at all our workplaces. New and experienced employees undergo the same rigorous training program at the beginning of their tenure at our Company to ensure all employees have access to the same resources. Our health and safety team provides new trainings as new workplace hazards present themselves or evolve. We supplement trainings with consistent communication, such as weekly emails on a chosen safety topic and publicly posted signage. We update all signage in worksites and office locations so all provided information on injury and illness prevention remains current and legible.

Employees at all levels of seniority are encouraged to exercise their stop work authority to halt a task or job if they perceive that the circumstances pose a threat to the individual employee or others. We track all pertinent safety metrics, including Occupational Safety and Health Administration ("OSHA") requirements, to monitor our performance and identify trends over time.

This analysis helps our leadership appropriately direct additional resources to the areas of our business that may have specific training needs not fully addressed by our company-wide program.

### SAFETY PERFORMANCE SUMMARY AS OF 12/31/2021

	2021	2020	2019	2018
OSHA Total Recordable Incident Rate	1.6	1.2	1.4	1.8
Benchmark	–	1.9	2.7	2.6
OSHA Lost Day Incident Rate	0.7	0.9	0.2	1.2
Benchmark	–	1.2	0.8	1.0
Absentee Rate	2.30%	1.88%	2.10%	2.18%

## Diversity + Inclusion

We believe a diverse workforce is a strong workforce, and that by encouraging diverse contributions to our Company's decision-making processes, we build strong results and sustainable value creation both now and in future years. Our approach to human capital management incorporates diversity, equity and inclusion initiatives to attract and retain employees, contractors and vendors of diverse racial, ethnic, socioeconomic and gender identities.

As a publicly traded company and leader in sustainability, we understand that we have both a privilege and responsibility to encourage and support a diverse workforce. We appreciate that the location of our headquarters and much of our portfolio in some of the most diverse regions of the country, including Maryland, Virginia and Washington D.C., affords us ample opportunities to team up with an array of local partners. We strive to create a fair, open and competitive business environment that provides equal opportunity to all partners, including those with diverse leadership and employees.

Our diversity and inclusion initiatives include processes for recruitment, retention and career development of diverse workers. We implement principles of nondiscrimination and equal employment reporting to ensure candidates of all backgrounds are equally valued in our talent recruitment and management programs. Affinity groups provide learning opportunities as well as a venue for employees to connect with peers within the Company with shared identities. Mentorship programs offer mentor-mentee relationships so that junior employees can learn from leaders across the Company, including individuals outside of their typical business unit.

As of December 31, 2021, our Company's workforce is composed of 221 office and 184 technical and maintenance staff. Approximately 100% of office employees and technical staff work for our Company full-time. Female employees represent a majority – 58% – of our office-based staff, which includes senior leaders, managers and individual contributors. Although the gender diversity of our office staff is not mirrored in our technical or maintenance staff and crafts workers, that imbalance is in line with the industry standard in our areas of operation. Approximately one-third of our workforce identifies as racially or ethnically diverse, with 29% of our office workforce and 33% of our technical workforce identifying as a person of color.

## Talent Management

We are pleased that 49 new employees joined our team in 2021. We hope that these new hires contribute to the next generation of leadership, as 22 members of this cohort are under the age of 30. In the last several years, our Company has built relationships with trade schools and industry groups that are active in the communities in which we operate, such as the Apartment and Office Building Association of Metropolitan Washington ("AOBA"), the Maryland Apprenticeship and Training Program ("MATP") and the Heating, Ventilation and Air Conditioning ("HVAC") Council. These connections help us identify highly qualified local candidates who are excited to start their careers with us.

To help new hires understand the Company's expectations and employee offerings, we initially focus on core company programs and key skills training.

We offer employees four areas of Talent Development:

- > Core COPT Training
- > Educational Assistance
- > Professional Education, Certification and Licensing
- > Key Skills Training

We provided 2,800 training hours to employees in 2021, an average of approximately 27 hours of training received per employee who received training. We continue to invest in the professional growth of employees beyond integration by providing the option to seek educational tuition assistance, professional education and certification and licensing. In 2021, our Company gave \$42,000 in Educational Assistance to 19 employees and \$50,000 in scholarships to children of employees.

### WORKFORCE DEMOGRAPHICS AS OF 12/31/2021

	Technical	Office	Total
<b>GENDER DIVERSITY</b>			
Men	184	91	275
Women	0	130	130
<b>RACIAL AND ETHNIC DIVERSITY</b>			
Racially or Ethnically Diverse	60	64	124
White	124	157	281

## Employee Engagement

We believe that success builds on itself, and we endeavor not just to recruit the best new employees, but to retain employees once they join the Company. Employee engagement and retention, as well as talent development programs, ensure that employees are valued and have the opportunity put their skills and training to best use. Nurturing skill and career development creates a more resilient and robust workforce. We are proud that our overall employee retention rate during 2021 was 88%.

Furthermore, we seek to engage employees as regularly and authentically as possible to maintain satisfaction with our Company and leadership. In 2021, our employees had the opportunity to participate in several local and company-wide initiatives to engage with their peers and management. We solicit responses from all employees via our employee engagement survey to gauge overall job satisfaction, workforce health and wellbeing and identify opportunities for organizational improvement. We are proud to have earned our sixth consecutive regional and

first national distinction as a “Top Work Place” in 2021. As awards are determined by an employee survey, we are confident that these achievements are a testament to the continued success of our employee engagement program. We are committed to maintaining open and honest dialogue in company-wide town hall meetings and encourage employees to directly engage with senior management. Frequent topics for town hall meetings include introducing company initiatives and policies and discussing shortcomings and successes.

We have developed several programs to encourage our employees to engage with the Company and grow in their careers through Learning and Development programs. Because we believe that employees can learn from each other as well as through formalized education, we have established a strong Mentorship program. By creating enduring personal and professional bonds among employees, we strengthen the networks within our workforce and foster a stronger, more purposeful company culture.

## Tenants + Communities

We leverage our effective asset and stakeholder management to provide value to the tenants we serve and to the communities to which we belong. Our focus on sustainability in our leasing and operating practices, including environmentally friendly development, efficient building maintenance practices and strategic resource management goals, yields economic, environmental and social benefits for all stakeholders, including: shareholders, employees, tenants and communities. We use a variety of safety measures to support our tenants’ business continuity plans within our assets, including keeping them informed about extreme weather events, implementing active shooter training, providing security escorts and patrols and regularly scheduling fire drills. Our emergency response, disaster recovery and business continuity plans focus on minimizing incident response time and restoring properties as soon as possible.

Our recent efforts have increasingly focused on creating tenant spaces that enhance sustainability and wellness. In the last year, we have focused on creating convenient, vibrant and engaging common areas for our tenants to enjoy in both existing and new developments. For select existing buildings in less-dense neighborhoods, we initiated bike shares and healthy meal delivery programs that improve health, decrease energy use and deemphasize driving. In planning new developments, the Company considers investments in properties situated in walkable locations with easily accessible amenities, such as retail and food options. As a result, our tenants are not only provided health and wellness options, but also decrease their individual climate impact as they minimize the need for personal vehicles during the workday.

## Tenant Satisfaction

Each sustainability initiative that we undertake aims to contribute towards our overarching business goal of tenant satisfaction. We regularly communicate with all tenants via council meetings and quarterly one-on-one conversations to gain a better understanding of each tenant’s unique needs. Our teams leverage insights from these dialogues to adapt our service offerings to better serve individual tenants whenever possible.

