ESG
2023

ELEVATED EXCELLENCE

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORT

IMAGE: THE MO | WASHINGTON DC

ABOUT THIS REPORT

Our annual ESG Report focuses on the 2022 reporting period (January 1 to December 31, 2022), and unless otherwise stated, metrics or activities discussed relate to that period. The report's Environmental ("E"), Social ("S"), and Governance ("G") (collectively "ESG") disclosures were prepared with reference to the following frameworks:

- The Global Reporting Initiative ("GRI") Universal Standards (2021),
- the Sustainability Accounting Standards Board ("SASB") standards (Real Estate), and
- the Task Force on Climate Related Financial Disclosure ("TCFD").

These internationally recognized ESG frameworks and standards outline the perceived most comprehensive ESG disclosures for the real estate industry.

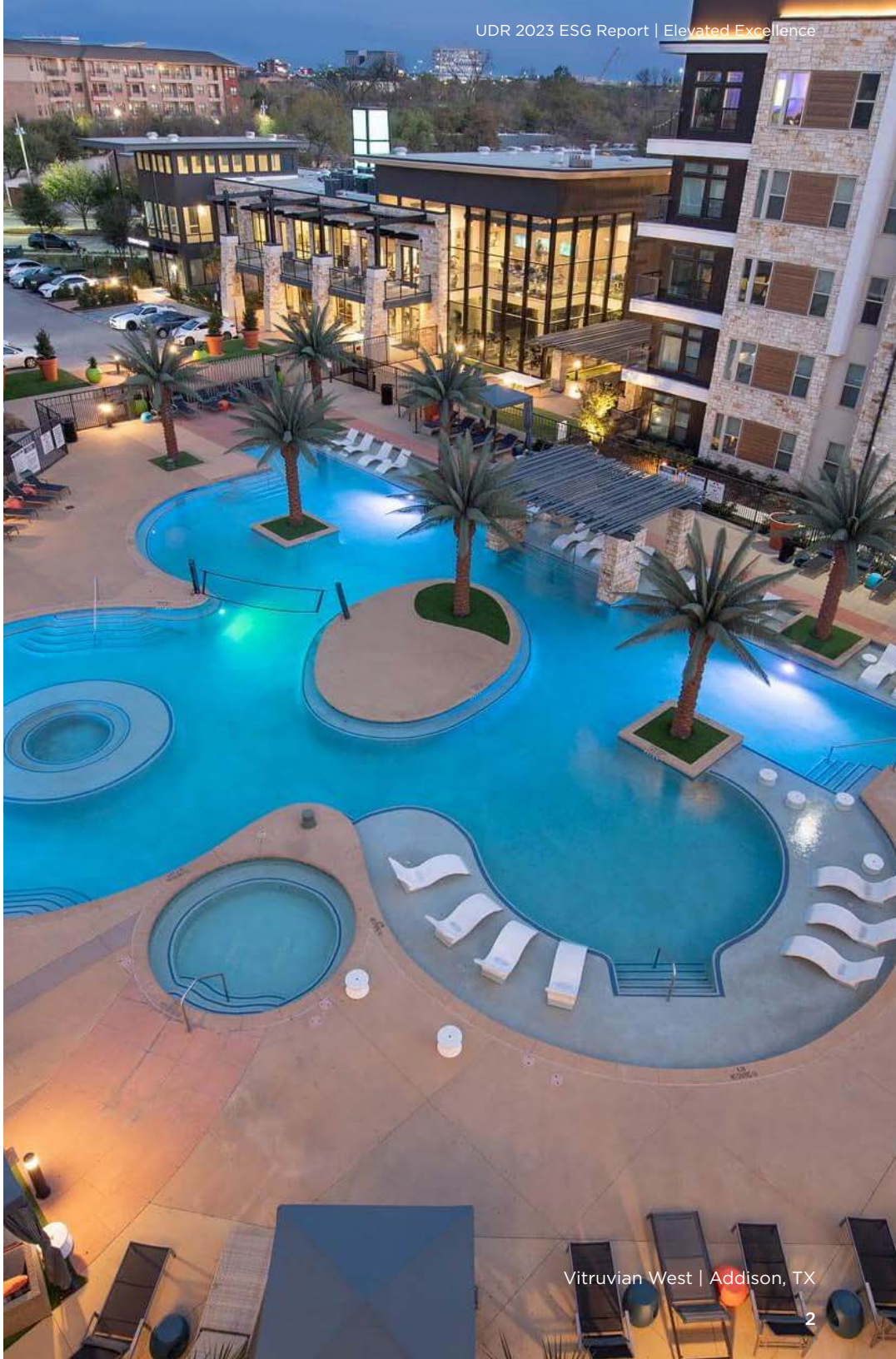
Indexes to GRI, SASB, and TCFD can be found on pages 59, 70, and 74, respectively.

We developed this report using the most reliable information available to us but cannot guarantee this information will not change due to conditions within or beyond our control. We undertake no duty to update any information included herein should a change occur.

Further, certain statements made in the report are "forward looking statements" that by their nature involve estimates, projections, goals, forecasts, and assumptions. These are subject to risks and uncertainties that could result in actual outcomes differing materially from those expressed in a forward-looking statement. These risks are discussed in our Annual Report on Form 10-K and our Quarterly Report on Form 10-Q filed with the Securities and Exchange Commission ("SEC") from time to time.

In this report, any use of the terms "material," "materiality," "immaterial," "substantive," "significant" and other similar terminology refers to the expected significance of our potential impact on economic, environmental and social topics or to topics or standards designated as "material" or "substantive" under the GRI standards, SASB standards or TCFD framework. These terms as used in this report are not used, or intended to be construed, as they have been defined by or construed in accordance with the securities laws or any other laws of the United States or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting.

At UDR, Inc. ("UDR" or the "Company"), we are doing our part to reduce the impact we have on climate change by implementing energy-efficient measures throughout our business operations and creating sustainable communities. As an environmental steward, **we ask you to please consider not printing this report.**



Vitruvian West | Addison, TX

WHAT'S NEW / DEVELOPING COMPARED TO LAST YEAR'S REPORT

GENERAL

- Continued our high standards of GRESB Real Estate Survey performance with a 2023 score of 87.
- Ranked 1st within our GRESB Real Estate peer group and named a 2023 GRESB Sector Leader.
- Recognized as one of Newsweek's America's Most Sustainable Companies for the second consecutive year in 2023.
- Added an additional topic, "Associate Compensation and Benefits", to our Materiality Assessment and included where to find additional information about each material ESG topic within this Report.
- Updated our GRI disclosures to reflect the GRI Universal Standards (2021). This update is also reflected in our disclosure mapping (i.e., included under each section heading where applicable).

ENVIRONMENTAL

- Introduced an updated long-term Sustainability Strategy that positions UDR well to navigate the still-evolving sustainability environment. This strategy focuses on calculating and monitoring our carbon footprint, actions that can be implemented to reduce our carbon footprint, and continuing to enhance our best-in-class sustainability reporting framework. Specifics include:
  - o Adopting science-based Scope 1, 2 and 3 Greenhouse Gas ("GHG") emissions intensity reduction targets, whereby we are committing to a Scope 1 and 2 emissions intensity reduction of 40% and a Scope 3 emissions intensity reduction of 30% from 2020-2035;
  - o Revising our other environmental goals related to energy, renewable energy procurement, water, and waste to align with our updated science-based emissions intensity reduction goals (with additional detail on pages 15 and 21); and,
  - o Transitioning to a more actions-oriented approach with respect to addressing climate-related risks and opportunities. This approach includes but is not limited to:
    - Proactively addressing Building Environmental Performance Standards,
    - Searching for ways to mitigate the potential risk of future utility cost increases as "green" infrastructure advances,
    - Ranking our communities across a variety of environmental metrics to determine near- versus longer-term climate-related risks and opportunities that could impact the Company,
    - Collaborating throughout the Company to identify, research, and integrate sustainability capital projects and technologies.
- Expanded our Environmental Metrics table to include Scope 3 emissions for the first time as we work towards our Scope 3 emissions intensity reduction goal.
- Completed Sustainability Certification of an additional four UDR apartment communities, increasing our sustainably certified property count to 29 (representing over 15% of our portfolio).

SOCIAL

- Developed and incorporated UDR's top five people goals, which were determined by surveying the top leaders of the Company and will help to shape the direction of our future people initiatives. Efforts towards these goals are found in the "Our Commitment to Social Responsibility" section of this report, and include:
  - o Monitor and enhance the associate experience;
  - o Improve associate health and wellness;
  - o Strengthen our talent acquisition function;
  - o Advance Diversity, Equity, and Inclusion ("DEI") and community engagement programs; and,
  - o Enhance our approach to learning, development, and succession planning.
- Introduced quarterly associate pulse surveys and monthly HR newsletters to increase communication and opportunities for associate feedback.
- Achieved an associate turnover rate of 28% for 2022, which is lower than the industry standard of 38% (based on National Association of Real Estate Investment Trusts ("NAREIT") and CEL data).
- Expanded our associate demographic disclosures within this Report to include our most recent EEO-1 report filed in 2022.
- Implemented a new compensation market data tool that allows us to obtain near real-time market data and update our salary ranges accordingly.
- Provided updates around our new associate benefits and learning and development programs that were introduced in our 2022 ESG report, which continue to enhance our associate experience. These include benefits such as our Lifestyle Spending Account, Associate Resource Program, a Roth 401(k) retirement plan, as well as learning and development programs such as our Certified Manager Program, Level Up! Career Mobility Program, and new Learning Management System.
- Continued to provide updates regarding our residents' experience, including features of our Operating Platform enhancements and Resident App. Utilizing these technologies, 97% of resident leases, 90% of rent payments, 87% of service requests, and 85% of lease renewals were completed online in 2022.

GOVERNANCE

- Expanded our already robust social governance framework with the addition of Shezelle Krei, Vice President of Organizational Development.
- Obtained 19 out of 20 points in the Governance section of our 2023 GRESB Real Estate Assessment, higher than the GRESB average of 18 points.
- Simplified the ESG Metrics incorporated into our senior leadership Short-Term Incentive Program ("STI") including moving to an annual relative GRESB score versus peer companies.
- Clarified that there are no outstanding share grants that are subject to single trigger change in control provisions.

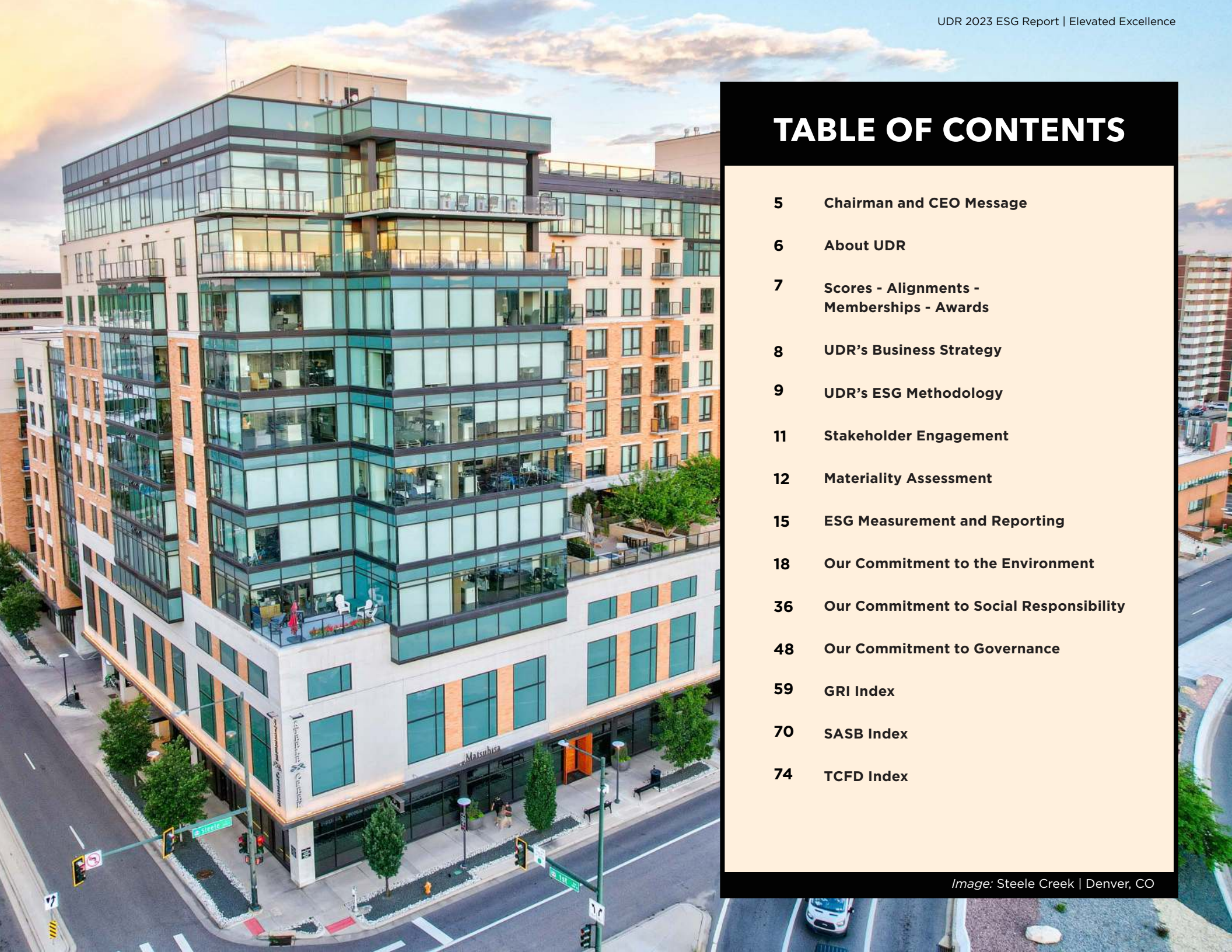


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Image: Steele Creek | Denver, CO

CHAIRMAN & CEO MESSAGE

(GRI 2-9, 2-22, 2-29)

We are delighted to share with you our 5th annual ESG report, which highlights UDR's ongoing and robust commitment to being a leader in ESG initiatives. Realizing tangible progress towards our ESG goals is imperative as successful ongoing execution (1) helps to support and enrich our cultural values, (2) makes stakeholders aware that UDR is doing its part on the ESG front, and (3) enhances our bottom-line results.

Regarding UDR's strategic vision and future goals, a foundational principal we have adhered to over my tenure as Chairman and CEO is "listen to our associates, listen to our residents, and listen to our investors." This principle is a key driver of our company culture and the feedback received from these diverse groups often serves as our best lens into where we are excelling and where we still need to improve as we navigate a business environment that continues to evolve. This is no different for ESG and I believe will largely determine how successful our future ESG pursuits will be. Putting this mantra into action, from 2018 to 2020 we implemented a self-service operating model that allows our residents to interact with us on their time, we recently began conducting quarterly "Pulse" surveys to better understand how our associates view their experiences at UDR, we delved more deeply into our residents' tenure with UDR through our Customer Experience Project which aims to identify successes and failures throughout a resident's stay to improve their overall experience and increase their lifetime value to the Company, and we have met with 539 investors, representing approximately 80% of our outstanding common stock, since the beginning of 2022 to better understand their views on our strategy and execution. Continuing to evolve our strong culture to adapt it to ever-changing stakeholder wants and needs will be key to our future success. We are hard at work to ensure that the feedback we receive from all stakeholders is not only heard but acted upon.

