

ARMADA HOFFLER PROPERTIES, INC.

HUMAN RIGHTS POLICY

Since its founding, Armada Hoffler Properties, Inc. (together with its predecessors and subsidiaries, the “**Company**”) has maintained the core values of ethics, quality and integrity. This Human Rights Policy emphasizes the Company’s commitment to basic human rights as a core component of the way the Company does business and engages its employees. This policy supports the Company’s Code of Business Conduct and Ethics by guiding employees toward the fundamental principles and requirements for upholding basic human rights in the workplace. This policy provides direction and guidance to employees to ensure that all practices and processes support the fundamental principles of basic human rights and are developed and implemented in a manner that complies with the Company’s core values around human rights and respects the inherent value of each individual. The Company is dedicated to ensuring that its employees understand their responsibility for upholding human rights and equality in the workplace. This Human Rights Policy applies to all Company employees.

1. Forced Labor: The Company will not make use of any form of forced or compulsory labor at any time for any purpose. All work will comply with the UN Guiding Principles on Business and Human Rights and the Company will cooperate with law enforcement to address such instances that come to their attention. We are also committed to working with well-established suppliers and vendors who adhere to our Vendor Code of Conduct, which prohibits the use of forced or compulsory labor.

2. Child Labor: The Company complies with all local minimum working age laws and requirements and prohibits the use of child labor. We are committed to combatting the exploitation of children and will act against such practices if they are identified in its operations or supply chain.

3. Harassment and Discrimination: The Company values and works to advance the diversity and inclusion of its employees. We are committed to the protection of women’s rights and the protection of minority group rights, including people of color. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces, properties and communities that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

4. Compensation and Hours: The Company pays all full-time employees at least the minimum wage and benefits required by applicable laws and regulations. Employees are compensated for overtime hours at the premium rate required by

applicable laws and regulations. We are committed to paying living wages under humane conditions. In addition, we comply with all laws and regulations regarding working hours.

5. Freedom of Association: The Company respects the rights of all employees to lawfully associate or not to associate with groups of their choosing, as long as such groups are permitted by law. We recognize the right of employees to collective bargaining through representatives who can communicate openly about working conditions without fear of retaliation.

6. Healthy Lifestyles: The Company promotes an active and healthy lifestyle, both physically and mentally. We offer various wellness initiatives and incentives, such as gym reimbursements and a smoking cessation program, to ensure the wellbeing of our employees.

7. Stakeholder Engagement: The Company works closely within its community to implement projects and strategies to improve the lives of those around us. We believe it is our responsibility to give back to those in need and to support organizations that are making a difference locally and nationally. The Company has created a dedicated Outreach Committee which supports our communities through volunteering and employee-led fundraisers.

8. Health and Safety: The Company complies with all applicable health, safety, and security laws and regulations of the jurisdictions in which it does business and limits employee exposure to potential safety hazards through proper design, engineering and administrative controls, preventive maintenance and safe work procedures. We shall provide all employees with a safe work environment and provide all employees with appropriate personal protective equipment and workplace health and safety information and training. We recognize that the right to water is a fundamental human right. We prohibit employees from bringing firearms and weapons to any Company jobsite (even if the employee is licensed to do so by state law) and promptly report to authorities any threats or acts of violence. The Company records, tracks and reports all occupational injuries and illnesses as required by applicable laws and in a manner which will: (i) encourage employee reporting of job-related injuries; (ii) classify and record cases of injury and work related illness; (iii) provide necessary medical treatment; and (iv) investigate and implement corrective actions to eliminate their causes.

9. Workplace Security: The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

10. Enforcement: The Company uses due diligence as a means to identify and prevent violations of this policy in our business and value chain. Where we have

identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties. This Human Rights Policy is overseen by the Chairperson of the Company's Environmental, Social and Governance Steering Committee and reports to the Chief Executive Officer

11. Guidance and Reporting: The Company strives to create workplaces in which open and honest communications among all employees are valued and respected. The Company also ensures employees are aware of this policy through training and expect that all employees will work to enforce this policy. Violations of this Human Rights Policy can be reported confidentially. To report suspected violations, please contact the Company via e-mail at humanrights@armadahoffler.com.