Our most recent tenant satisfaction survey solicited feedback from a multitude of tenants across our portfolio. We are proud to note that this survey demonstrated a high overall tenant satisfaction rate of 97%. Ninety-nine percent (99%) of respondents were satisfied with our overall communication, 98% were satisfied with our overall responsiveness, and tenants were very satisfied with their spaces and our response to COVID-19. The survey further established that our tenants would recommend our services to peer companies. The positive responses affirm our goal of providing safe, secure and enjoyable workspaces that foster our tenants’ own performance. This success, which is echoed by a similarly high tenant retention rate, is a testament to our employees’ and staff members’ dedication to meeting or exceeding tenants’ needs and expectations. While we are pleased with our performance to date, we do not take these successes for granted, and continue to seek out new ways to improve our portfolio to maintain a similarly high level of tenant satisfaction.



We endeavor to incorporate trees and greenery into properties wherever possible, which serves both to enhance our properties’ beauty for tenants and employees as well as to contribute positively to our environmental impact. Our stormwater management ponds are beautiful complements to the landscaping, while also serving an important function in preventing contamination from runoff and pollutants.



## Cybersecurity, Data Privacy + Physical Security

Security excellence serves not just the needs of our clients, but the needs of the nation. As a preferred real estate provider for mission-critical clients, physical security, cybersecurity and data privacy are paramount. We design and implement robust safety and security programs for our portfolio locations and digital infrastructure. Our security approaches incorporate both complex regulatory requirements and relevant tenants' business continuity plans, with the intention of eliminating business interruptions.

Our building security systems and digital operational solutions utilize the most up-to-date technology to preempt potentially dangerous incidents. Partnerships with local law enforcement and fire departments further bolster our on-site emergency prevention capabilities and help minimize incident response times. In collaboration with our tenants and partners, we regularly conduct safety drills that demonstrate proper protocols for a variety of possible incidents, including in the case of an intruder, extreme weather event or circumstance requiring evacuation. While we cannot eliminate the possibility of emergencies, programs such as these equip our Company and our tenants with the necessary tools both to minimize the risk of incidents and to effectively respond to any incident that may arise.

As an industry leader in the safety and security measures taken to protect our portfolio, we constantly seek new methods to refine our physical and digital defense systems. In 2021, we began testing a new visitor sign-in system to gain additional insight to and discretion over those using our properties. At these select locations, all visitors, whether guests or contractors, are issued security cards with controlled access limited to only relevant facilities.

In addition to ensuring the physical security of our assets, we recognize the growing importance of data security. Our experts have developed advanced strategies to protect data from malicious threats. We employ multiple platforms to maintain a secure data environment for our employees, tenants and business partners. Our data security team, recognized within the industry as subject matter experts, adhere to best practices for ensuring a safe and secure network. These initiatives have included trainings to educate all Company employees on identifying and avoiding potential cyberattacks, as well as strategies and procedures for reporting and isolating suspected attempts at breaches of cybersecurity. At the highest levels of our business, this curriculum is complemented by additional tabletop exercises to expose senior management to multiple cybersecurity-related scenarios.

Cybersecurity complements our data privacy program, which safeguards data against unauthorized access or use. Our data privacy experts have constructed robust infrastructure that includes controls to restrict data exchange without appropriate notification and consent. Our human resources teams abide by the most stringent restrictions, to respect individual privacy and ensure all personal information remains confidential.

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Led by our experts, we have the **highest standards for cybersecurity**, and our program is recognized as best-in-class.

Our Chief Information Officer serves on the board of multiple industry advocacy groups, including the Cybersecurity Association of Maryland.

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## Community Involvement

We are committed to promoting the vibrancy and wellbeing of the communities in which our employees and tenants live and work. We partner with local charitable organizations in each state where we operate, in order to understand and tailor our charity initiatives to the specific needs of each unique community. Based on the feedback we receive during our dialog with local charities, we can effectively respond by mobilizing our internal or external stakeholders to meet local needs. In 2021, our charitable support included financial contributions, providing pro-bono construction resources, volunteering our time, coordinating goods donations and raising awareness for people and animals in need.

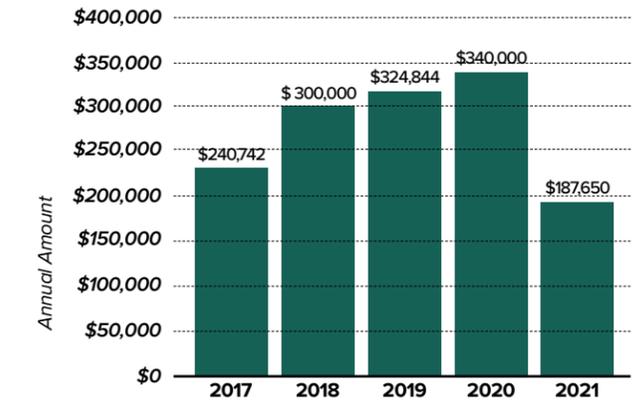
Our employee-run Associate Grant Program gives employees the platform to highlight specific charities, community issues and nonprofit organizations that they wish to support. Employees may submit a funding request to our Corporate Contributions Committee on behalf of their chosen nonprofit organization. The Company donated \$188,000 through this program in 2021, representing 50 grants, each ranging from \$250 to \$5,000.

We encourage our employees to give back to the community through participation in activities and programs designed to build enthusiasm for philanthropic actions. For example, COPT Cares Fridays uses “casual Fridays” as a way to encourage charity by collecting a modest weekly contribution from participants who wish to wear jeans to work on Fridays. We match up to \$1,000 raised by each employee who opts to participate in COPT Cares Fridays, which led to an overall donation of \$29,000 in 2021, including a company match of \$12,000 of the total \$17,000 raised by employees.

To encourage our employees to volunteer their time, the Company offers employees eight hours of paid time off to volunteer per fiscal year through our “Donate 8” program. This allows our employees to use their volunteer hours in ways that speak to their individual interests and community values, and that are truly meaningful to each. In 2021, our employees volunteered 1,400 hours of their time through this initiative, a donation equivalent to \$67,000 of wages.

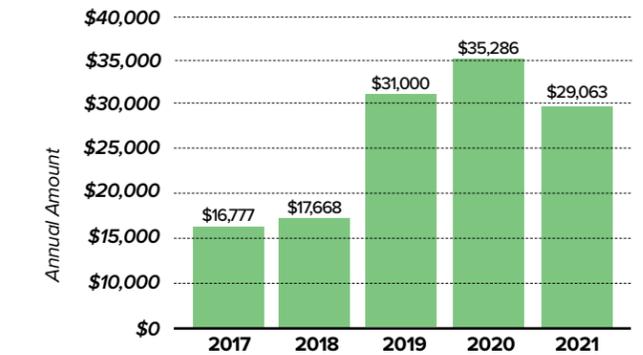
The Company and United Way have partnered on a project to fulfill a currently unmet need for financially accessible childcare in Howard County, Maryland, where our corporate headquarters is located. Recently completed in 2022, the United Way Family Center is a childcare facility located within our Columbia Gateway portfolio. The Family Center will provide high-quality, low-cost childcare and early childhood education for up to 76 Asset-Limited, Income Constrained and Employed (“ALICE”) families in Howard County. In an area where low- to moderate-income families struggle with a high cost of living, this facility will provide childcare for 10-16% less than the area average. The facility will also offer parents and caretakers crucial resources to help provide for their families, such as financial planning assistance and mental health support. Our Company initially provided design and planning services free of charge, focused on a facility that United Way intended to lease. We elected to construct a new purpose-built facility for United Way free of charge. We have since invested more than \$2 million in the development of the 10,000 SF building. Beyond this initial donation, the Company has leased the facility to United Way long-term at significantly reduced rates, a discount that is equivalent to a \$200,000 annual donation.