Improving our ESG footprint is reflected in the actions we have undertaken over time as outlined within this report. Noteworthy recent achievements include:

- Updating our long-term Sustainability Strategy to be more actions-oriented with respect to addressing climate-related risks and opportunities, including (1) reducing future GHG emissions, (2) proactively addressing market-level benchmarking requirements and Building Emissions/Energy Performance Standards ("BEPS"), (3) programmatically spending capital on sustainability projects that produce a return on investment plus sustainability benefits, and (4) examining ways to reduce the risk of future utility cost increases.

- Adopting of science-based Scope 1, 2 and 3 GHG emissions intensity reduction targets that align with the objective to hold the increase in the global average temperature to well below 2 degrees centigrade as set forth in the Paris Agreement and are calculated in accordance with World Resource Institute standards. We committed to reducing our Scope 1 and 2 emissions intensity by 40% and our Scope 3 emissions intensity by 30% from 2020 - 2035.

- Scoring 87 on our 2023 GRESB Real Estate survey which ranked 1st within our GRESB Real Estate peer group and was named a 2023 GRESB Sector Leader.

- Certifying an additional four UDR apartment communities as sustainable during 2022, bringing our total to 29 communities. Expanding our portfolio of sustainable communities makes it more desirable for our residents while driving revenue and expense efficiencies that create value for other stakeholders.

- Expanding our already robust social governance framework in 2023 with the addition of Shezelle Krei, Vice President of Organizational Development. The creation of this role signifies our commitment to enhancing our already strong corporate culture and talent acquisition/retention programs through more focused engagement with our associates.

- Being named to Newsweek's America's Most Sustainable Companies for the second consecutive year in 2023.

Collectively, these are significant accomplishments that (1) exhibit our ongoing commitment to being a best-in-class ESG real estate investment trust ("REIT"), (2) position our Company well to address the still evolving ESG space, and (3) showcase the innovation and dedication that our associates exhibit daily to make UDR a better ESG steward.

As you read through our 2023 ESG Report, you will note that many of our ESG goals, sections, and disclosures tie to the UN Sustainable Development Goals ("SDGs") as well as the GRI, SASB, and TCFD standards. Each serves as an important framework for decision making and goal setting across E, S, and G. Our aim is to provide full transparency around how UDR's ESG efforts meet external requirements while encouraging our associates and residents to take an active role in achieving our sustainability goals.

Lastly, UDR's capable and diverse Board of Directors ("Board") and executive team remain firmly committed to advancing ESG and continuing to improve our E footprint when economically viable and where appropriate. Our Board is highly engaged, receiving annual ESG strategy updates, and E, S, and G progress updates at least quarterly. And, a portion of our senior corporate and field leaderships' annual compensation is determined by meeting certain predetermined ESG related goals. Fostering an environment that encourages honest discussion and seeks to include diverse perspectives is key to our ultimate ESG success and is already central to our culture.

I sincerely hope you find our 2023 ESG Report insightful and can appreciate the significant contributions UDR associates have made to turn our ESG goals into reality.

Sincerely,

Thomas W. Toomey
Chairman and Chief Executive Officer

ABOUT UDR, INC.

(GRI 2-9, 2-22, 2-29)

UDR is a multifamily REIT that owns, operates, develops and redevelops a diversified portfolio of apartment homes across top-tier U.S. markets. Founded in 1972, UDR is an S&P 500 company that has consistently generated strong total shareholder return ("TSR") through innovation, best-in-class operations, and flexible capital allocation across a wide range of opportunities. UDR is a $19.4 billion[1] company with a highly diverse portfolio spread across 21 coastal and sunbelt markets.

UDR'S MARKET COMPOSITION

- > 5.0% Total NOI
- 2.5%-5.0% Total NOI
- < 2.5% Total NOI

SCORES ALIGNMENTS MEMBERSHIPS AWARDS

(GRI 2-6)

ALIGNMENTS WITH INDUSTRY CODES + VOLUNTARY BEST PRACTICES

- Reporting Frameworks: GRI Core, SASB, and TCFD
- ENERGY STAR Benchmarking
- UN SDGs
- Science-based emissions reduction targets integrated into our long-term Sustainability Strategy
- Certification of our Environmental Management Strategy ("EMS") to the ISO 14001 (2015) Standard

REGIONAL INDUSTRY ASSOCIATIONS/MEMBERSHIPS

- Apartment & Office Building Association of Metropolitan Washington
- Apartment Association of Greater Dallas
- Apartment Association of Greater Orlando
- Apartment Association of Metro Denver
- Austin Apartment Association
- Bay Area Apartment Association, Tampa
- California Apartment Association
- Colorado Apartment Association
- Florida Apartment Association
- Greater Boston Real Estate Board
- Greater Nashville Apartment Association
- Maryland Multi-Housing Association
- Multifamily NW, Portland
- New Jersey Apartment Association
- Pennsylvania Apartment Association
- Rent Stabilization Association – New York
- San Francisco Apartment Association
- Washington Multi-Family Housing Association

ESG SURVEY SCORES

87	GRESB REAL ESTATE SURVEY	Named a 2023 GRESB Sector Leader. Ranked first among our peer group of listed multifamily within the United States.
A	GRESB PUBLIC DISCLOSURE	For the 5th year in a row, our annual GRESB Public Disclosure score is an "A".
14	SUSTAINALYTICS ESG RISK RATING REPORT	Classified as "Low-risk".
BB	MCSI ESG	Opportunity to Improve.

MEMBERSHIPS

- National Association of Real Estate Investment Trusts
- National Multifamily Housing Council
- National Apartment Association
- Urban Land Institute
- Urban Land Institute Greenprint
- Real Estate Round Table
- GRESB Participating Member

AWARDS

- Named a 2023 GRESB Sector Leader
- Named to Newsweek's 2023 list of America's Most Sustainable Companies

GRESB
REAL ESTATE
sector leader 2023

UDR'S BUSINESS STRATEGY AND VALUE PROPOSITION[1]

(GRI 2-6)

UDR's business strategy integrates best-in-class operations, a focus on improving the resident experience, accretive capital allocation, durable and repeatable competitive advantages, a strong and liquid balance sheet, and an innovative culture – all with the overarching goal of remaining a strong corporate citizen. We believe these attributes enhance our same-store, earnings, dividend, and net asset value ("NAV") per share results and growth trajectories, TSR, and the high-quality living experience our residents have come to expect. Evidence for this comes from above-peer-average earnings per share growth in eight of the past eleven years and an annualized TSR compounded annual growth rate ("CAGR") of over 9% over the last 20 years.

OPERATING EXCELLENCE

- Superior long-term same-store NOI growth
- Expand margins and lessen expense growth
- $60M incremental NOI captured or identified

DIFFERENTIATED MARKET SELECTION

- Highly diversified portfolio by market mix, price point, and location within market reduces market-specific risk
- 44%/56% A/B and 32%/68% Urban/Suburban portfolio mix appeals to wider renter and investor bases
- High-quality renter base with average incomes well above market median levels
- Predictive analytics and qualitative analyses help to identify favored investment/divestment markets

REPEATABLE INVESTMENT UPSIDE

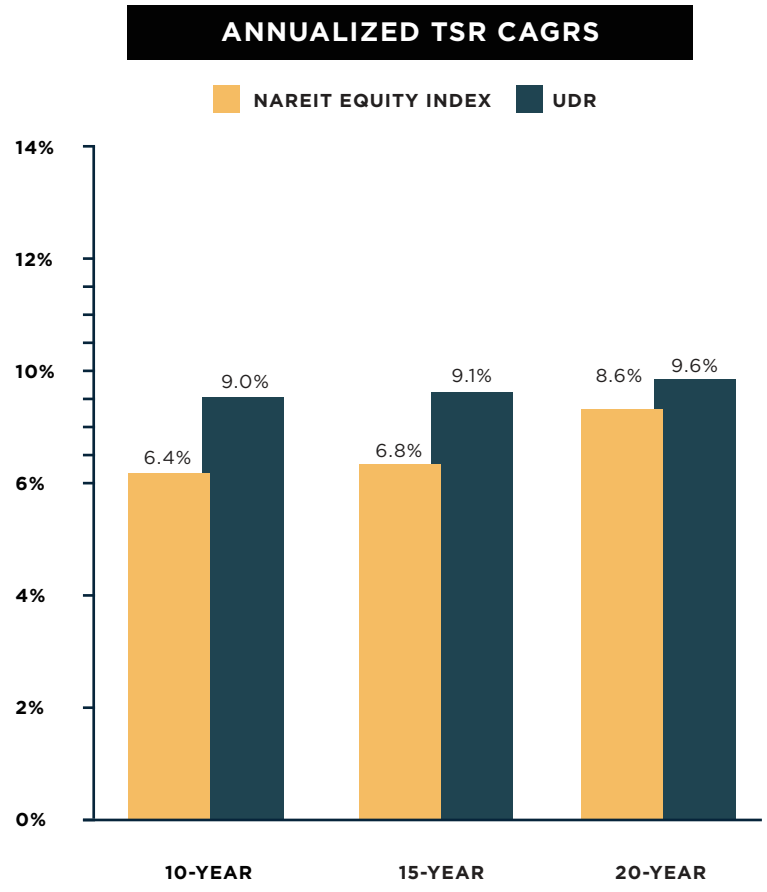
- Variety of investment options and history of actively pivoting to seek the best risk-adjusted return
- History of acquisitions achieving 10-15% NOI growth in excess of market over first 3 years of ownership
- Durable competitive advantages boost yields

WELL-POSITIONED BALANCE SHEET

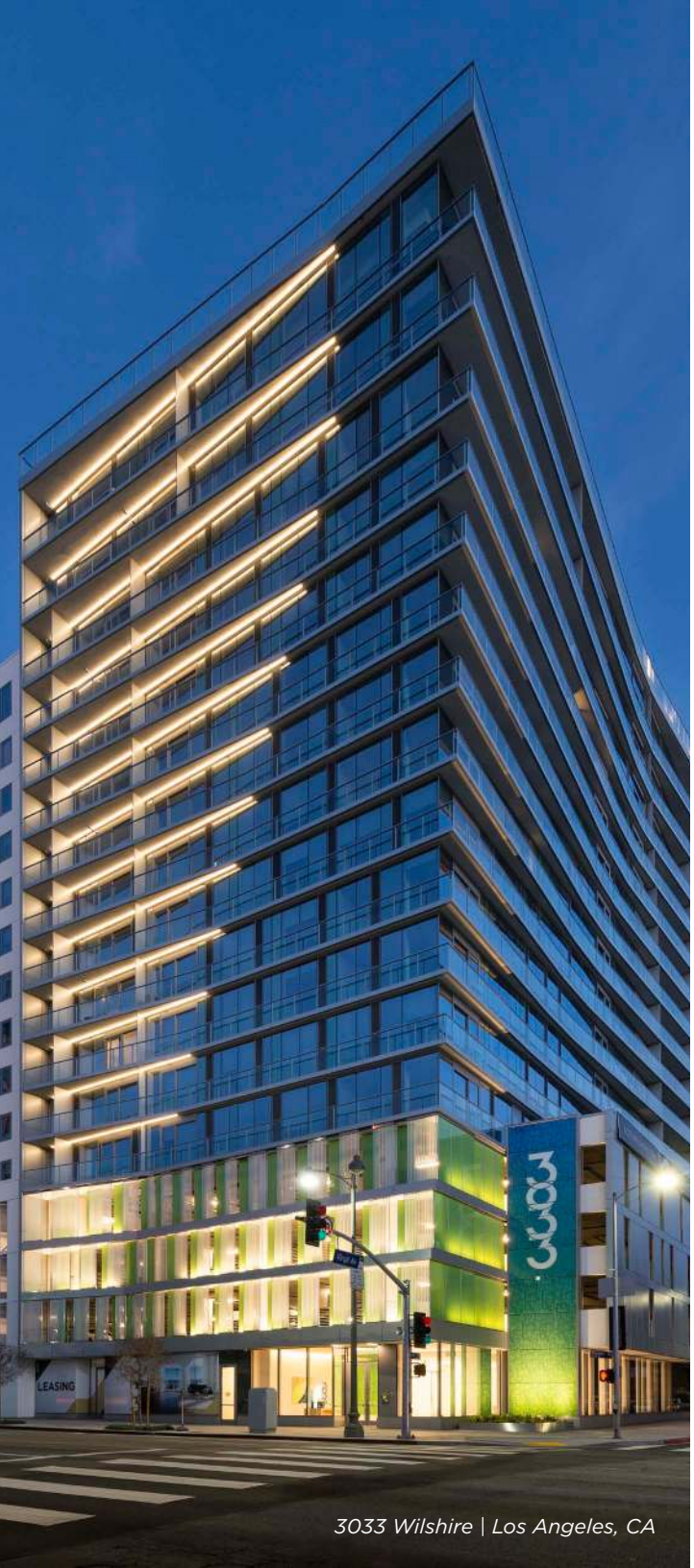
- Investment grade, primarily unsecured borrower with well-laddered maturity schedule
- Sector-best weighted average interest rate of 3.2%
- Only 5% of consolidated fixed rate debt is scheduled to mature through 2025[2] (i.e., minimal near-term interest rate risk)

INNOVATIVE CULTURE THAT EMBRACES CHANGE

- High employee engagement and resident satisfaction with an ESG focus
- History of embracing innovation and change to drive greater efficiencies



(1) Data as of June 30, 2023.
(2) Excludes principal amortization and amounts outstanding on the Company's commercial paper program and working capital facility. Source: Company and peer documents.



3033 Wilshire | Los Angeles, CA

UDR'S ESG METHODOLOGY

(GRI 2-29, 3-1; SASB IF-RE-130a.5; IF-RE-140a.4, IF-RE-450a.2; TCFD 2, 9, 11)

As the ESG landscape has continued to evolve, UDR has sought to continually cultivate a high standard for our ESG goals, progress toward those goals, and reporting regarding those goals. Material ESG topics to address are typically identified through consistent stakeholder engagement, evaluating relevant ESG reporting frameworks and well-regarded peer company ESG priorities, and reviewing the current and upcoming regulatory landscape. We will continue to evaluate our ESG strategy through consistent reviews of our ESG processes and initiatives to ensure that they (1) remain aligned with and enhance our strategic goals, (2) address the evolving needs and expectations of our stakeholders, and (3) continue to provide useful and actionable ESG data metrics. Continued ESG improvement is critical to our long-term success, the results and the TSR we generate over time, enhancing our cultural, and improving our residents' experience.