## Associate Grant Program



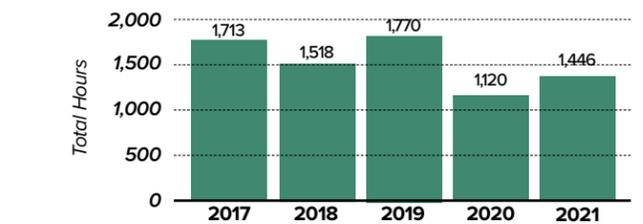
TOTAL: \$1,393,236

## COPT Cares Friday

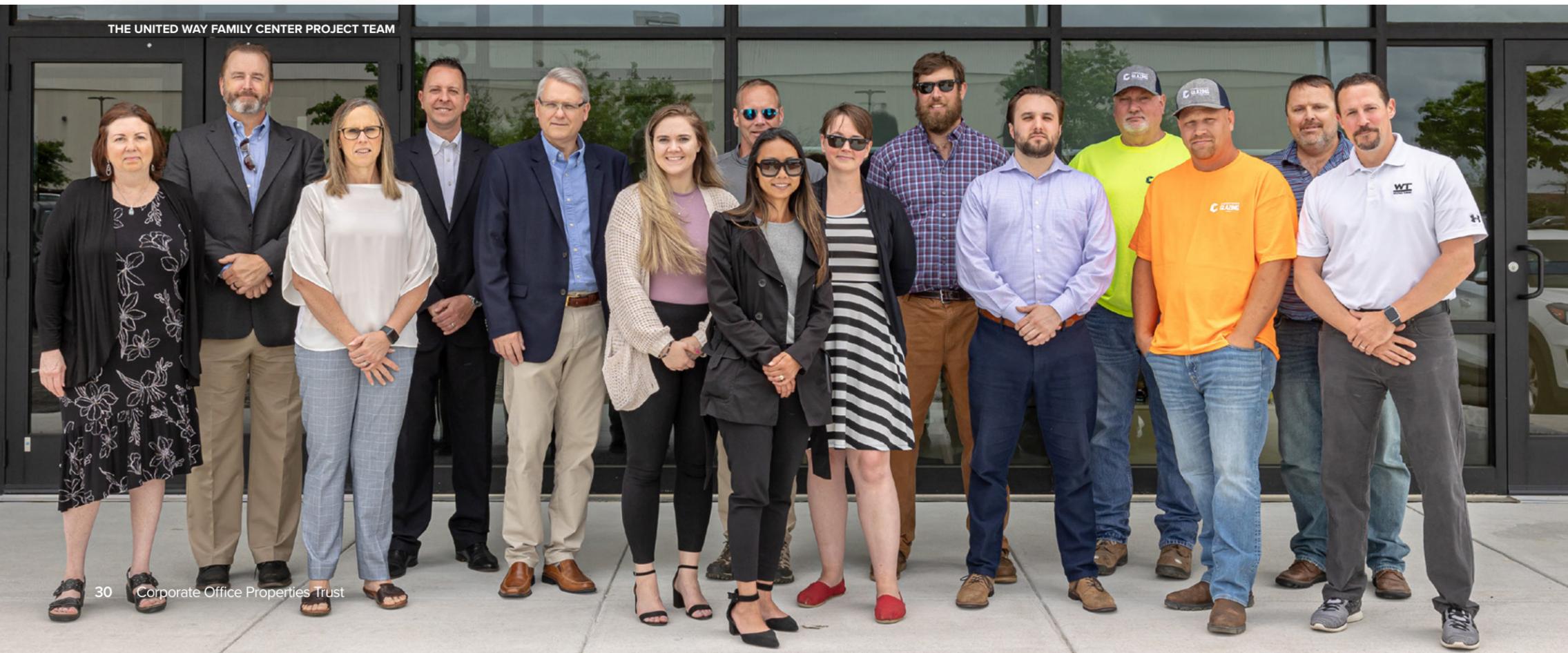


TOTAL: \$129,794

## Donate 8 Volunteer Hours



AVERAGE: 1,513 hours





## Community Artwork

The Company is committed to investing in art to enhance interior and exterior environments while bringing beauty and joy to the many tenants, staff, guests and local community members who visit our properties each day. We are bringing the outdoors in with the addition of greater interior plantscaping and custom green walls and the indoors out with outside lounge areas, swings, community circles and yoga lawns with each space curated as if it were its own work of art. We recently relocated an exterior sculpture, Winged Victory by Craig French, to a business park in Northern Virginia where this exquisite sculpture is now in a campus setting that will house hundreds of employees.

We are a longtime supporter of local arts organizations. In Howard County, the location of our office headquarters, our employees have worked with the Howard County Arts Council, a local art non-profit that provides studio and gallery space for artists of all age, racial and socioeconomic backgrounds, for over 17 years. We have provided both sponsorship and board level participation since 2004. Furthermore, we are actively engaged in the Council's mission of fostering the development of the arts as well as the public's engagement in and appreciation of the arts. Since 2013, we have participated in the Howard County ARTsites program, which acts as a "sculpture library," lending dynamic contemporary sculptures to selected outdoor sites for a one-year period. Through this lending program, over the last decade, we have placed 12 unique sculptures on various sites throughout our portfolio. These "pop-up" exterior art installations are enjoyed by thousands of tenants, visitors and community members each year. We also commission professional artists to create original works for display at different properties throughout the office parks within our portfolio.

The Company has cumulatively acquired 558 pieces of art, including sculptures, paintings, tapestries and photographs, representing an investment of \$1.3 million to support the artist community.

Some artworks that originated with the ARTsites program have become beloved parts of tenants' daily experiences. After the divestment of one property from the portfolio, the sculpture in its courtyard was so cherished that it was moved to Park Center in Chantilly, VA, to ensure it remained "in the family."

## Governance

We are now nearly two decades into our corporate sustainability journey. Our commitment began with a concerted focus on the environmental performance of our properties, when in 2003 we made a commitment to incorporate LEED Silver minimum standards into new building designs whenever possible. Since we first took that initial step, we have developed a robust Corporate Sustainability program that encompasses environmental, social and governance elements. Today, the steadfastness of this commitment is governed by our Environmental Policy Statement, adopted in 2021, and is articulated each year in our annual sustainability report and ESG disclosures. As we look to the future, we endeavor to keep seeking out new ways to enhance our sustainability performance.

In 2021, we established an executive-level ESG Steering Committee that oversees the full range of environmental, social and governance factors at the Company. The Steering Committee is led by our CEO and comprised of senior management from each division of the Company, including our COO and CFO. It is responsible for the planning and implementation of all ESG policies, including our Environmental Policy and Human Rights Policy, across our business. Oversight topics include short-term and long-term strategic objective progress; management of climate-related risks and opportunities; resource optimization in the context of our 2025 Environmental Goals; and production of our annual sustainability report. The Steering Committee meets regularly with internal and external stakeholders, and works to ensure our Company not only sustains its current high level of performance, but achieves continuous improvement into the future. Also in 2021, the Board of Trustees specifically designated the Nominating and Corporate Governance Committee with oversight of the Company's ESG strategies. Our CEO and General Counsel report the Company's progress with respect to ESG matters to the Nominating Committee on a quarterly basis to inform the Nominating Committee's communications with the Board of Trustees. Starting in 2022, performance against ESG-related topics is a factor in the determination of pay increases, bonuses and other forms of compensation for individual ESG Steering Committee members.

### Sustainability Governance

We are proud of the business acumen and broad range of corporate backgrounds represented within the membership of its Board of Trustees. The Company and its stakeholders

benefit from the vision and leadership of the Board. As of December 31, 2021, our Board consisted of 10 members, 9 of whom (90%) are considered independent as defined by the Securities Act of 1934 and NYSE standards. The Board's membership is 30% diverse, including two female and one ethnically diverse Trustees.

Our Board Committees are chartered to ensure the Company increases value and is an ethical, sustainable corporate community member. The Board of Trustees currently has four standing key committees, each of which meets regularly and consists of 100% independent Trustees: Nominating and Corporate Governance Committee; Audit Committee; Investment Committee; and Compensation Committee. The gender, age and ethnicity breakdown of our key Board Committees is as follows:

#### Overall

65 Average Age, 9 independent Trustees

 2 women

 1 African American

#### Audit Committee

67 Average Age

 2 women; 1 of whom is the Chairperson

#### Compensation Committee

66 Average Age

 1 African American

#### Investment Committee

68 Average Age

 1 African American

#### Nominating and Corporate Governance Committee

66 Average Age

 2 women

The Nominating and Corporate Governance Committee has, among the named responsibilities in its Charter, the oversight of the Company's strategies, activities and risks and opportunities relating to sustainability and environmental (including climate change), social responsibility, governance and related matters. By naming ESG matters as a responsibility of a key Board committee, we both confirm to shareholders that ESG is an important element of its governance and help maintain the role of sustainability in the long-term future of the Company.

## Ethics

We are committed to maintaining the highest ethical standards among our employees and the third parties we engage to provide goods and perform services for us. Beyond compliance with statutory and regulatory requirements, we also adopt additional high standards of business and personal ethics as deemed to be in the best interests of our stakeholders. No known incidents involving violations of bribery, corruption, or anti-competitive standards occurred during the reporting period.

We are an Equal Opportunity Employer and maintains strict adherence to ethical practices in employment. No claims of merit related to equal opportunity employment were filed against the Company during 2021.

The Company's comprehensive Code of Business Conduct and Ethics is the core document ensuring that all our employees, and everything we do, adheres to best practices of ethical business. All employees and members of the Board are required to abide by the Code in all actions on behalf of the Company. Our confidential and anonymous ethics hotline and web portal, operated by a third-party, Navex Global, is available to all individuals who wish to report a concern. Our General Counsel and Director of Human Resources investigate all reports to resolve potential matters in a timely manner. They report a claim summary and applicable proposed actions for the Audit Committee's consideration. Information related to the hotline is located within the Governance tab of our investor website, [investors.copt.com](https://investors.copt.com).

In November 2021, we adopted a comprehensive Environmental Policy Statement, which outlines the Company's approach to protecting the environment, addressing risks associated with the potential of climate change, promoting for the health and welfare of our employees and other stakeholders and creating value for stakeholders. It outlines our commitment to sustainability reporting and communications, as well as our set of 2025 Environmental Goals for energy use, Scope 1 and 2 GHG

emissions, water use and diversion of solid waste from landfills. Additionally, it defines the Company's commitment to many of the processes and approaches described in this ESG Report, including our commitment to LEED Building standards, environmentally friendly materials, investment in energy efficiency, waste diversion, wise water use, and understanding climate risk. The policy also summarizes our commitments to employee engagement, safety, health and wellbeing, diversity and inclusion and community engagement.

The Company maintains a Vendor Code of Ethics Policy which applies to all vendors, including their employees, agents and subcontractors. The Vendor Code of Ethics Policy ensures engaged vendors adhere to best practices in ethics and business practices, including provisions of anti-bribery, anti-corruption and global supply chain concerns. Among its core principles of conduct, the Vendor Code of Ethics specifies that we prefer to conduct business with vendors who are committed to using sustainable practices and materials where economically feasible. Not only do we endeavor to use sustainability factors as criteria when selecting vendors, we work together with our vendors to implement environmental, social and governance-related plans to achieve those sustainability objectives.

The Company's Human Rights Policy, adopted in November 2021, codifies our longstanding commitment to the promotion of integrity and ethical conduct in the day-to-day operations of our Company, as well as our vendors and suppliers. The Policy reaffirms our respect for the rights of individuals to be treated equally and without discrimination, and for individuals to be evaluated on their merit in employment decisions. The Policy also confirms our commitment to non-discrimination and equal opportunity to all persons and tenants, with a general prescription to the UN Global Compact within the context of U.S. law. We oppose the use of illegal labor practices, including child labor, forced labor and discrimination by our Company, our vendors and our suppliers.

## Stakeholder Engagement

As a public company, we understand our asset management strategy must always adapt to changing investor preferences and market realities. We continue to focus on the material topics identified in our materiality assessment. Material topics are sustainability issues that are most important to our internal and external stakeholders – including our workforce, tenants, communities and investors. We regularly engage our stakeholders to ensure our understanding of their priorities remains up to date.



Additionally, we update our shareholders on the progression of our sustainability program. In 2021, we completed an investor survey to assess our successes in recent years and identify additional areas for growth. This dialogue with 23 participating investors helped clarify our performance relative to our peers. Shareholders' appreciation for the role sustainability plays in the value creation of our portfolio has only grown as the actual impact and additional potential bearings of climate change become more apparent. We will use insights from this assessment to hone our sustainability program as it continues to mature.

We encourage our employees to share sustainability best practices and lessons learned by participating in and leading organizations relevant to our industry and/or geography. Some of these organizations include:

- > Apartment & Office Building Association ("AOBA")
- > Army Alliance
- > Association of the United States Army
- > Building Owners and Managers Association ("BOMA") International
- > Commercial Real Estate Women ("CREW") Network
- > Cyber Maryland
- > Fort Meade Alliance
- > Greater Baltimore Committee
- > Global Real Estate Sustainability Benchmark ("GRESB")
- > Heating, Ventilation and Air Conditioning ("HVAC") Council
- > International Interior Designers Association ("IIDA")
- > Intelligence & National Security Alliance ("INSA")
- > Maryland Apprenticeship & Training Program ("MTAP")
- > NAIOP – Commercial Real Estate Development Association
- > National Association of REITs ("Nareit")
- > Southern Maryland Navy Alliance
- > United Way of Central Maryland
- > Urban Land Institute
- > U.S. Green Building Council ("USGBC")

## Compliance

Our General Counsel manages our disclosures in accordance with all pertinent laws, regulations and statutes enforced by the legal districts in which we operate. Our legal department, under the leadership of our General Counsel, ensures our Company remains in compliance. In addition to municipal regulations, we adhere strictly to the authority of the U.S Securities and Exchange Commission and NYSE as a publicly traded company. We monitor legislative and regulatory processes to anticipate and prepare for forthcoming regulation that may impact our business.