Our ESG review process is integrated at the highest level, as UDR's Board oversees and regularly reviews:

- Progress towards meeting our stated ESG goals and evolving those goals as warranted,
- Our annual ESG disclosures, including those within this report,
- Metrics related to human capital management, including those that are foundational to our corporate culture,
- Risks and opportunities posed to our portfolio by climate change, including physical, transitional, and regulatory risks, as well as cybersecurity risk,
- Feedback from stakeholder engagement on material ESG topics, and
- The development and implementation of our long-term ESG strategies.

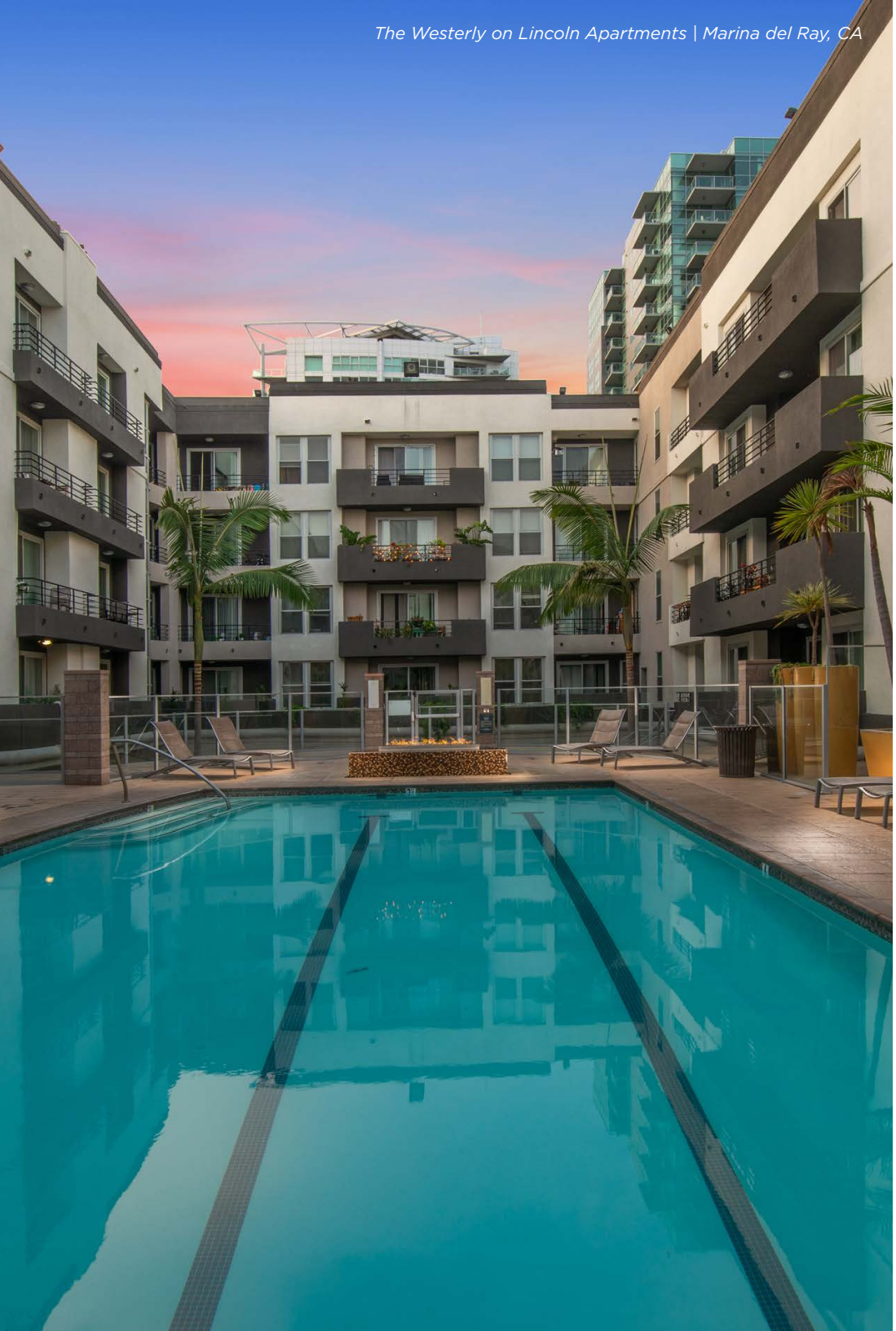
Additional information on stakeholder engagement around ESG is available on Page 11, while a few examples of stakeholder groups and our methods of engagement include:

- Investors: In 2022 and early 2023, we had 539 interactions with our investors through meetings and property tours, representing ownership of approximately 80% of our outstanding common stock. In addition, we met with key governance or ESG stewardship functions that comprised approximately 42% of our outstanding share count.

- Residents: In 2022, we engaged with over 96% of our residents through our smart home technology offerings and resident app; a high penetration rate as compared to prior periods as a result of implementing these technologies. Moving forward, we envision increased interaction with our residents as we implement our Customer Experience Project ("CEP"). The CEP should yield significantly more interactions with our residents, through which we expect to improve their UDR experience and lengthen their tenure.

- Associates: Our most recent companywide engagement survey had an 81% participation rate amongst our associates, and we continue to hold regular all-associate calls with UDR's executive management. Our goal in implementing quarterly pulse surveys in 2023 is to receive more frequent associate feedback. This will enable us to gain near real-time insight into our associates' engagement, enablement, views on the UDR's culture, and work-life balance along with 20+ additional key performance indicators.

Continuing to listen to our stakeholders, and act upon the feedback we receive when appropriate, remains crucial to our ongoing success in E, S, and G. Additional information about stakeholder engagement, identified ESG risks and opportunities, and our commitment to ESG can be found throughout the body of this report and on the ESG section of our website, **https://www.udr.com/ESG/.**



The Westerly on Lincoln Apartments | Marina del Ray, CA

ESG GOVERNANCE
(GRI 2-9, 2-13; TCFD 2 AND 8)

In 2021, our Governance Committee Charter was amended to assign the Governance Committee oversight of the Company's ESG disclosures, including any ESG report that is published. Sustainability is incorporated into UDR's overall risk assessments, and the Board provides risk oversight. Recent ESG discussions during Board meetings have focused on how we can further integrate human capital into our overall business and still-evolving ESG strategy as well as a refresh of our long-term Sustainability Strategy (addressed on pages 19-20). These discussions will continue to evolve as we seek to enhance our commitment to ESG and further align the Company's sustainability objectives with those of our stakeholders.

UDR's ESG Committee, made up of senior officers at the Company, sets Company-wide ESG targets, goals, and strategy. Chairman and CEO, Tom Toomey, steers the Committee which approves the ESG strategy, while other members are responsible for implementing and monitoring progress towards meeting ESG targets and goals, evaluating the integrity of the Company's overall ESG reporting processes, and assessing the vision of our sustainability objectives. As part of our EMS process, we conduct third-party and internal assurance testing of the accuracy and completeness of significant ESG metrics. These include GHG emissions, energy usage, water usage, waste diversion, associate compensation, diversity, training, and gender metrics included in this report and our 2023 GRESB survey. As the ESG reporting landscape changes due to expanding regulatory requirements and shifting stakeholder interests, we will continue to evolve our ESG control environment.

In 2022, we created an HR Committee, comprised of leaders from across the organization to help further integrate human capital, corporate responsibility, and sustainability into our business strategy.

> **"Current ESG discussions during Board meetings focus on further integrating human capital into our overall business and still evolving ESG and people strategies as well as increased analyses of climate risks and opportunities."**

STAKEHOLDER ENGAGEMENT

(GRI 3-2, GRI 3-3 for GRI 302, 303, 305, 306, 404, and 405; SASB IR-RE-130a.5; IF-RE-140a.4, IF-RE-450a.2; TCFD 6 and 9)

UDR consistently engages with a variety of stakeholder groups regarding ESG. These stakeholder groups, and how we interact with them, are presented in the table to the right. Input from our stakeholders is one of several factors that influence which ESG topics we disclose as well as our overall ESG strategy. Each of these topics is presented with its relative stakeholder importance, i.e., how they influence stakeholder assessments and decisions, and the relative significance of our potential economic, environmental, and social impacts on these topics in our materiality assessment table on the following page.

As a note, these groups and methods of engagement are not wholly representative of all stakeholder engagement, but rather are representative of ESG-related interactions with stakeholders.

322 North Broad | Philadelphia, PA

STAKEHOLDER GROUP	METHODS OF ENGAGEMENT
ASSOCIATES	• All-Associate Calls • Annual Performance Reviews • Associate Pulse Surveys • Associate Engagement Surveys • Monthly and Quarterly Newsletters
SHAREHOLDERS	• Annual Proxy Communication • Industry Events and Investor Conferences • Investor Calls, Meetings, and Ongoing Outreach • Press Releases, SEC Disclosures, and Earnings Calls
RESIDENTS	• Third-Party Satisfaction Surveys • UDR Resident App • UDR Surveys and Net Promoter Scores (“NPS”) • Customer Experience Project
LOCAL COMMUNITIES/ GOVERNMENTS	• Affordable Housing • Charitable Giving and Organized Fundraisers • State/Local/Municipal Regulatory E Compliance • UDR Volunteer Days
VENDORS AND SUPPLIERS	• Vendor Contracts and Service Level Agreements • Vendor Relations Contact Line • Vendor Screening, Credentialing, and Compliance
BOARD OF DIRECTORS	• Board Meetings • Oversight of: - Business Enterprise and Strategy - ESG and Human Capital Management - Risk Management
ASSOCIATIONS[1]	• GRESB and Other ESG Surveys • Industry Events and Conferences • Memberships and Partnerships • Participation on Boards and Committees

[1] Both Industry and ESG associations.

MATERIALITY ASSESSMENT

(GRI 3-2, GRI 3-3 for GRI 302, 303, 305, 306, 404, and 405; GRI 3-2, GRI 3-3 for GRI 302, 303, 305, 306, 404, and 405; SASB IF-RE-130a.5; IF-RE-140a.4, IF-RE-450a.2; TCFD 6 and 9)

To prioritize ESG topics to include in our disclosures, we rank each topic in terms of the relative significance of how each topic influences stakeholder decisions and the relevant impact UDR has on the economic, environmental, and social aspects of each topic within UDR's ecosystem. The topics and their rankings are periodically reviewed by senior leadership through a survey to reflect current ESG initiatives and relevant ESG engagement across our stakeholder groups. The results of our most recent survey are shown in our Materiality Assessment Table.

In 2023, we added one new topic: Associate Compensation and Benefits. This topic captures UDR's ability to offer equitable and competitive compensation and a comprehensive selection of benefits to retain top talent. In addition to the new topic, we have also included page numbers within this Report where information concerning our management of the topic and relevant actions taken may be found.

KEY

LOW	MEDIUM	HIGH

	Relevant impact UDR has on the E, S, and G aspects of each topic within UDR's ecosystem	Relative importance of each topic as it relates to stakeholder decisions about UDR	Pages for Additional Information
Waste Management	LOW	LOW	See pages 15, 21, 30
GHG Emissions	MEDIUM	HIGH	See pages 15, 19-25
Energy Management	MEDIUM	MEDIUM	See pages 15, 21-25, 28
Sustainable Buildings	MEDIUM	MEDIUM	See pages 15, 21, 26
Water and Wastewater Management	LOW	LOW	See pages 15, 21, 22-25, 30
Inclusion and Diversity	MEDIUM	MEDIUM	See pages 16, 37-38, 42-43
Labor Practices	MEDIUM	MEDIUM	See pages 39-40, 51-53, 56-57
Associate Career Development	HIGH	MEDIUM	See pages 39-41
Associate and Resident Health and Safety	MEDIUM	MEDIUM	See pages 37-38, 45-46
Associate Compensation and Benefits	HIGH	MEDIUM	See pages 37-38, 44-45
Resident Experience (Engagement and Satisfaction)	HIGH	HIGH	See pages 11, 16, 37-38, 47
Resident Access and Affordability	MEDIUM	MEDIUM	See pages 46-47
Climate Change Portfolio Risk Management	MEDIUM	MEDIUM	See pages 19-25
Cybersecurity	HIGH	HIGH	See pages 54-55
Legal and Regulatory Environment	LOW	HIGH	See pages 24-25, 53, 56-57
Business Ethics	HIGH	HIGH	See pages 41, 53, 57
Technology and Innovation	HIGH	HIGH	See pages 29, 31, 47
Community Engagement/Philanthropy	MEDIUM	LOW	See pages 11, 16, 46
Responsible Investing	MEDIUM	MEDIUM	See pages 8, 29, 31
Corporate Governance	HIGH	HIGH	See pages 8, 10-11, 17, 22, 48-57

UN SUSTAINABLE DEVELOPMENT GOALS ("SDGS")

(GRI 3-1, 302-4, 305-5, 306-2, TCFD 9, 10, 11)

In our 2022 ESG Report, UDR announced the alignment of our ESG goals with 10 of the 17 United Nations SDGs that we believe are the most relevant to our industry.

To illustrate our continued commitment to these 10 goals, we have listed examples of actions taken to advance these goals and aligned our disclosures with each selected goal. Our disclosure alignment process utilizes guidance from Integrating the SDGs into Corporate Reporting, published in 2018 and updated in 2022, a collaborative effort from the GRI and the UN Global Compact. We provide our disclosure alignment using a combination of the recommended disclosures for each SDG goal and target outlined in An Analysis of the Goals and Targets 2022.