During the reporting period, we have not been involved in any new legal proceedings regarding anti-competitive behavior, nor have we been identified as a participant in violations of antitrust and monopoly legislation. Moreover, in our 23-year history as a public company, we have never been subject to any significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.

Any instance of suspected noncompliance would be reported to our General Counsel and Chief Compliance Officer for evaluation of the claim and determination of the appropriate course of action. The General Counsel then executes the appropriate resolution through our Company's human resources and legal systems. The Company's Governance and Compliance Department is tasked with sustaining and improving compliance performance across the organization. The Department monitors the noncompliance reporting process to confirm that appropriate controls are in place to protect the Company against inappropriate activities.

In 2022, we expanded and updated our Learning Management System. This Learning Management System allows us to expand the frequency and scope of compliance trainings for our staff, further strengthening our Company's commitment to compliance and ensuring that all employees understand their responsibilities.

## Materiality

In 2019, we worked with an independent third-party organization to complete a formal materiality assessment to identify the sustainability issues with the largest impact on our Company due to their importance to our stakeholders – including our workforce, tenants, communities and investors.

	Issue	
Property Management + Tenant Relations	> Customer Satisfaction	<ul style="list-style-type: none"> <li>&gt; Meeting a tenant's needs and expectations by providing high quality assets and services, including occupancy comfort, cleanliness, aesthetics and safety, in a convenient and proactive way that makes them loyal to our Company.</li> <li>&gt; Addressing our tenants' preferences in amenities, such as dining, recreation and exercise, when making decisions about siting, design and operations.</li> </ul>
	> Data Privacy + Physical Security	<ul style="list-style-type: none"> <li>&gt; Developing and maintaining secure and resilient assets; ensuring the physical wellbeing of personnel and tenants; protecting hardware, software, networks and data from actions and events that could cause serious loss or damage to a person, enterprise, agency or institution.</li> </ul>
Environment	> Asset + Stakeholder Alignment	<ul style="list-style-type: none"> <li>&gt; Managing an asset's entire life cycle to meet expectations for environmental impact reduction and cost efficiency.</li> <li>&gt; Designing, constructing and operating buildings to maximize occupant health and productivity, as well as resource efficiency (with a focus on energy, water and waste intensity).</li> </ul>
	> Energy + GHG Emissions	<ul style="list-style-type: none"> <li>&gt; Managing the Company's energy consumption, associated monetary costs and GHG emissions impact through capital projects, operating systems, procurement practices and tenant engagement.</li> </ul>
Employees	> Employee Engagement	<ul style="list-style-type: none"> <li>&gt; Promoting employee enthusiasm and commitment and assessing the extent to which employees are happy and content with their jobs and work environment.</li> </ul>
	> Employee Health, Safety + Wellness	<ul style="list-style-type: none"> <li>&gt; Protecting employees from occupational injuries and illnesses through design of safe operations and work practices, training programs, robust safety management systems and culture; includes compliance with health and safety regulations.</li> <li>&gt; Encouraging personal wellbeing through wellness programs and benefits.</li> </ul>
	> Talent Management	<ul style="list-style-type: none"> <li>&gt; Recruiting, developing and retaining a skilled, talented and motivated workforce; providing ongoing employee training and educational opportunities.</li> <li>&gt; Fairness in opportunity for advancement and employee recognition for performance.</li> </ul>

	Issue	
Governance	> Ethical Business Conduct	<ul style="list-style-type: none"> <li>&gt; Preventing unethical or illegal behavior involving a company employee or agent, in particular with respect to how the Company works with suppliers, customers and other business partners in marketing, sales and business operations (e.g., anti-corruption, no bribery, monopoly practices, etc.).</li> <li>&gt; Maintaining compliance with applicable regulations and creating an internal culture of ethical work practices including policies for non-discrimination, anti-harassment, etc.</li> </ul>
	> Financial Performance	> Monitoring the Company's success in areas related to its operating income, prudent investment decisions and overall market strength; includes the ability to create consistent, sustainable value for stakeholders.
	> R&D + Innovation	> Developing innovative new asset solutions and services to improve tenant experience and performance, supporting top-line growth and differentiation. Includes application of leading technologies to manage essential operational systems.

# About This Report

ERM Certification and Verification Services, Inc. ("ERM CVS") was engaged to provide assurance for our GHG Scope 1 and Scope 2 GHG emissions data and water use for 2021. The Independent Assurance Statement is included after the Sustainability Performance Data Table in the back of this report. No data verification was obtained for energy, stormwater, or waste data.

The work that ERM CVS conducted was solely related to independent assurance activities. Our processes was designed and implemented to ensure that our work was free from bias and conflict of interest as required by our management system accreditation. ERM CVS and the staff that conducted this assurance exercise provided no consultancy related services to COPT in any respect.

Our ESG Steering Committee, which is headed by our CEO, and external consultant, Environmental Resources Management, Inc. ("ERM"), prepared our 2022 Sustainability Report. For any questions pertaining to this report, please contact our General Counsel at [gc@copt.com](mailto:gc@copt.com). The Board of Trustees, either collectively or individually, can be contacted by writing to them care of our General Counsel as follows:

**General Counsel**  
 Corporate Office Properties Trust  
 6711 Columbia Gateway Drive, Suite 300  
 Columbia, Maryland 21046



## Independent Assurance Statement to COPT

ERM Certification and Verification Services, Inc. (“ERM CVS”) was engaged by Corporate Offices Properties Trust (“COPT”) to provide assurance in relation to the information set out below and presented in the COPT 2022 Corporate Sustainability Report (“the Report”) for the reporting year ending December 31<sup>st</sup>, 2021.

Engagement summary	
<b>Scope of our assurance engagement</b>	Whether the consolidated 2021 data for the following selected indicators are fairly presented, in all material respects, in accordance with the reporting criteria: <b>GHG emissions data</b> <ul style="list-style-type: none"> <li>Total Scope 1 GHG emissions [metric tonnes CO<sub>2</sub>e]</li> <li>Total Scope 2 GHG emissions (location-based) [metric tonnes CO<sub>2</sub>e]</li> </ul> <b>Water data</b> <ul style="list-style-type: none"> <li>Total water supplied (municipal water intake) [cubic meters]</li> </ul>
<b>Reporting criteria</b>	WBCSD/WRI GHG Protocol (2004, as updated January 2015) and COPT’s internal corporate guidance.
<b>Assurance standard</b>	ERM CVS’ assurance methodology, based on the International Standard on Assurance Engagements ISAE 3000 (Revised).
<b>Assurance level</b>	Limited assurance.
<b>Respective responsibilities</b>	COPT is responsible for preparing the data and for its correct presentation in the Report and to third parties, including disclosure of the reporting criteria and boundary. ERM CVS’ responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgement.