UDR CONTRIBUTIONS TOWARDS EACH SDG	DISCLOSURE ALIGNMENT
The health, wellness, and safety of our associates is of utmost importance to UDR, and integral to maintaining our inclusive culture and associate engagement. In 2022, we introduced additional benefits including a Lifestyle Spending Account, a new Associate Resource Program that provides mental, emotional, and financial health resources and a Roth 401(k) retirement plan. These are in addition to our health benefit plans and traditional 401(k) retirement plan. We continue to provide opportunities for feedback on health and wellness in our new quarterly associate pulse surveys.	GRI 401-2, UDR Social Goals
UDR incorporates gender-based compensation ratios into our annual compensation analysis, and the ratios are also disclosed annually within this report. We also disclose promotion metrics by gender to provide transparency and track our efforts on this matter over time and have included our most recently filed EEO-1 table within this Report.	GRI 401-1, 401-2, 405-1, 405-2, 406-1; UDR Social Goals
UDR utilizes water efficiency technology, reclaimed water, and submetering resident consumption where possible to enhance water management and leak detection. In 2022, we used over 22,700,000 gallons of reclaimed water for irrigation purposes, thereby reducing our use of potable water.	GRI 303-1, 303-3, 306-2; SASB IF-RE-140a; UDR Environmental Goals
In 2022, UDR produced over 1.6 million kWh of renewable energy through onsite solar and retired Green-e certified renewable energy credits ("RECs") representing 31,931,000 kWh of energy usage. We have also initiated pilot projects for onsite wind energy and battery storage for onsite renewable energy and are evaluating opportunities to scale our onsite solar to additional communities.	GRI 302-1, 302-4; SASB IF-RE-130a; UDR Environmental Goals
In 2023, we expanded our already robust S governance framework with the addition of Shezelle Krei, Vice President of Organizational Development. The creation of this role signifies our commitment to enhancing our already strong corporate culture and talent acquisition/retention programs through more focused engagement with our associates.	GRI 2-7, 2-23, 2-30, 201-1, 401-1, 401-2, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1; UDR Social and Governance Goals

UN SUSTAINABLE DEVELOPMENT GOALS ("SDGS") *(cont.)*

(GRI 3-1, 302-4, 305-5, 306-2, TCFD 9, 10, 11)

UDR CONTRIBUTIONS TOWARDS EACH SDG	DISCLOSURE ALIGNMENT
Over the last eight years we have completed over 270 sustainability projects to promote more efficient water and energy consumption and more sustainable waste management. In addition to investments in smart building, SmartHome technology, and sustainability related projects at our communities we have committed to invest $20 million in ESG and Climate Technology Funds. These funds help us identify and advance in-home and community-wide real estate technologies that are intended to help UDR, its residents, and others address climate change by reducing our collective carbon footprint.	GRI 201-1; SASB IF-RE-130a, IF-RE-140a, IF-RE-410a, IF-RE-450a; UDR Environmental Goals
In 2022, we conducted a compensation analysis to measure whether pay was equitable across our associate base and adjusted compensation to reflect our findings. In addition, we revised our "Health of the Workforce" metric for senior leadership's Short-Term Incentive Program to help ensure that we are consistently sourcing a diversified field of candidates. We continue to include associate demographic and compensation disclosures throughout this Report.	GRI 2-7, 405-1, 405-2, 406-1, UDR Social Goals
In 2022, UDR obtained 4 sustainability certifications, increasing our total number of certified communities to 29 (representing over 15% of the portfolio). Additionally, our environmental goal related to sustainability certification set a minimum standard of LEED Silver or equivalent for new developments.	GRI 306-2, UDR Environmental Goals
Throughout 2022, UDR continued to engage our communities, residents, and associates with respect to efficient energy, water, and waste consumption strategies with over 149,000 environmental communications distributed throughout the year. We continue to promote resident demand response programs, which are utility provider programs that help communicate opportunities to and reward residents when they consume less energy.	GRI 302-1, 302-3, 302-4, 306-2; SASB IF-RE-130a, IF-RE-140a, IF-RE-410a; UDR Environmental Goals
In 2023, we updated our long-term Sustainability Strategy, and adopted science-based Scope 1, 2 and 3 GHG emissions intensity reduction targets, whereby we are committing to a Scope 1 and 2 emissions intensity reduction of 40% and a Scope 3 emissions intensity reduction of 30% from 2020-2035.	GRI 201-2, 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, 305-5; SASB IF-RE-450a; TCFD 5, 10, 11; UDR Environmental Goals

ESG MEASUREMENT AND REPORTING

(GRI 3-1, 302-4, 305-5, 306-2, TCFD 9, 10, 11)

Our ESG goals were originally established to promote sustainability across our business operations, further our inclusive and innovative culture, and create long-term value for our stakeholders. We have updated our environmental goals to align with science-based targets and to reflect our updated long-term Sustainability Strategy, including Scope 1, 2, and 3 emissions intensity reduction targets, where emissions intensity is represented as kg carbon dioxide equivalent ("CO2e") per square foot ("SF"). We continue to incorporate intensity-based energy, renewable energy procurement, water, and waste reduction goals as operating sustainably affects the carbon footprint of our entire value chain.

We report our progress on each goal and target to our ESG Committee, Board, and our stakeholders. Periodically, our goals and targets are reviewed to confirm alignment with our business strategy and our stakeholders.

PROGRESS TOWARDS ESG GOALS AND TARGETS

LEGEND: ★ NEW | ⚙ UPDATED | ☑ GOAL ACHIEVED | → ONGOING

	STATUS	GOAL	RESULT AS OF 12/31/22	UN SDG ALIGNMENT
ENVIRONMENTAL	⚙ →	Reduce GHG Scope 1 + 2 (Market Based) combined emissions intensity by 40% between 2020 and 2035.	17% reduction in Scope 1 + 2 (Market Based) emissions intensity from 2020 to 2022. This follows a 35% reduction in emissions intensity from 2015 to 2020.	7, 9, 11, 13
ENVIRONMENTAL	★	Reduce GHG Scope 3 emissions intensity by 30% between 2020 and 2035.	6% increase in Scope 3 emissions intensity from 2020 to 2022. This follows a 22% reduction in emissions intensity from 2015 to 2020. Our updated long-term Sustainability Strategy should help target emissions reductions throughout our value chain.	7, 9, 11, 13
ENVIRONMENTAL	⚙ →	Sub-goal: Reduce the Company's operational controlled energy intensity (kwh/SF) by 20% between 2020 and 2035.	0% change in energy intensity (energy from operationally controlled spaces divided by common area SF) from 2020 to 2022. This follows a 10% reduction in energy intensity from 2015 to 2020.	9, 11, 13
ENVIRONMENTAL	⚙ →	Sub-goal: Reduce water consumption intensity (kgal/SF) by 10% between 2020 and 2035.	0% change in water intensity (water purchased by UDR divided by the total SF of our portfolio) from 2020 to 2022. This follows a 1% reduction in water intensity from 2015 to 2020.	6, 9
ENVIRONMENTAL	⚙ →	Sub-goal: Increase the Company's recycling diversion rate to 25% by 2035.	Our 2022 like-for-like diversion rate was 23% and our whole portfolio diversion rate was 22%.	12
ENVIRONMENTAL	→	Procure 35% of operational controlled electricity through renewable energy sources by 2035.	30% of operationally controlled electric procured through renewable energy sources in 2022.	7
ENVIRONMENTAL	☑ →	Obtain sustainability certification for new developments (at least LEED Silver or equivalent) and green building certifications for existing assets.	We continue to obtain green building certification for new developments and operational communities with four additional certifications in 2022, increasing our number of sustainably certified properties to 29 (over 15% of the portfolio).	9, 11

ESG MEASUREMENT AND REPORTING *(cont.)*

(GRI 3-1, 302-4, 305-5, 306-2, TCFD 9, 10, 11)

PROGRESS TOWARDS ESG GOALS AND TARGETS

LEGEND: ★ NEW | UPDATED | ☑ GOAL ACHIEVED | → ONGOING

	STATUS	GOAL	RESULT AS OF 12/31/22	UN SDG ALIGNMENT
SOCIAL	☑ →	Maintain an Associate Engagement Score above the average for high performing companies as determined by the third party that conducts our engagement surveys.	Achieved per last Korn Ferry Survey, conducted in 2021.	8
SOCIAL	★	Provide our Associates with greater opportunity and flexibility to volunteer their time towards organizations that align with their interest.	In 2022 UDR provided 1,072 hours of paid time off for our associates to use for volunteer work. Our enhanced volunteer program will be rolled out in 2024.	11
SOCIAL	→	Maintain an average Net Promoter Score greater than 33 over time and continue to integrate new methods/ metrics of measuring resident satisfaction.	Our NPS was 19 as of 12/31/22. With COVID-19 behind us, we expect to revert to an NPS greater than 30, which is considered “great,” over the coming years.	8, 10
SOCIAL	★	Continue to make Diversity, Equity, and Inclusion a focus through recruiting efforts, fostering an inclusive work environment, and providing equal opportunities for all.	The results of the Q2 2023 Associate Engagement Pulse Survey indicated that 80% of associates felt that at UDR everyone can succeed to their full potential no matter who they are.	3, 5, 8
SOCIAL	☑ →	Provide 100% of Associates with health and well-being opportunities throughout the year.	Associates have access to multiple wellness and behavioral health support opportunities as well as monthly wellness newsletters and health and wellness fairs.	3, 5

ESG MEASUREMENT AND REPORTING *(cont.)*

(GRI 3-1, 302-4, 305-5, 306-2, TCFD 9, 10, 11)

PROGRESS TOWARDS ESG GOALS AND TARGETS

LEGEND: ★ NEW | UPDATED | ☑ GOAL ACHIEVED | → ONGOING

	STATUS	GOAL	RESULT AS OF 12/31/22	UN SDG ALIGNMENT
GOVERNANCE	☑ →	Provide 100% of Associates training and confirm 95% or higher completion at any given time for the following training courses: Business Ethics, Diversity and Inclusion, Fair Housing, IT Security Awareness, Sexual Harassment, and Workplace Harassment.	100% Provided Opportunity for Training. 98% Completed Fair Housing Training. 98% Completed Diversity and Inclusion Training. 98% Completed Harassment Training. 98% Completed Business Ethics Training. 97% Completed IT Security Training. 95% Completed Sexual Harassment Training.	8, 10
	☑ →	Perform internal and external compliance screening for new vendors to confirm compliance with Federal Laws including the Patriot Act, The Money Laundering Control Act, and Executive Order 13224.	UDR is actively performing internal and external compliance screening for all new vendors to confirm compliance.	8
	☑ →	Continue to evaluate the risk of climate change as part of our Enterprise Risk Management process.	Used the SASB Climate Risk Categories (Physical, Transition, and Regulatory) to holistically gauge risks and opportunities to our real estate portfolio. Our most recent third-party assessment of physical climate risks across our portfolio was completed in 2023.	13
	☑ →	Regularly engage with key stakeholders throughout the year through meetings and participation surveys in order to understand their ESG related priorities and further improve the Company's ESG disclosures.	UDR had over 410 engagements with key stakeholders in 2022.	n/a

OUR COMMITMENT TO **THE ENVIRONMENT**

Essex Luxe Apartments | Orlando, FL

UDR'S UPDATED LONG-TERM SUSTAINABILITY STRATEGY

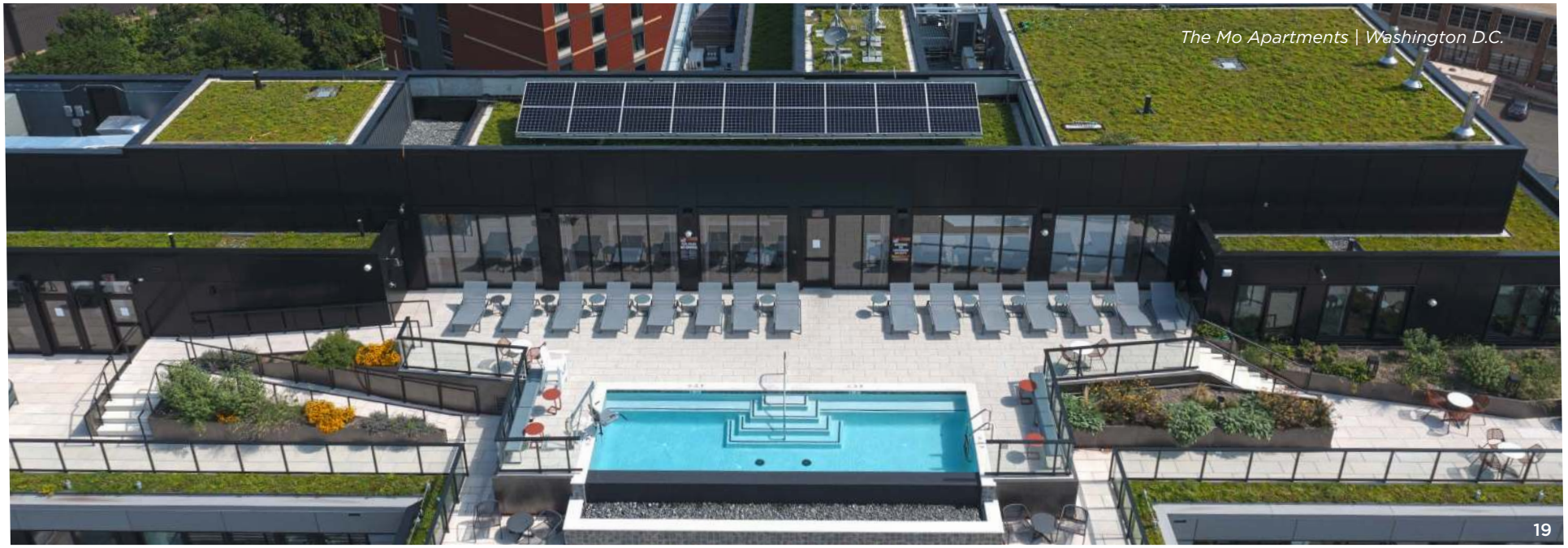
(GRI 2-22, GRI 3-3 for GRI 302, 303, 305, and 306, SASB IF-RE-130a.5, IF-RE-140a.4, IF-RE-410a.3, IF-RE-450a.2, TCFD 11; SDG 6, 7, 9, 12, 13)

After five years of successfully implementing our inaugural Sustainability Strategy, in 2023, we updated our strategy to (1) reinforce our long-standing commitment to being a sustainability leader in the REIT space, and (2) better address the evolution that the sustainability space has undergone over the past 5+ years by layering on more programmatic sustainability actions and capital investment to our already best-in-class compliance and reporting framework. This updated strategy is governed by our Environmental Policy, which states that UDR is committed to incorporating efforts towards the protection of the environment within the Company's environmental governance, risk management, and business strategy in order to operate more sustainably and create long-term value for our stakeholders. Key components of our updated strategy include,

- Continuing as a best-in-class reporter of our environmental performance data by maintaining a strong reporting framework. Our environmental performance data is assured annually by a third-party auditing firm.
- Adopting science-based Scope 1, 2 and 3 GHG emissions intensity reduction targets that align with the objective to hold the increase in the global average temperature to well below 2 degrees centigrade as set forth in the Paris Agreement and are calculated in accordance with World Resource Institute ("WRI") standards. Our commitments are to reduce our Scope 1 and 2 emissions intensity by 40% and our Scope 3 emissions intensity by 30% from 2020-2035.
- Proactively addressing Building Energy Performance Standards in a variety of markets where we operate to reduce our emissions and avoid or mitigate potential future fines for non-compliance.
- Searching for ways to mitigate the potential risk of future common area and resident utility cost increases as "green" infrastructure advances.
- Continuing to measure and more programmatically address physical climate change risk across our portfolio. And,
- Remaining flexible and adaptive as E stakeholder expectations and regulatory requirements further evolve.

Marrying sustainability benefits with relatively high-return-on-capital investments remains central to our Sustainability Strategy and we have developed, or are developing, tools to aid us in our future execution. These include,

1. A comprehensive framework for ranking our 180 communities across a variety of environmental metrics to determine near- versus longer-term climate-related risk to the Company as well as properties that have the most inherent sustainability upside.
2. More collaboratively working with UDR's Capital Expenditure Committee to better coordinate the identification of and execution of high-return on investment ("ROI") sustainability capital projects (i.e., implement programmatic annual capital spending plans). And,
3. Continuing to research existing and new sustainability technologies identified through our $20 million of investments in climate technology funds that should identify and advance companies and technologies that help us achieve our long-term goals.