### Our Conclusion

Based on our activities, nothing has come to our attention to indicate that the data as listed under ‘Scope of our assurance engagement’ above are not fairly presented, in all material respects, with the reporting criteria:

- Total Scope 1 GHG emissions: 25,788 metric tonnes CO<sub>2</sub>e
- Total Scope 2 GHG (location-based) emissions: 575,200 metric tonnes CO<sub>2</sub>e
- Total water supplied (municipal water intake): 709,000 cubic meters

### Our assurance activities

Our objective was to assess whether the assured data are reported in accordance with the principles of completeness, comparability (across the organization) and accuracy (including calculations, use of appropriate conversion factors and consolidation). We planned and performed our work to obtain all the information and explanations that we believe were necessary to provide a basis for our assurance conclusions. We applied a 5% material error threshold. A team of environmental and assurance specialists performed the following activities:

- Interviews with relevant staff to understand and evaluate the data management systems and processes (including IT systems and internal review processes) used for collecting and reporting the selected data;
- Virtual visit with COPT and their service provider, Schneider Electric, to review reporting processes and consistency of reported annual data with selected underlying source data for each indicator;
- Desktop review of energy consumption and water supplied data for the underlying assets, including cross

checking of site-level source documentation (utility bills/invoices) for 9 sampled locations for energy and 5 for water;

- Review of data capture and reporting methods, checking of calculations, including a sample of conversion factors and emission factors used, and assessment of internal quality and assurance processes;
- An analytical review of the data and a check on the completeness and accuracy of the corporate data consolidation; and
- A review of the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

### The limitations of our engagement

The reliability of the assured data is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusion in this context.

*Beth C. B. Wyke*

Beth Wyke, Partner  
Global Head of Corporate Assurance Services, Malvern, PA  
September 20, 2022

ERM Certification and Verification Services, Inc.  
[www.ermcvs.com](http://www.ermcvs.com) | [post@ermcvs.com](mailto:post@ermcvs.com)



ERM CVS is a member of the ERM Group and an accredited Certification Body. The work that ERM CVS conducts for clients is solely related to independent assurance activities and auditor training. Our processes are designed and implemented to ensure that the work we undertake with clients is free from bias and conflict of interest. ERM CVS and the staff that have undertaken work on this assurance exercise provide no consultancy related services to COPT in any respect.

## GRI Index

We reference the Global Reporting Initiative (“GRI”) Standards to inform the contents and structure of this sustainability report. GRI is a global organization that helps organizations communicate the impact of their business on key sustainability issues. GRI publishes standards and associated guidance that are widely used around the world. The index below offers our readers direct references to where specific sustainability information can be found in this report or on our website.

### GENERAL DISCLOSURES

INDICATOR	LOCATION OF INFORMATION	
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Company Overview	Page 5
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102-8	Diversity + Inclusion	Page 25
102-12	Stakeholder Engagement	Page 34
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<b>STRATEGY</b>		
102-14	CEO Letter	Page 4
102-15	Sustainability at COPT	Page 8
<b>ETHICS + INTEGRITY</b>		
102-16	Ethics	Page 34
102-17	Ethics	Page 34
<b>GOVERNANCE</b>		
102-18	Governance	Page 33
102-20	Governance	Page 33
102-22	Governance	Page 33
102-34	Compliance	Page 34
<b>STAKEHOLDER ENGAGEMENT</b>		
102-40	Stakeholder Engagement	Page 36
102-42	Stakeholder Engagement	Page 36
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102-44	Stakeholder Engagement	Page 36

**GENERAL DISCLOSURES** (continued)

INDICATOR	LOCATION OF INFORMATION	
<b>REPORTING PRACTICE</b>		
102-47	Materiality	Page 35
102-48	2025 Sustainability Goals	Page 13
102-49	No changes in material topics and topic boundaries.	
102-50	Calendar year 2021	
102-51	November 2021	
102-52	Annual	
102-53	About This Report	Page 39
102-54	This report is informed by the GRI Standards (issued in 2016), but has not been prepared to a specific GRI in-accordance level.	
102-55	GRI Index	Page 41
102-56	Third Party Data Validation	Page 40

**TOPIC-SPECIFIC DISCLOSURES**

INDICATOR	LOCATION OF INFORMATION	
<b>ECONOMIC</b>		
<b>Indirect Economic Impacts</b>		
203-1	Community Involvement	Page 30
<b>Anti-Competitive Behavior</b>		
206-1	Compliance	Page 36
<b>ENVIRONMENTAL</b>		
<b>Energy</b>		
103-1	Existing COPT Buildings	Page 15
302-1	2025 Sustainability Goals	Page 13
304-2	2025 Sustainability Goals	Page 13
<b>Water</b>		
103-1	Water Management	Page 17
305-5	2025 Sustainability Goals	Page 13
<b>Emissions</b>		
305-1	2025 Sustainability Goals	Page 13
305-2	2025 Sustainability Goals	Page 13
<b>Effluents + Waste</b>		
103-1	Waste Management	Page 18
<b>Effluents + Waste</b>		
307-1	Compliance	Page 36

**TOPIC-SPECIFIC DISCLOSURES** (continued)

INDICATOR	LOCATION OF INFORMATION	
<b>SOCIAL</b>		
<b>Employment</b>		
103-1	Our Employees	Page 22
401-1	Diversity + Inclusion	Page 25
401-2	Employee Health + Wellbeing	Page 22
<b>Occupational Health + Safety</b>		
103-1	Employee Safety	Page 24
403-2	Employee Safety	Page 24
403-9	Employee Safety	Page 24
<b>Training + Education</b>		
103-1	Talent Management	Page 25
404-1	Talent Management	Page 25
404-2	Talent Management	Page 25
<b>Diversity + Equal Opportunity</b>		
103-1	Diversity + Inclusion	Page 25
405-1	Our Board of Trustees	Page 33
<b>Customer Health + Safety</b>		
103-1	Tenants + Communities	Page 27
416-1	Tenants + Communities	Page 27
<b>Customer Privacy</b>		
418-1	Cybersecurity, Data Privacy + Physical Security	Page 28
<b>Socioeconomic Compliance</b>		
419-1	Compliance	Page 36



# Sustainability Performance Data 2019-2021

GRI INDICATOR	METRIC	UNITS	2019	2020	2021
<b>GENERAL</b>					
102-7	Revenue from Real-Estate Operations (calendar year)	Dollars	\$527.5 million	\$511.7 million	\$556.6 million
	Number of Properties	#	171	181	186
	Number of Employees (at year end)	#	394	406	405
	Full-Time Employees	#	392	403	403
	Part-Time Employees	#	2	3	2
<b>GOVERNANCE</b>					
102-22	Board of Trustees Age Diversity	Years	58-73	59-74	60-72
	Board of Trustees Gender Diversity	# Female	1	2	2
		# Male	7	8	8
<b>SOCIAL</b>					
403-2	OSHA Total Recordable Incident Rate	Rate	1.4	1.2	1.6
	Benchmark	Rate	2.5	1.9	–
403-2	OSHA Lost Day Incident Rate	Rate	0.6	0.9	0.7
	Benchmark	Rate	0.9	1.2	–
	Absentee Rate	%	2.1%	1.9%	2.3%
405-1	Total Workforce Breakdown	# Female	124	127	130
			270	279	275
	Employee Training	Hours	4,821	1,839	2,801
	Associate Grant Program	Dollars	\$324,844	\$340,000	\$187,650
	COPT Cares Friday	Dollars	\$19,056	\$35,286	\$29,063
	Donate 8 Volunteer Hours	Hours	1,770	1,220	1,446
	Contributions to the United Way (employee plus company donations)	Dollars	\$132,000	\$161,000	\$164,465
<b>ENERGY AND GHG*</b>					
<b>COPT Operational Control**</b>					
	Percentage of total square footage within operational control	%		54%	65%
302-1	Total Energy Use	MWh	299,798	301,349	368,385
	Grid Electricity Purchased	MWh			286,304
	Renewable Energy Purchased	MWh		4,861	5,197