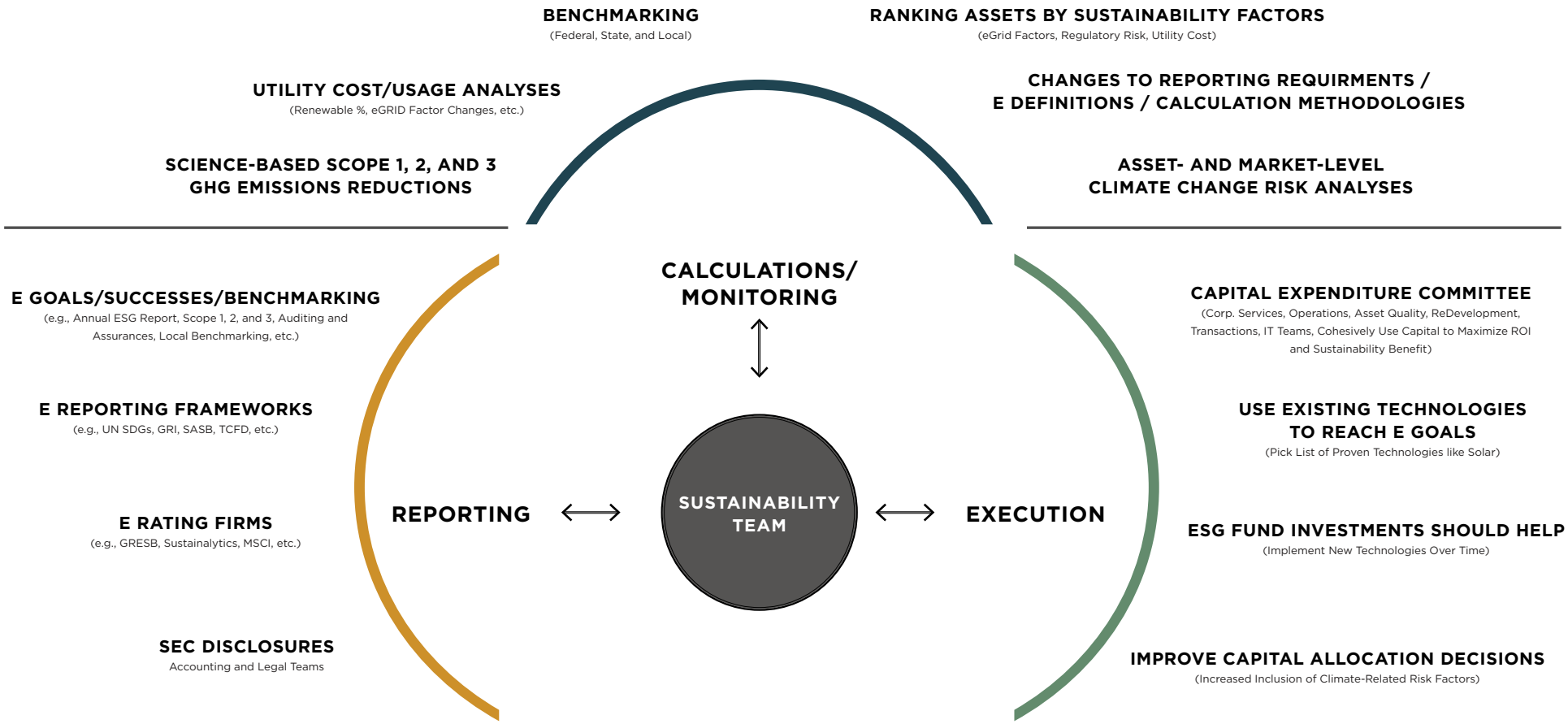
The Mo Apartments | Washington D.C.

UDR'S UPDATED LONG-TERM SUSTAINABILITY STRATEGY

(GRI 2-22, GRI 3-3 for GRI 302, 303, 305, and 306, SASB IF-RE-130a.5, IF-RE-140a.4, IF-RE-410a.3, IF-RE-450a.2, TCFD 11; SDG 6, 7, 9, 12, 13)

As we consider the three primary high-level drivers of our Sustainability Strategy, those being Calculations/Monitoring, Execution, and Reporting/Compliance and how these drivers work together (see below), we would like to remind our stakeholders that UDR has a dedicated Sustainability Team that can draw on all of UDR's resources to move our strategy from concept to reality.

Given our past sustainability successes, we have high confidence in our ability to successfully execute our Strategy through 2035 and satisfy additional E-related reporting/compliance requirements if, and when, they materialize. The sustainability landscape will undoubtedly continue to evolve, but we believe we have the right strategy, team, and vision in place to quickly adapt as we move forward on our sustainability journey.



PROGRESS TO GOALS/TARGETS

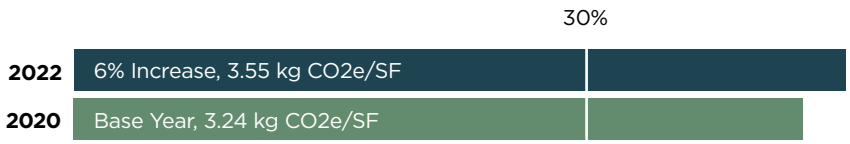
(GRI 303-3, 306-2; SDG 6, 7, 11, 12, 13)

We have updated our environmental goals to reflect our updated long-term Sustainability Strategy, including Scope 1, 2, and 3 emissions intensity reduction targets. We continue to incorporate intensity-based energy, renewable energy procurement, water, and waste reduction goals as operating sustainably affects the carbon footprint of our entire value chain.

REDUCE GHG SCOPE 1 + 2 (MARKET BASED) COMBINED EMISSIONS INTENSITY BY 40% BETWEEN 2020 AND 2035

Scope 1 + Scope 2 (market-based) emissions were calculated using the WRI GHG Protocol guidelines. For reference, 2020 Scope 1 + 2 emissions intensity showed a 35% reduction from 2015.

REDUCE GHG SCOPE 3 EMISSIONS INTENSITY BY 30% BETWEEN 2020 AND 2035.



Scope 3 emissions were calculated using the WRI GHG Protocol guidelines. Please see the Environmental Metrics table for Scope 3 categories represented in our emissions inventory.

SUB-GOAL: REDUCE THE COMPANY'S OPERATIONAL CONTROLLED ENERGY INTENSITY BY 20% BETWEEN 2020 AND 2035.

Energy intensity represents operational controlled energy (electric, natural gas, and district fuels) per SF. For reference, 2020 energy intensity showed a 10% reduction from 2015.

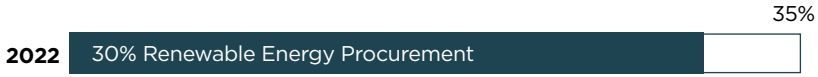
SUB-GOAL: REDUCE WATER CONSUMPTION INTENSITY BY 10% BETWEEN 2020 AND 2035.

Water intensity represents operational controlled purchased water per SF. For reference, 2020 water intensity showed a 1% reduction from 2015.

SUB-GOAL: INCREASE THE COMPANY'S DIVERSION RATE TO 25% BY 2035

Diversion rate is calculated as the percentage of recycled and/or composted waste compared to the total waste (all disposal methods). This goal also intends to help reduce Scope 3, Category 5 emissions.

PROCURE 35% OF OPERATIONAL CONTROLLED ELECTRICITY THROUGH RENEWABLE ENERGY SOURCES BY 2035.



Renewable energy procured offsite is Green-e certified. Electricity consumption procurement percentage applies to operationally controlled electricity consumption.

CALCULATIONS/MONITORING

ENVIRONMENTAL GOVERNANCE AND MANAGEMENT

(GRI 2-23, GRI 3-3 for GRI 302, 303, 305, and 306, SASB IF-RE-130a.5, IF-RE-140a.4, IF-RE-410a.3, IF-RE-450a.2, TCFD 11; SDG 6, 7, 9, 12, 13)

UDR's ESG Committee, made up of senior officers at the Company and steered by Chairman and CEO Tom Toomey, sets company-wide ESG targets goals, and overall strategy. UDR's Vice President with responsibility for Sustainability, Investor Relations, Government Affairs, and Portfolio Strategy, Chris Van Ens, leads the Sustainability Team, which utilizes UDR's EMS to provide the calculations and monitoring necessary to (as stated in our Environmental Policy) incorporate efforts towards the protection of the environment within the Company's environmental governance, risk management, and business strategy in order to operate more sustainably and create long-term value for our stakeholders.

UDR's EMS, which utilizes the Plan – Do – Check – Act model, first achieved third-party certification to the ISO 14001 Standard in the spring of 2022. The ISO 14001 standard is an internationally agreed upon standard that maps out a framework that a company can follow to set up an effective environmental management system, regardless of the company's activity or sector. It helps companies improve their environmental performance through more efficient use of resources/reduction of waste and provides assurance that E-related processes are being consistently and accurately measured. Our EMS is an iterative process that allows for continuous and incremental improvement through its four progressive steps, being:

PLAN – DO – CHECK – ACT STEPS	EMS OBJECTIVES
1. **Plan** – create environmental and financial objectives and collect the appropriate data to measure results confirming alignment with the EMS. 2. **Do** – implement the EMS as planned. 3. **Check** – assess the results achieved through the EMS processes. 4. **Act** – make process improvements to the EMS, as needed, to improve results moving forward.	• Maintain compliance with environmental regulations; • Identify opportunities to reduce energy and water consumption at our properties; • Ensure completeness and accuracy of environmental performance; • Add greater transparency around property level consumption; and, • Measure our progress towards our environmental goals.

The Company's EMS and Environmental Policy, provides a systematic governance approach to identifying climate-related risks and opportunities, evaluating the economic and environmental effects of mitigating these risks by investing in new technologies and other sustainability related opportunities, and assessing the results achieved through our EMS processes against our environmental goals.

To request a copy of the scope of UDR's EMS or a copy of UDR's Environmental Policy, please contact UDR's Investor Relations at **ir@udr.com**.

"UDR's EMS, which utilizes the Plan – Do – Check – Act model, first achieved third-party certification to the ISO 14001 Standard in the spring of 2022."

ENVIRONMENTAL GOVERNANCE AND MANAGEMENT (cont.)

GRI 2-23, GRI 3-3 for GRI 302, 303, 305, and 306, SASB IF-RE-130a.5, IF-RE-140a.4, IF-RE-410a.3, IF-RE-450a.2, TCFD 11; SDG 6, 7, 9, 12, 13)

In the spring of 2022, the Company achieved third-party certification of our EMS to the ISO 14001 standard, shown in the certificate to the right. The ISO 14001 standard is an internationally agreed upon standard that maps out a framework that a company or organization can follow to set up an effective environmental management system. It is designed for any type of organization, regardless of its activity or sector. It helps organizations improve their environmental performance through more efficient use of resources and reduction of waste, can provide assurance to company management and employees as well as external stakeholders that environmental impact is being measured and improved upon.

LRQA

Current issue date: 26 April 2022
Expiry date: 25 April 2025
Certificate identity number: 10449968

Original approval(s):
ISO 14001 - 26 April 2022

Certificate of Approval

This is to certify that the Management System of:

UDR, Inc.

1745 Shea Center Dr Ste 200, Highlands Ranch, CO, 80129-1540, United States

has been approved by LRQA to the following standards:

ISO 14001:2015

Approval number(s): ISO 14001 – 00035882

The scope of this approval is applicable to:
"Centralized acquisition, analysis, and reporting of environmental performance data and strategic planning in support of UDR's environmental goals."

Cliff Muckleroy

Area Operations Manager Americas

Issued by: LRQA Limited

UKAS MANAGEMENT SYSTEMS 0001

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CALCULATIONS/MONITORING *(cont.)*

ASSET-LEVEL E RISK ASSESSMENTS

(GRI 3-3 for GRI 302, 303, 305, and 306, SASB IR-RE-130a.5, TCFD 3, 6, 7, 8, 9)

Each element of the calculations/monitoring arm of our Sustainability Strategy is integrated into our EMS to maintain a systematic approach to addressing climate-related risk and opportunities. We perform the following processes at least annually, which allow us to assess our assets on a variety of climate-related risk factors. The resulting assessments and rankings are shared with our ESG Committee in detail and with our Board in summary form. Primary processes undertaken that impact our asset-level climate-related risk variables include:

• We perform data aggregation and verification to calculate our GHG inventory including Scope 1, 2, and 3 emissions as well as utility usage and costs at the asset- and market-level. In conjunction with this UDR's Sustainability Team reviews all publicly available sustainability-related reporting standards to ensure that we incorporate the most current and industry-specific best practices, calculation methodologies, and emissions conversion factors where applicable. Using intensity calculations allows us to isolate "hot spots" for elevated emissions relative to other markets in our portfolio. Additional information about our calculation methodologies is available in the Reporting segment of our Environmental Section later in this report.

• These calculations, when combined with guidance from municipal utility providers where available, are used to comply with federal, state, and local environmental benchmarking requirements where applicable. UDR's Sustainability Team works closely with our Government Affairs team to monitor any changes to current or proposed benchmarking requirements as well as BEPS. Regulatory risk for each UDR asset can be assessed by comparing current environmental performance to prescribed performance standards over the coming years.

• We monitor utility costs as well as changes in the "greenness" of the electric grids in UDR's markets (i.e., how much renewable energy is produced as a percentage of total energy generated in a certain market) and associated risks and opportunities that may emanate from future expected changes (e.g., as outlined in legislation for a certain state or market in which we operate).

• We compile asset- and market-level physical climate risk scores based on third-party data for seven primary risk categories: Heat Stress, Water Stress, Sea-Level Rise, Flooding Risk, Earthquake Risk, Hurricane Risk, and Wildfire Risk.

These risk factors are then combined to identify the highest E-risk properties throughout UDR's portfolio, and thereby, the best candidates for potential sustainability related capital projects that will reduce emissions and satisfy BEPS requirements. To make investment decisions that are financially responsible and environmentally friendly, a flexible approach must be taken that weighs the financial return of our proposed investments against the environmental benefits. This approach fully aligns with the Company's overarching strategic objective to continuously expand our operating margins, improve our Fund From Operations as Adjusted per share growth, and maximize TSR for our stakeholders while considering the environments in which the Company operates (i.e., being a good corporate and environmental steward).

The Canal | Farmers Branch, TX

CALCULATIONS/ MONITORING *(cont.)*

PORTFOLIO-WIDE CLIMATE RISK

(GRI 3-3 for GRI 302, 303, 305, and 306, SASB IR-RE-130a.5, TCFD 3, 6, 7, 8, 9)

We continue to utilize SASB's Climate Risk technical bulletin when determining which sustainability factors are relevant in our asset level risk assessments. The SASB Bulletin, updated in 2022, provides guidance to companies and their stakeholders on climate risk exposure, first by identifying what types of risks a company might be exposed to and second, by assessing how these risks might impact a company. The SASB bulletin outlines three climate risk categories: (1) physical risk (e.g., loss risk from sea level rise), (2) transition risk (e.g., new technologies leading to obsolescence), and (3) regulatory risk (e.g., environmental legislation mandating greater energy efficiency). SASB states that each of these risk categories are applicable to real estate companies and should be evaluated by both the companies and their stakeholders, and we agree.