INDICATOR	METRIC	UNITS	2019	2020	2021
	Steam	MWh			6,097
	Fossil Fuels (Diesel, Gasoline, Natural Gas)	MWh			70,554
	Renewable Energy Generated (solar)	MWh		180.1	233.2
	Percent of electricity consumption from renewable sources	%			1.9%
302-3	Energy Intensity	kWh/SF	23.5	23.0	22.3
305-1	Scope 1 GHG Emissions	Metric tons CO <sub>2</sub> e			13,899
305-2	Scope 2 GHG Emissions (location-based)	Metric tons CO <sub>2</sub> e			86,964
<b>Total Portfolio (includes estimations for tenant-controlled buildings)**</b>					
302-1	Energy Use	MWh	1,604,737	2,039,894	2,020,252
305-1	Scope 1 GHG Emissions	Metric tons CO <sub>2</sub> e	17,526	21,855	25,788
305-2	Scope 2 GHG Emissions (location-based)	Metric tons CO <sub>2</sub> e	491,640	620,722	575,200
<b>WATER AND WASTE</b>					
303-1	Water Use***	Thousand cubic meters	506	727	709
	Domestic Water Use	Thousand cubic meters		644	610
	Other Water Use (irrigation, sprinklers, cooling towers)	Thousand cubic meters		82	99
	Wastewater Discharge (estimated)****	Thousand cubic meters			620
306-2	Solid Waste Generated	Tons	6,691	4,992	7,303
	Solid Waste Diversion from Landfill (recycled)	%	44%	54%	52%

\*Comparability of some energy and GHG emissions data from prior years was affected by changes in GRESB data methodology instituted in 2021.

\*\*Energy and GHG emissions within COPT's operational control exclude buildings that are wholly tenant-controlled. Wholly tenant-controlled buildings represent approximately 35% of our portfolio square footage, but approximately 82% of our total estimated energy consumption.

\*\*\*Revised water reporting methodology, beginning with 2020 data, includes additional breakdown of water uses.

\*\*\*\*Domestic and sanitary water use was approximately 610,000 m<sup>3</sup> in 2021, and irrigation, sprinklers and cooling towers use was approximately 99,000 m<sup>3</sup> of water in 2021. Total wastewater discharged to publicly owned sewage systems would be approximately equal to the volume of water we use for domestic or sanitary purposes (e.g., sinks and toilets) plus an estimated 10% of water used for other purposes such as irrigation, sprinklers and cooling towers (i.e., 610,000 m<sup>3</sup> plus 10% of 99,000 m<sup>3</sup>).

# Appendix A: COPT's 2022 TCFD Disclosure\*

COPT is a REIT that owns, manages, leases, develops, and selectively acquires office and data center properties. The majority of its portfolio is in locations that support the United States government and its contractors, most of whom are engaged in national security, defense and information technology (“IT”) related activities servicing what the Company believes are growing, durable, priority missions (such properties, “Defense/IT Locations”). This document supplements our various public disclosures in our Corporate Sustainability Report to provide further transparency on how we manage climate-related risks and opportunities, including how we approach identifying, evaluating, and mitigating the current and anticipated financial implications to our business. To aid the reader in reviewing our approach, we have aligned this supplement with the reporting framework recommended by the Task Force on Climate- Related Financial Disclosures (TCFD).

## Background

We have assessed our portfolio's exposure to the effects of climate change, and currently are well-positioned to adapt to climate-related changes that may occur:

- > We build and renovate our portfolio to achieve energy efficiency.
- > The geographic markets in which we operate are not in high catastrophe-exposed areas and will be slower to feel the effects of climate change than other parts of the global community.
- > As the 2020 pandemic-related business shutdowns demonstrated, nearly all of our tenants are essential and resilient, which reinforces our own resiliency.
- > We have established robust risk transfer practices to ensure our balance sheet remains strong in the event of a large loss.
- > Our senior leaders continue to be engaged and committed to ESG.

Our current state of readiness has us well-prepared to navigate future challenges and to seize potential opportunities and keeping climate-related change fully integrated into our strategic planning. By maintaining strong corporate governance, employing rigorous enterprise risk management, and tracking relevant metrics, we will continue developing ways to reduce our contribution to carbon emissions, mitigate risks, and possibly realize opportunities that could benefit our shareholders.

## Governance

Our sustainability roots date back to 2003 when we committed, where possible, to developing base buildings to Leadership in Energy and Environmental Design (LEED) Silver minimum standards. In 2010, we deepened our commitment by adopting our first series of operating policies to help guide us in addressing the sustainability-related issues throughout our business. The Corporate Sustainability Policy we adopted in 2018 commits our Company to make annual disclosures regarding our environmental, social, and governance (ESG) impacts, and to work toward improving our performance year-over-year.

Our Board's Nominating and Corporate Governance Committee actively oversees our sustainability-related policies, and its charter was updated in 2021 to explicitly embrace these responsibilities. Our CEO directly oversees our sustainability activities and performance by heading our ESG Steering Committee, which meets regularly and is composed of representatives from each division in the Company. Our CEO and General Counsel also provide regular sustainability updates to our Board of Trustees. Assessing and managing climate-related risks and opportunities are key parts of those discussions. The Nominating and Corporate Governance Committee also provides regular reports to the Board summarizing our environmental risks and opportunities and how our management team is addressing such ESG issues, including climate change risk.

## Strategy

We may be adversely affected by the effects of climate change and have identified the following climate-related risks and opportunities over the short, medium, and long term. Our business planning and management processes aim to mitigate these risks and take advantage of these opportunities:

CATEGORY	DESCRIPTION	TIME HORIZON*
<b>TRANSITION RISKS</b>		
<b>Policy + Legal</b>	Pursuant to proposed rules and regulations recently proposed by the U.S. Securities and Exchange Commission, reporting and disclosure requirements may require our Company to incur additional compliance costs and may expose us to enforcement actions, fines, penalties, and/or litigation with respect to reporting and compliance matters.	Short term
<b>Technology</b>	We anticipate that climate-related technological improvements will continue over time, likely at a higher cost. However, greater operating efficiencies should help offset rising energy costs.	Medium term
<b>Market</b>	Climate change could adversely affect demand for space (e.g., remote working opportunities) and our ability to operate the properties effectively and result in additional operating costs.	Long term
<b>Reputation</b>	Failing to continuously improve our ESG performance, including management of climate issues, could result in lack of investor confidence, reduction of capital availability or willingness of prospective tenants to lease space from us.	Medium to long term
<b>PHYSICAL RISKS</b>		
<b>Acute</b>	Our possible exposure to extreme weather events, such as heavy rainstorms and tornadoes, may increase, resulting in a higher potential for property damage. Under these circumstances, affordable insurance may be more difficult to obtain.	Short term
<b>Chronic</b>	Shifts in temperature and precipitation amounts would likely result in higher costs during cooling periods but would also potentially generate savings in heating periods and reduction of snow/ice management expenses.	Medium to long term
<b>OPPORTUNITIES</b>		
<b>Resource Efficiency</b>	Continuing to improve building efficiency in new construction and property upgrades will likely entail higher capital costs but lower energy use will provide payback.	Short, medium, and long term
<b>Energy Source</b>	We evaluate the cost effectiveness of low-carbon energy sources and incorporate renewable energy where available and appropriate.	Short, medium, and long term
<b>Products + Services</b>	When requested, we engage with our tenants to understand their needs and preferences, including environmental, health & safety, and climate-related features, and we work to meet those needs and preferences.	Short, medium, and long term

\*Appendix A is COPT's 2022 TCFD Disclosure as of March 24, 2022. Note that disclosure content has not been verified by ERM CVS and is subject to change after report publication. Please see COPT's website for the most up-to-date disclosure.