The chart on this page summarizes various climate related risks that we have identified as material to our industry/business as well as an overview of how each type of risk impacts our operations (i.e., at the state/market level versus our portfolio and business as a whole). The term "material", refers to topics or standards designated as "material" or "substantive" under the SASB standards only, While these risks are incorporated into our internal asset-level environmental rankings, which, with other parts of our environmental and business strategy, will help influence portfolio strategy decisions and capital allocation, they are not used, or intended to be construed, to be in accordance with the securities laws or any other laws of the United States or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting.

These SASB-related and other risks are reflected in our materiality assessment, discussed by senior management, UDR's ESG Committee, and our Board of Directors at regular intervals, as they are a part of the Company's risk matrix. They are also addressed in our annual Business Plan as they influence capital allocation decisions (i.e., what markets in which to buy or sell), inform ESG-related project investment decisions (e.g., how much will it cost to "harden" higher risk assets and comply with additional required environmental disclosures), and help to better assess future insurance risks (i.e., the potential for higher or lower future insurance premiums and/or overall insurability), amongst others.

KEY

COLOR SCALE REPRESENTS RISK EXPOSURE SEVERITY

Lower Physical / Regulatory Risk — Higher Physical / Regulatory Risk

x = current risk exposure for residential real estate in the state.

RISK EXPOSURE

TYPE OF CLIMATE RISK	California	Colorado	Washington DC	Florida	Maryland	Massachusetts	New York	Oregon	Pennsylvania	Tennessee	Texas	Virginia	Washington
PHYSICAL RISK*													
Heat Stress		x						x	x	x	x		x
Water Stress	x	x		x	x	x	x		x		x		
Sea-Level Rise				x			x						
Flooding Risk										x			
Earthquake Risk	x		x		x			x				x	x
Wildfire Risk	x	x	x	x		x		x		x	x	x	x
Hurricane Risk			x	x	x	x	x		x			x	
TRANSITION RISK													
Increasing Price of GHG Emissions	Portfolio Wide												
Cost to transition to lower emissions technology	Portfolio Wide												
Evolving stakeholder expectations for ESG initiatives	Portfolio Wide												
Changing customer behaviors and preferences around all ESG issues/topics	Portfolio Wide, but opportunity for Market-specific analysis												
Rising raw material costs for ESG initiatives or new green (re)-development projects	Portfolio Wide												
REGULATORY RISK AND LEGISLATION													
Overarching emissions reporting obligations and costs	Portfolio Wide												
Disclosure Requirements (Benchmarking)	x	x	x	x	x	x	x		x				x
Building Assessment Mandates	x	x	x		x	x	x				x		x
BEPS**		x			x		x						x

*The color coding for each state represents physical climate risk exposure severity scaled by UDR across the markets in which we operate. Additionally for each market in which we operate, the top three physical climate risks are indicated with an "x", so some states may show more than three top risks when our markets are rolled up to the state level.

**Includes both energy and emissions based performance standards.

EXECUTION

SUSTAINABLE BUILDINGS AND GREEN BUILDING CERTIFICATIONS

(GRI 2-22, SDG 11)

UDR is helping create a more sustainable environment by developing sustainable communities, acquiring sustainability certifications for operating communities, and investing in energy, water, and waste efficiency technologies. In 2021, UDR upgraded our minimum standard for our developed communities to require obtaining LEED Silver certification, its equivalent, or better.

In 2022, UDR obtained sustainable certifications for 4 additional communities, bringing the total of all sustainable certified properties to 29. The 29 communities represent 9,045 apartment homes that have received a sustainable building certification, or over 15% of our portfolio. We are currently assessing the acquisition of additional community certifications and how these may fit into our long-term environmental strategy. In addition to the sustainability certification of development and operating communities, we are promoting sustainability through efficiency technologies, which promote lower GHG emissions, water, and waste consumption while improving the health, safety and satisfaction of our residents and the neighborhoods in which we operate.

Our ongoing investments in smart building technology and environmentally conscious ROI projects such as submetering, onsite renewable energy, smart irrigation, leak detection, and real-time indoor air quality monitoring speak to our commitment to these goals.

> **“In 2022, UDR obtained sustainable certifications for 4 additional communities, bringing the total of all sustainable certified properties to 29, representing 9,045 apartment homes, or over 15% of our portfolio.”**

NEW ACQUISITIONS E PERFORMANCE

(SASB IF-RE-450a.2, SDG 7, 9, 12)

Every property UDR acquires must satisfy an extensive due diligence process that includes a Phase I Environmental Site Assessment and a property condition assessment. These assessments can help uncover potential environmental and/or business continuity risks that may exist.

A Phase 1 Environmental Site Assessment identifies known and potential environmental hazards in-and-around an asset. A property condition assessment evaluates whether the mechanical, electrical, plumbing systems, and envelope of a building are in working order and what the expected costs to remediate any known risks might be. These assessments are essential to our due diligence process and are utilized to help identify potential future investments that can reduce community energy and water usage.

Upon acquisition, we apply our disciplined EMS approach to baseline a community's environmental performance across a variety of metrics, including energy and water usage, emissions, and waste diversion. This baseline is then compared to other UDR communities in the same market, which can lead to the identification of future capital projects that could drive greater operating efficiencies and additional conservation.

Our proven and repeatable EMS process expands our operating margin while lessening our environmental footprint and identifying new sustainable investment opportunities. At our third-party acquisitions from 2019 to 2022, multiple capital projects have been evaluated including lighting, smart building technologies, smart irrigation, sub-metering, harmonic filters, and renewable energy storage, and are in various stages of assessment and completion.

When comparing the environmental performance of communities acquired in 2019 through 2021 in the second year of ownership to the initial year of ownership, these sustainability efforts have resulted in, on average:

- 6% reduction in energy consumption,
- 8% reduction in Scope 1 & 2 emissions,
- 1% reduction in water consumption, and
- an increase of 7% in diversion rate (only available for comparison for properties acquired in 2021)

Elements | Bellevue, WA

RESIDENT SUSTAINABILITY CAMPAIGN & SCOPE 3 EMISSIONS

(SASB IF-RE-410a.3; TCFD 5; SDG 11, 13)

Our efforts towards satisfying several of our existing environmental goals should contribute to Scope 3 emissions reductions over time. These include our water intensity reduction and waste diversion rate goals. By reducing the amount of water consumed per home through water efficiency technologies and resident education and engagement, we can lower the Scope 3 emissions associated with purchased goods and services, as purchased water (as a utility) constitutes a good and/or service. Additionally, by providing more streamlined waste management, as well as additional recycling and composting options, we can lower Scope 3 emissions associated with waste generated via our operations. One of the largest contributors to our Scope 3 inventory is "leased assets", which includes emissions associated with resident energy consumption. Reduction of these emissions will involve increasing resident education and engagement, facilitating sustainable consumption, and installing additional in-home energy efficiency technologies. Some examples of resident education and engagement are:

GREEN LEASE ADDENDUM

We encourage resident "buy-in" for our environmental strategy from the very start of our leasing process, as 100% of our residents have signed UDR's Green Lease Addendum. This addendum states that "responsible use of our natural resources is a responsibility we all share" and promotes our commitment to maintaining and enhancing the "greenness" of our communities.

RESIDENT SUSTAINABILITY CAMPAIGN

We engage with our residents through community specific emails to remind them of their personal impact on the environment and provide them with advice on how to reduce their energy needs in their homes, as well as region specific communications when and where applicable. For example, throughout 2021 and 2022, we alerted all California residents to multiple CA Independent System Operator Flex Alerts, which is a statewide effort to encourage California residents to lower electricity consumption during periods of high demand. In total, UDR sent over 149,000 environmental related communications to our residents in 2022.

GRID REWARDS

UDR has taken an active role in educating our residents on the importance of grid awareness through demand response event alerts and demand response and incentive programs such as the Grid Rewards program in New York. In 2020, UDR began educating and enrolling UDR residents into this residential demand response program. We are seeking to scale the program in additional markets. There are benefits for both enrolled residents, who can expect a 10% GHG emissions reduction and may receive an annual credit up to 15% of their electric bill, as well as for UDR as we utilize technology to lower our carbon footprint, especially Scope 3 emissions associated with resident energy consumption.

Amongst the different Scope 3 categories, there are many challenges associated with obtaining emissions and activity data associated with leased assets, especially in the multifamily industry. We obtain whole building energy data where possible through utility providers, master metering, and additional technologies. Whole building data can be used to establish an accurate baseline of energy consumption and GHG emissions. We will use this baseline to measure the success of in-unit LED lighting, SmartHome system upgrades, and other energy conservation initiatives in future years, similar to our current EMS processes for common area consumption. This process will be scaled across our portfolio as we obtain additional means of accessing whole building energy consumption.

Newport Village | Alexandria, VA

2022 ENVIRONMENTAL HIGHLIGHTS + CASE STUDIES

SOLAR AND ONSITE RENEWABLE ENERGY

(GRI 302-4, 305-5, SASB IF-RE-1301a.5; SDF 7, 12)

Since 2019, UDR has utilized on-site solar generation that has generated a cumulative 3.9 million kWh of renewable energy. Investments in onsite solar, as well as additional investments in other onsite renewable energy technology, are economically sound and environmentally responsible, as they lower the electricity pulled from the grid and reduce our GHG emissions. We have continued to assess opportunities to deploy solar or other onsite renewable energy technologies where economical.

RENEWABLE ENERGY PROCUREMENT

(GRI 305-5, TCFD 11; SDG 7, 12)

Retired (i.e., claimed the environmental attributes of) Green-e certified RECs representing 31,931,000 kWh of energy usage in 2022 reducing the Company's aggregate carbon footprint. This is equivalent to preventing the GHG emissions associated with powering over 2,600 homes annually.

ELECTRIC VEHICLE ("EV") CHARGING

(SDG 11, 12, 13)

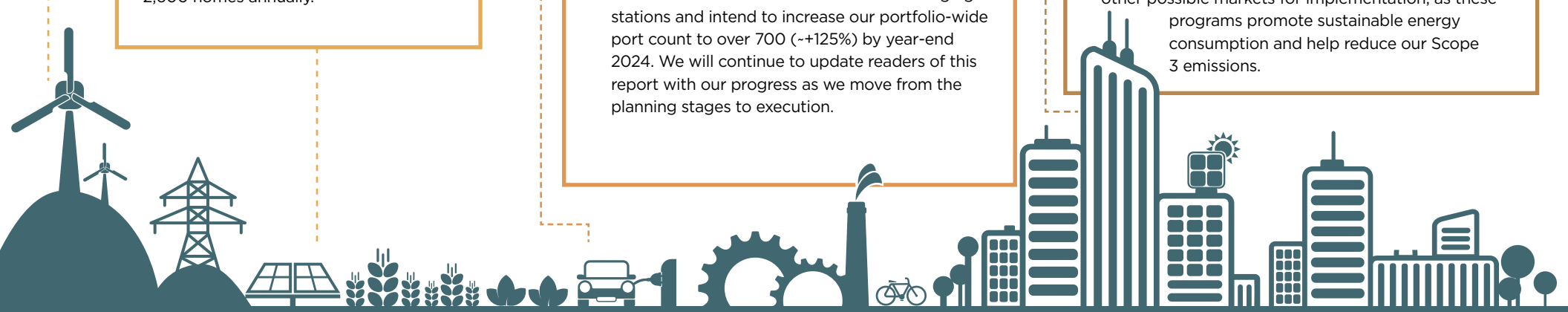
Among the many technological features available at a growing percentage of our communities is EV car charging stations. These amenities are both desired by our residents and prospective residents and promote the shift to a low-carbon economy. At year-end 2022, we had over 320 car-charging ports throughout our portfolio in addition to charging ports at our corporate office. We continue to invest in EV car-charging stations and intend to increase our portfolio-wide port count to over 700 (~+125%) by year-end 2024. We will continue to update readers of this report with our progress as we move from the planning stages to execution.

DEMAND RESPONSE

(GRI 302-4, 305-5, SASB IF-RE-130a.5; SDG 7, 12)

Through demand response program participation, we reduced our electricity demand during high use periods by over 8,500 kW over the past five years. Our participation has eased the strain on local power grids during high-demand periods. We continue to assess demand response opportunities with local municipalities and utility providers in additional markets.

We also continued resident enrollment in Grid Rewards, a local demand response program, within our pilot program in New York. This program provides education and technology to encourage residents to lower their energy consumption during specific high-demand time periods. Residents participating in Grid Rewards are expected to generate a 10% GHG emissions reduction and may also see annual cost savings of up to 15% of their electric bill. In addition, this program provides a revenue share of demand response money accrued by residents. We are expanding resident demand response programs to our California markets and are actively reviewing other possible markets for implementation, as these programs promote sustainable energy consumption and help reduce our Scope 3 emissions.



2022 ENVIRONMENTAL HIGHLIGHTS + CASE STUDIES

SMART HOMES
(SDG 6, 9, 11, 12)

UDR has successfully installed SmartHome packages across 96% of our portfolio. These packages are specific to the availability at each unit and community, but include technology like smart thermostats and leak detection sensors, and integrate with our resident app to streamline the resident experience while encouraging responsible consumption.

CLIMATE-RELATED TECHNOLOGY FUND INVESTMENTS
(SDG 9, 13)

Over the past several years, UDR was a co-lead investor in the first closing of the ESG Innovation-Focused "Housing Impact Fund" launched by RET Ventures and has committed $20 million to ESG and Climate Technology Funds including funds led by RET and Fifth Wall. These funds provide the Company with insight into the newest cutting-edge environmental technologies, and we have partnered with numerous fund portfolio companies to reduce our environmental impact throughout our portfolio, often at advantageous pricing to "street rates."

We view these relationships as key enablers to hitting our long-term emissions reductions goals and avoiding BEPS-related fines for future non-compliance with local emissions requirements.

SMART BUILDINGS
(GRI 302-4, 305-5, SASB IF-RE-130a.5; SDG 9, 11, 12)

UDR utilizes smart building technology to monitor energy usage and indoor air quality in real-time, create alerts when equipment malfunctions, and control smart common area thermostats from a single centralized dashboard. These activities help us achieve our environmental goals and improve our bottom line financial and environmental results by lowering our energy costs, providing opportunities to identify potential new streams of revenue, and reducing our GHG emissions. Our communities with smart building technology used an average of 8% less common area energy in 2022 when compared to pre-installation baselines.

2022 ENVIRONMENTAL HIGHLIGHTS + CASE STUDIES

WATER CONSERVATION

(GRI 303-3, SASB IF-RE-140a.4; SDG 6, 12)

UDR continues to evaluate potential ROI projects that reduce our consumption of water and make us better stewards of the environment in the communities in which we operate. Across our portfolio, 2022 water consumption at communities with completed water conservation projects was on average 8% lower when compared to pre-installation baselines. We are actively working to evaluate additional water conservation initiatives such as scaling our smart irrigation, leak detection, and sub metering initiatives, as well as increasing resident education, use of toilet leak sensors, and other system upgrades as part of our long-term Sustainability Strategy.

RESIDENT LEAK DETECTION

(GRI 303-3, SASB IF-RE-140a.4; SDG 6, 12)

In addition to leak detection technology implemented at 96% of homes in our portfolio as part of the SmartHome packages, we also utilize submetering technology on over 28,000 water meters in leased spaces to detect and mitigate leaks. This includes submetering on meters throughout over 23,400 homes, representing over 41% of our portfolio. We receive daily emails that alert us to unit-specific high usage and repeated high consumption across these communities, providing actionable data to investigate potential leaks. Smart metering devices contribute to more effective and proactive maintenance by identifying water leaks in near real time. This can help mitigate potential effects from leaks, such as utility and insurance costs and high water consumption over the duration of the leak if left unresolved.

RECYCLED/RECLAIMED WATER

(GRI 303-3, SASB IF-RE-140a.4; SDG 6, 12)

Since 2019, we have reduced our potable water consumption by over 92 million gallons by using reclaimed and recycled water for irrigation. Reclaimed water is non-potable water that can be used for irrigation. It is both environmentally friendly and less expensive than purchasing potable water from municipal water providers.

WASTE AND LANDFILL DIVERSION

(GRI 306-2; SDG 6, 11, 12)

The combination of compactor monitoring technology, streamlined waste processes, enhanced resident education, and recycling/composting opportunities has resulted in our waste diversion rate reaching 22% in 2022. We have expanded opportunities for residents to contribute to our diversion rate by increasing the number of communities that offer recycling or composting by 7% versus 2021. Our total metric tonnage of recycling capacity increased by nearly 35% in 2022 compared to 2021. We will continue our resident education and diversion efforts in 2023 and beyond to reduce waste and increase diversion.

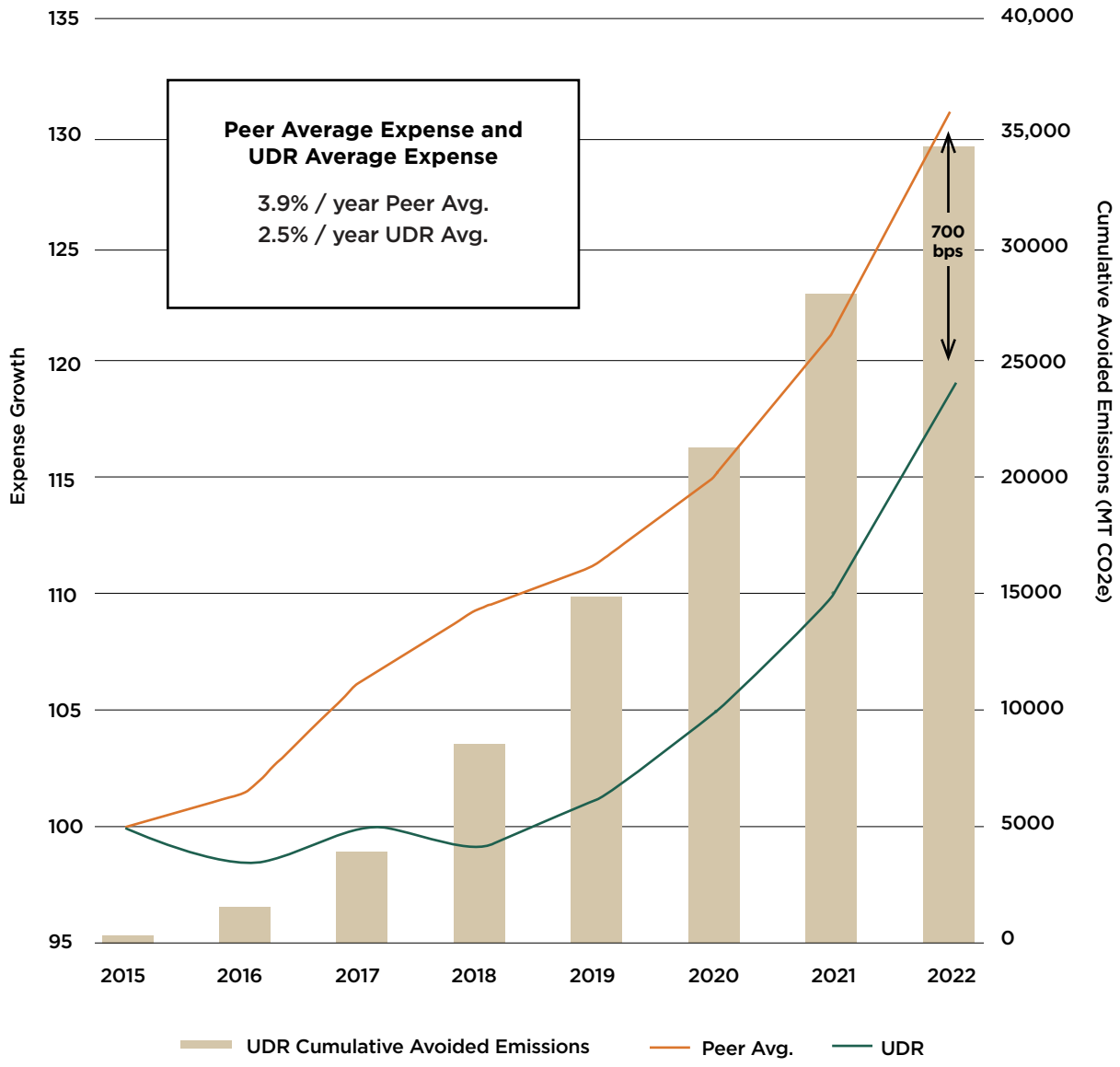
REPORTING

SUSTAINABLE RESULTS
(SASB IF-RE-1301.5, IF-RE-140a.4)

UDR has had the lowest utility expense growth rate in the multifamily REIT space over the past seven years, while also expanding our operating margin through high-return capital investments and operating initiatives. Since 2015, UDR has invested over $14.3 million into sustainability initiatives that have reduced (1) emissions, (2) energy and water consumption, and/or (3) landfill waste at nearly 73% of our communities. Investment in technology and innovation through sustainable projects have proven an effective strategy for UDR's bottom-line and ESG goals to meet and/or exceed the expectations of our stakeholders. In our 2021 ESG report, we added cumulative avoided emissions to our same store utility expense growth chart. Avoided emissions are emissions that are never released due to an investment in energy conservation technology or a change in procedures that reduces energy consumption versus never making the investment or procedural change. Nearly 80% of our sustainability focused capital projects have focused on reducing energy usage and therefore, we can account for the avoided emissions resulting from these projects over time.

The chart to the right shows how our investment of nearly $12.8 million across more than 216 energy conservation projects has resulted in an estimated cumulative avoided emissions of greater than 34,600 metric tons of carbon dioxide equivalent ("MT CO2e"). Not only are we outperforming the peer average with the lowest utility expense rate growth, but we are also actively reducing our carbon footprint. Through installation of LED lights, SmartHome technology, smart building technology, and solar generation, along with instituting onsite efficiency protocols, the Company has achieved average annual growth of over 100% in our cumulative avoided emissions since 2015.

SAME STORE UTILITY EXPENSE GROWTH & CUMULATIVE AVOIDED EMISSIONS GROWTH



Source: Peer and Company Documents
Peer average includes CPT, EQR, ESS, MAA

ENVIRONMENTAL METRICS TABLE

(GRI 302-1, 302-3, 302-4, 303-1, 303-3, 305-1, 305-2, 305-4, 305-5, 306-2, SASB IF_RE_130a.1, IF-RE-130a.2, IF-RE-130a.3, IF-RE-140a.1, IF-RE140a.2, IF-RE-140a.3, TCFD 9, 10)

	ENERGY CONSUMPTION (KWH) [1]		ENERGY INTENSITY[3] (KWH / SF)		
ENERGY PERFORMANCE	**BASE YEAR (2020)**	**2022**	**BASE YEAR (2020)**	**2022**	**CHANGE FROM BASE YEAR**
Natural Gas / Steam	82,297,759	90,382,971	6.3	6.4	1%
Electric	101,681,128	107,844,123	7.8	7.6	-2%
Total Energy Consumption	183,978,887	198,227,094	14.0	14.0	0%
Data Coverage[2] (%)	**22%**	**20%**			

	RENEWABLE ENERGY (KWH)		RENEWABLE ENERGY - PERCENT OF TOTAL ELECTRICITY[1] (%)		
RENEWABLE ENERGY PERFORMANCE	**BASE YEAR (2020)**	**2022**	**BASE YEAR (2020)**	**2022**	**CHANGE FROM BASE YEAR**
Renewable Energy - Generated Onsite [4]	1,685,393	2,128,645	2%	2%	0%
Renewable Energy - Procured Offsite [5]	12,110,000	31,931,000	12%	30%	18%

	WATER CONSUMPTION (KGAL) [1]		WATER INTENSITY[3] (KGAL / SF)		
WATER PERFORMANCE	**BASE YEAR (2020)**	**2022**	**BASE YEAR (2020)**	**2022**	**CHANGE FROM BASE YEAR**
Total Water Consumption	2,261,840	2,590,884	0.037	0.037	0%
Data Coverage[2] (%)	90%	96%			
Total Water Consumption in Water Stressed Areas[6]	664,882	628,094	0.041	0.042	1%
Water Stressed Areas[6] as a percentage of the Portfolio (% SF)	27%	22%			
Total Recycled Water Consumption[7]	19,476	22,851	0.00032	0.00033	2%

	WASTE (MT)		
WASTE PERFORMANCE	**BASE YEAR (2020)**	**2022**	**CHANGE FROM BASE YEAR**
Waste (All disposal methods)	35,276	46,919	
Diverted Waste (recycled and/or composted)	5,497	10,472	
Diversion Rate[8]	16%	22%	7%

[1] Operationally controlled energy consumption, which includes all purchased gas, electric, steam, district chilled water, and water consumption represents all communities owned during the year, including Joint Venture communities, where UDR had operational control.

[2] Data Coverage for gas, electric, and water represents the percentage of square footage ("SF") where UDR has operational control out of the total whole building square footage for the portfolio (does not include communities under development). These SF values are pro-rated based on % of the year owned for communities that were not owned or operated for the complete reporting year.

[3] Energy and water data are presented as an intensity (consumption per SF) as a way to show like-for-like changes in consumption that account for transactional changes in our portfolio.

[4] SASB defines renewable energy from geothermal, wind, solar, hydro, and biomass that produce more energy than used during the energy production process. The Company's total 2022 renewable energy production is just over 1% of total operational controlled energy consumption.

[5] Renewable energy procured offsite is purchased through Green-e certified Renewable Energy Certificates.

[6] The World Resource Institute defines the state of Colorado and California as the only states we currently own communities in that are high risk or extremely high risk water stressed areas.

[7] Recycled Water Consumption represents purchased reclaimed water.

[8] The diversion rate, calculated as the percentage of recycled and/or composted waste compared to the total waste (all disposal methods), represents all communities owned during the year, including Joint Venture communities, where UDR had operational control.

ENVIRONMENTAL METRICS TABLE *(cont.)*

(GRI 302-1, 302-3, 302-4, 303-1, 303-3, 305-1, 305-2, 305-4, 305-5, 306-2, SASB IF_RE_130a.1, IF-RE-130a.2, IF-RE-130a.3, IF-RE-140a.1, IF-RE140a.2, IF-RE-140a.3, TCFD 9, 10)

		EMISSIONS (MT CO2E)		EMISSIONS INTENSITY (KG CO2E / SF)			ECONOMIC INTENSITY[3] (KG CO2E / REVENUE $'S)
GHG EMISSIONS CATEGORY	**DESCRIPTION**	**BASE YEAR (2020)**	**2022**	**BASE YEAR (2020)**	**2022**	**CHANGE FROM BASE YEAR**	**2022**
Scope 1[1]	Direct Emissions	14,565	15,997	1.11	1.13	1%	0.010
Scope 2[2] (Location-Based)	Indirect Emissions	31,198	34,458	2.38	2.43	2%	0.022
Scope 2[2] (Market-Based)	Indirect Emissions	27,889	22,027	2.13	1.55	-27%	0.014
Total (Scope 1 + Scope 2 Market-Based)		**42,454**	**38,024**	**3.24**	**2.68**	**-17%**	0.024

		EMISSIONS (MT CO2E)		EMISSIONS INTENSITY (KG CO2E / SF)		
GHG EMISSIONS CATEGORY	**DESCRIPTION**	**BASE YEAR (2020)**	**2022**	**BASE YEAR (2020)**	**2022**	**CHANGE FROM BASE YEAR**
Scope 3 [4]	Value Chain Emissions	201,933	246,484	3.34	3.55	6%

Calculation Methodology and Notes

Scope 1, 2, and 3 GHG Emissions are calculated using the World Resource Institute Green House Gas Protocol guidelines. Square footage ("SF") values used to calculate intensities have been pro-rated based on % of the year owned for communities that were not owned or operated for the complete reporting year.

[1] Scope 1 emissions include direct emissions associated with operationally controlled natural gas consumption. Direct emissions associated with mobile combustion (for UDR owned vehicles) are excluded as they are di minimus (make up ~5%). Please note that emissions associated with non-UDR owned vehicles are represented in Scope 3, categories 6 and 7, while refrigerant emissions (HFCs) are represented in Scope 3, category 13.

[2] Scope 2 emissions include indirect emissions associated with operationally controlled electric and district fuel consumption (steam and chilled water). Location-based indirect emissions are calculated using eGRID factors for electricity and EPA factors for district fuels. Market-based indirect emissions are calculated using a hierarchy of emissions factors based on location and energy supplier contracts and take into consideration the purchase of offsite renewable energy through Green-e certified Renewable Energy Certificates.

[3] The economic intensity was previously disclosed as a percentage, but now is represented as kg CO2e per revenue dollar.

[4] Relevant categories ("C") included in our Scope 3 Emissions include purchased goods and services (C1), fuel- and energy-related activities (C3), waste generated in operations (C5), business travel (C6), employee commuting (C7), downstream leased assets (C13), and investments (C15). Categories deemed not relevant through our Scope 3 screening process following the WRI GHG Protocol as well as the UK Green Building Council Guide to Scope 3 Reporting in Commercial Real Estate include capital goods (C2), upstream transportation and distribution (C4), upstream leased assets (C8), downstream transportation and distribution (C9), processing of sold products (C10), use of sold products (C11), end-of-life treatment of sold products (C11), and franchises (C14). These categories were deemed not relevant either because the associated emissions are already accounted for in other categories or because the category is not applicable to our industry.