CATEGORY	DESCRIPTION	TIME HORIZON*
<b>OPPORTUNITIES</b> <i>(continued)</i>		
<b>Markets</b>	We focus on low-risk development and this market strategy helps reduce operating costs, enhance returns on invested capital, and provide higher operating stability.	Short, medium, and long term
<b>Resilience</b>	Our primary tenants place utmost importance on business continuity and resilience; we collaborate to enhance structural resilience, operating continuity, and maintain a robust supply chain and operations under the expected range of future conditions.	Short, medium, and long term

\*Definition of time horizon categories: Short term = 1-2 years Medium term = 2-8 years Long term = 8-25 years

The majority of our properties are located in the mid-Atlantic region (Maryland, District of Columbia and Northern Virginia), with additional assets in Alabama and Texas. These areas are at-risk to experience moderate effects of climate change – rising temperatures, increased storm intensity and resulting flooding in winter and spring, and increased drought conditions during summer and fall. We are mostly concentrated in suburban areas that are not as subject to the urban heat island effect.

For almost 20 years, we have been designing, constructing and retrofitting our properties with better technology to keep our buildings performing efficiently: building materials (e.g., tan roofs, insulation, UV- blocking windows), Energy Star®-rated appliances and heating, ventilation, and air conditioning (HVAC) systems, water-saving fixtures, building automation systems and smart irrigation technology. Building exteriors incorporate natural, drought-resistant vegetation for landscaping purposes.

The highest maximum temperature in Central Maryland within the past 20 years was 106° F (41° C) recorded in July 2011. Our equipment functioned fully and maintained comfortable levels within our buildings and would be effective to design temperatures of 120° F (49° C) or more. From a financial perspective, electricity usage and therefore costs are expected to increase with rising temperatures in the future. Rising regional temperatures will likely result in cost savings during heating periods and potentially lesser snow and ice management expenses. We hedge our electricity costs by locking in rates with utility providers in multi-year rate agreements. Electricity and water costs are passed through to our tenants.

None of our properties are located within a Federal Emergency Management Agency (FEMA)-designated 100-year flood zone; only two properties out of approximately 200 within our portfolio are located adjacent to a flood zone. We purchase flood hazard insurance for those

properties through the National Flood Insurance Program (NFIP) to supplement our property insurance. Our properties comply with building codes and thus are designed to manage 100-year storm events.

## Risk Management

We employ the same rigor for climate-related risk management as we do for other aspects of our enterprise risk management program: we identify, analyze, prioritize, treat, and monitor risk. As part of our annual portfolio risk review, we assess physical risks and their potential impacts. Each year, in collaboration with our insurance broker, we review our portfolio to ensure the underwriting information is accurate. This process identifies any changes to flood hazard mapping, wind tier zone designations or other risk engineering information that may affect maximum probable loss scenarios. Our property insurer annually inspects our larger properties for loss prevention or mitigation opportunities.

While our properties could be susceptible to extreme weather, such as tornadoes, hurricanes, and heavy precipitation, they are not in high catastrophe (CAT)-exposed areas. As such, we have secured substantial property insurance limits (\$1 billion each occurrence) with a low deductible, underwritten by top rated, financially secure carriers.

Given our risk profile, we do not believe it is necessary (or appropriate) to perform detailed modeling and scenario analysis of the financial impacts of temperature rise, sea level and coastal flooding increases, higher energy costs, population shifts, and technology changes. We continue to take these and other factors into account when assessing operational risk.

## Metrics + Targets

We track and report on energy use, water use and greenhouse gas (GHG) emissions across our portfolio.

In 2020, we established a goal to reduce energy and GHG emissions intensity by 5% by the year 2025, and to keep water intensity flat (zero increase), compared to a 2019 baseline. Our annual Sustainability Report includes details of these consumption and emissions data, and our progress against these goals.

We continue to evaluate opportunities to improve our data reporting practices. We are exploring the best way to assess GHG emissions throughout our value chain.

### REAL ESTATE LIFE CYCLE OPPORTUNITIES + IMPACTS

Category	Current State	Climate-Related Opportunities	Potential Financial Impacts
Land Acquisition + Holding	Situated in non-CAT exposed areas	Limit to areas not within high catastrophe (CAT) zones	<ul style="list-style-type: none"> <li>&gt; Higher cost of land</li> <li>&gt; Higher cost of risk transfer</li> <li>&gt; Reduced land availability</li> </ul>
Development	Resilient tenant base, focus on LEED	Mitigating acute and chronic risks through hardened building and/or lot design	<ul style="list-style-type: none"> <li>&gt; Increased costs; Lower yield</li> <li>&gt; Higher cost of risk transfer</li> </ul>
Construction	Focus on LEED, use of proven and new technology	Building more efficient product with new technology	<ul style="list-style-type: none"> <li>&gt; Higher cost of materials</li> <li>&gt; Reduced resource consumption, lower operating cost</li> </ul>
Leasing	Partnering with tenants	Operating our buildings more efficiently	<ul style="list-style-type: none"> <li>&gt; Reduced resource consumption, lower operating cost</li> </ul>
Operations	Incorporating green concepts in all that we do	Operating our buildings more efficiently	<ul style="list-style-type: none"> <li>&gt; Reduced resource consumption, lower operating cost</li> </ul>

We will continue evaluating and refining our TCFD disclosures and sharing our findings with our stakeholders.



## TCFD Index

We reference the TCFD framework to inform the contents and structure of this disclosure. TCFD is a global organization that helps organizations communicate the financial impact of their business on climate-related issues. TCFD publishes guidance that is widely used around the world. The index below offers our readers direct references to where specific information can be found in this report.

CODE	TCFD RECOMMENDED DISCLOSURE	LOCATION OF INFORMATION
<b>GOVERNANCE</b>		
TCFD 1(a)	Describe the board's oversight of climate-related risks and opportunities.	Page 1
TCFD 1(b)	Describe management's role in assessing and managing climate-related risks and opportunities.	Page 1
<b>STRATEGY</b>		
TCFD 2(a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Page 2
TCFD 2(b)	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Page 2
TCFD 2(c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario.	Page 2
<b>RISK MANAGEMENT</b>		
TCFD 3(a)	Describe the organization's processes for identifying and assessing climate-related risks.	Page 4
TCFD 3(b)	Describe the organization's processes for managing climate-related risks.	Page 4
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Page 4
<b>METRICS + TARGETS</b>		
TCFD 4(a)	Disclose the metrics used by the organization to assess climate-related risks are integrated into the organization's overall risk management.	Page 4
TCFD 4(b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Page 12 of our 2021 Corporate Sustainability Report
TCFD 4(c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Page 12 of our 2021 Corporate Sustainability Report





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