LRQA INDEPENDENT ASSURANCE STATEMENT

(GRI 2-5, 302-1, 302-4, 303-1, 303-3, 305-1, 305-2, 305-5, TCFD 9, 10, 11; SDG 6, 7, 11, 12, 13)

For the 2022 reporting period, we engaged LRQA to verify the accuracy and completeness of our energy, water, waste, and emissions calculations, including year-over-year targets and our Scope 1 and 2 GHG emissions, as shown in our Environmental Metrics table on Pages 32 - 33. For purposes of our 2023 GRESB reporting, our LRQA's 2022 reported E verified data was reconciled to our GRESB reported results by UDR's Internal Audit and Accounting Departments as part of our verification process for key operating metrics.

LRQA Independent Assurance Statement

Relating to UDR Inc's Greenhouse Gas Inventor and Environmental Data for the 2022 Calendar Year

This Assurance Statement has been prepared for UDR, Inc. in accordance with our contract.

Terms of engagement

LRQA was commissioned by UDR Inc. (UDR) to provide independent assurance of its Greenhouse Gas (GHG) Inventory and Environmental Data ("the report") against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practice and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered UDR's operations and activities in operationally controlled properties throughout the United States and specifically the following requirements:

- Verifying conformance with:
  - UDR's reporting methodologies for selected datasets;
  - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD Protocol) for the GHG data[1]; and
  - GRESB 2022 Real Estate Reference Guide.
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below: [2]
  - Direct (Scope 1) and Energy Indirect (Scope 2) GHG emissions;
  - Energy consumption (Direct and Indirect);
  - Water consumption;
  - Waste generated;
  - Year over year changes for electricity, natural gas and water consumption;
  - Waste Diversion rate; and
  - Percentage of energy procured from renewable sources.

Our assurance engagement excluded the following:

- Excluded on the basis of their de minimis contribution to the total GHG Inventory:
  - Scope 1 GHG emissions from diesel fuel use in emergency generators; and
  - Scope 1 mobile emissions from vehicles.
- Consistent with GRESB requirements regarding data estimates:
  - Scope 1 fugitive GHG emissions from refrigerants.
- Waste data is currently available for 99% of the total portfolio leasable floor area, and LRQA was commissioned to verify only the portion of waste data currently being gathered.

LRQA's responsibility is only to UDR. LRQA disclaims any liability or responsibility to others as explained in the end footnote. UDR's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of UDR.

[1] *http://www.ghgprotocol.org/*

[2] *GHG quantification is subject to inherent uncertainty.*

LRQA's Opinion

Based on LRQA's approach, nothing has come to our attention that would cause us to believe that UDR has not, in all material respects:

- Met the requirements of criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Tables 1 and 2 below.

The opinion expressed is formed on the basis of a limited level of assurance[3] and at the materiality of the professional judgement of the verifier.

LRQA'a Recommendation

UDR may consider the following recommendations for improvements to the GHG Inventory and/or Inventory Management systems:

- To improve data control and do not round off the values of electricity consumption when extracting the information from supplier invoices; and
- To implement systems to track, collect and report information related to GHG emissions currently excluded for their low contribution, such as fugitive emissions from refrigerants, diesel fuel used in emergency generators and mobile emissions from vehicles.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- reviewing processes related to the control of GHG emissions and environmental data and records;
- interviewing relevant employees of the organization responsible for managing GHG emissions and environmental data and records;
- reviewing data management systems to confirm there were no significant errors, omissions or mis-statements in the inventory; and
- verifying historical GHG emissions and environmental data and records at an aggregated level for the calendar year 2022.

LRQA's standards and competence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021 *Conformity assessment – Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Dated: 27 May 2023

Guillermo Zahler
LRQA Lead Verifier
On behalf of LRQA, Inc.
2101 CityWest Blvd, Houston, TX 77042
LRQA reference: UQA00001495

Table 1. Summary of UDR's GHG Emissions and Environmental Data for CY 2022

Parameter	Quantity	Units
Scope 1 GHG emissions[1]	15,997	Metric Tons CO_2e
Scope 2 GHG emissions (Location-based)[2]	34,458	Metric Tons CO_2e
Scope 2 GHG emissions (Market-based)[2]	20,027	Metric Tons CO_2e
Energy[3]	198,227,094	kWh
Water[4] Consumption	2,590,884	kGal
Waste Generation[5,6]	46,919	Metric Tons

1. Scope 1 emissions do not include fugitive emissions from refrigerants, consistent with GRESB requirements for data estimates. Additionally, emissions from diesel fuel use in emergency generators and mobile emissions from vehicles are not included on the basis of their de minimis contribution to the total GHG inventory.
2. Scope 2, Location-based and Scope 2, Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015.
3. Energy use includes kWh equivalent energy from purchased electricity, steam, chilled water, and natural gas.
4. Water consumption includes recycled water.
5. Waste value includes municipal solid waste, compost and recycling combined per GRESB reporting requirements.
6. Waste data is currently available for a portion of the properties in UDR's portfolio. Consistent with GRESB requirements for data estimates, LRQA was commissioned to verify the portion of data currently being gathered, presented as a percentage of the total portfolio leasable floor area with reported data, 99% for CY2022.

Table 2. Summary of UDR's Changes over time related to Environmental Data parameters

Parameter	2021	2022	% Change
Energy			
Like-for-Like Natural Gas and Steam Change (kWh)[1]	70,821,783	70,947,240	0.2%
Like-for-Like Electric and District CHW Change (kWh)[1]	77,554,765	77,562,249	0.0%
Like-for-Like Energy Change (kWh)[1]	148,376,548	148,509,489	0.1%
Water			
Like-for-Like Water Change (kGal)[1]	2,037,088	2,061,686	1%
Like-for-Like Water Intensity Change (kGal/home)[1, 2]	45	46	1%
Waste			
Like-for-Like Waste Change (Metric Tons)[1,3]	36,141	38,339	6%
Like-for-Like Waste Diversion Rate[1,4]	19%	23%	-
Other			
Percentage of electricity consumption procured from renewable sources[5]		30%	
GHG Emissions Change from 2015 Base Year[6,7]		-28%	
GHG Emissions Intensity Change from 2020 Base Year[6,8]		-17%	

1. UDR defines "like-for-like" as operationally controlled waste generation and gas, electric and water consumption, that includes properties stabilized for two calendar years.
2. Water Intensity is calculated as water consumption divided by number of homes, for properties stabilized for two calendar years.
3. Waste is municipal solid waste, compost and recycling data combined from properties included in the CY2022 verification.
4. Diversion rate divides the sum of Like-for-Like recycling and Like-for-Like Composting by the Like-for-Like total Waste.
5. Electricity consumption procurement percentage applies to operationally controlled electricity consumption verified for CY2022.
6. Scope 1 and Scope 2 market-based GHG emissions used for comparison.
7. Base year (CY 2015) was not verified by LRQA.
8. As UDR is switching to an intensity-based emissions target (calculated as kg CO2e per square footage), the 2020 base year does not incorporate any base year adjustments. SQFT data not verified by LRQA.

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OUR COMMITMENT TO SOCIAL RESPONSIBILITY

The Residences at Pacific City | Huntington Beach, CA

HIGHLIGHTS, CULTURE, AND VALUES

(GRI 2-23)

Our approach to social responsibility ensures we have a strategy and initiatives in place that address all aspects of the employee lifecycle, including attracting, recruiting, onboarding, developing, engaging and retaining talent. Our goal is to build a better company by enhancing the associate experience and maintaining a diverse, engaged workforce to grow and retain talent. There is a positive correlation between our UDR culture, values, and the engagement, productivity, and the success of the organization.

UDR VALUES

UDR's success starts with our associates. They are the cornerstone of our culture as they create, embrace, and mold it daily, which is why our values are aimed at creating a welcoming and open environment where associates are invited to share their voice.

Our values are presented below and additional information, including our culture statement (revised in 2020) and the benefits of working at UDR, may be found at **udr.com/careers/culture**.

RESPECT

We will treat each other with courtesy and fairness. We will learn from a diversity of perspectives and accept that doing so is the way to a greater balance in our lives.

INTEGRITY

We will be honest and sincere in both words and our actions, striving to do the right thing, the right way, every time.

TEAMWORK

As we work together, we share ideas to find better ways to develop effective solutions, challenge our thinking, and overcome obstacles.

OWNERSHIP

Our Company's success will be the result of holding ourselves accountable to meet our goals and proudly share in our victories.

GROWTH

We will "be our best" when we increase our skills, gain more knowledge, try new things, learn from our mistakes, and focus on the positive as we shape our future.

HIGHLIGHTS, CULTURE, AND VALUES *(cont.)*

(GRI 2-23)

UDR's culture is one of choice, transparency, and trust where associates are empowered to make the best decisions for themselves and the Company. By focusing on and enhancing the associate experience, we improve engagement and increase customer satisfaction, which should ultimately lead to higher employee retention and better results. Each year we report our human capital efforts, including our evaluations and analyses, to our Board of Directors.

In 2022 we surveyed the top leaders of the Company to determine UDR's top five people goals. These goals helped shape the direction of our future initiatives. The top five goals are as follows: 1) Monitor and enhance the associate experience, 2) Improve associate health and wellness, 3) Strengthen our talent acquisition function, 4) Advance DEI and Community Engagement Programs, and 5) Enhance our approach to Learning, Development, and Succession Planning.

Progress towards our top five people goals and additional social highlights include:

MONITOR AND ENHANCE THE ASSOCIATE EXPERIENCE

• We've implemented quarterly associate pulse surveys to receive more regular feedback and gain near real-time insight into our associates' engagement by focusing on 20+ key performance indicators.

• Our associate turnover rate of 28% for 2022 is lower than the industry standard of 38% which is based on NAREIT and CEL data. Our internal goal is to be below 33%.

• Began publishing an HR Monthly Newsletter highlighting information on new associates, training opportunities, recognition program award winners, health & wellness, and more.

IMPROVE ASSOCIATE HEALTH AND WELLNESS

• Based on associate feedback, we rolled out several new associate-focused benefits and initiatives in 2022 including a Lifestyle Spending Account which provides associates with additional funds beyond their regular compensation to spend on health, wellness, and lifestyle expenses.

• We also implemented a new Associate Resource Program which includes additional mental, emotional, and financial health resources, a Roth 401(k) retirement plan, in addition to our traditional 401(k) retirement plan, and provided an opportunity for eligible associates to "sell-back" a portion of their accrued and unused vacation time to the Company.

STRENGTHEN OUR TALENT ACQUISITION FUNCTION

• In 2022 we conducted a thorough review of the efficacy of our third-party recruiting partners. As a result, we enhanced our recruitment strategy to attract more qualified candidates and expand the applicant pool. This, along with various internal process improvements resulted in a 42% decrease in the average number of open positions over the year.

• Additionally, we partnered with numerous diverse job platforms, trade schools, and social media platforms to source qualified and diverse candidates. These efforts have been fruitful, resulting in a 10% reduction in our cost-per-hire, and an improvement in our 90-day retention rate from 93% to 95%. These outcomes exhibit the effectiveness of our revised recruitment strategy, which has enabled us to identify and retain high-quality talent.

ADVANCE DEI AND COMMUNITY ENGAGEMENT PROGRAMS

• We monitor and disclose our compensation ratios by gender and ethnicity and incorporate a compensation analysis data tool that allows us to obtain near real-time market data and evaluate pay equity across gender, age, and ethnicity.

• Along with expanding the Rooney Rule concept company-wide and to all potential new hires since 2021, we have advanced our partnerships with third-party DEI-focused organizations. In 2022, 55% of our newly hired associates were from ethnic groups other than white and 40% were female.

• Our 2022 "Health of the Workforce" metric, which has been incorporated in UDR's senior executive short-term incentive program since 2018, was revised to incorporate a DEI component and incorporated into associate compensation for those at or above the vice president level.

• In 2022 UDR provided 1,072 hours of paid time off for our associates to use for volunteer work at more than fifteen Denver-based organizations as well as organizations in all the markets in which we operate.

ENHANCE OUR APPROACH TO LEARNING, DEVELOPMENT, AND SUCCESSION PLANNING

• 100% of associates were provided opportunities for learning and advancement, including six courses required annually: sexual harassment, workplace harassment, cybersecurity, fair housing, business ethics, and diversity, equity and inclusion.

• In 2022, we implemented a new Learning Management System, which includes over 6,000 available courses. This system, in addition to ULEAD and the Level Up! Career Mobility Program, provide associates options to enhance their skill sets, attain credentials, and participate in management development programs.

• Our associates engaged in 16,267 hours of training in 2022, or an average of 13 hours per associate.

ADDITIONAL SOCIAL HIGHLIGHTS: RESIDENT ENGAGEMENT

• We maintained an NPS, which measures how residents view their UDR experience and is incorporated into our ESG strategy, of approximately 19 throughout the 2022 reporting year. With COVID-19 behind us, we expect to revert to an NPS greater than 30, which is considered "great," over the coming years.

• In 2022 97% of UDR's leases, 90% of rent payments, 87% of service requests, and 85% of resident lease renewals were completed on-line using our web-based resident internet portal or, increasingly, a smart-device application that allows residents to conduct business with us 24 hours a day, 7 days a week.

ASSOCIATE ENGAGEMENT

(GRI 3-3 FOR GRI 401, SDG 8)

During 2022, our company emphasized bolstering associate engagement, which we deem a top priority. We implemented various measures to achieve this objective, including enhancing communication with our associates, utilizing data-driven analytics to make informed decisions, and fostering collaboration between our operations and corporate teams. We streamlined information by centralizing it and initiated an HR Monthly Newsletter to apprise our associates of the latest developments. Furthermore, we provided opportunities for our associates to engage with each other to facilitate better communication through our newly adopted internal publications and associate recognition programs.

We also enlisted the services of an independent third-party associate engagement consultant to gather data and analytics on the associate experience through quarterly "pulse" surveys. Our most recent associate engagement survey yielded an 81% response rate and included the following highlights:

- 82% of associates trust their manager.
- 78% of associates feel they have good opportunities to learn and develop.
- 78% of associates have access to the resources needed to do their jobs effectively.
- 76% of associates feel they receive meaningful recognition.
- 72% of associates feel that everyone at UDR can succeed to their full potential, no matter who they are.

These results exceed the "High Performing Norm" (top 30 companies) for companies included in the database maintained by the consultant we used to conduct the survey.

Additionally, we conducted a benefits survey in 2022 to gather insights into how our associates perceive and utilize their benefits. Based on the feedback received, we introduced the UDR Lifestyle Spending Account, a program that enables our associates to use additional funds provided annually by UDR to cover expenses related to health, wellness, and lifestyle. Additional insights from the benefits survey are included in our Health, Wellness and Benefits section. Moving forward, we plan to receive more regular feedback through our quarterly pulse surveys. This will enable us to gain near real-time insight into our associates' engagement, enablement, views on the UDR culture, and work-life balance along with 20+ additional key performance indicators.

To further our associate experience efforts, UDR provides several programs to recognize our associates' contributions throughout the year. These include but are not limited to:

- The High Five Award, a peer-to-peer recognition program, in which associates from each business area are recognized monthly for their contributions;
- The Living the Values program, in which associates from each business area are recognized quarterly for exemplifying UDR's core values;
- The President's Club, an annual recognition event typically hosted in Las Vegas, which associates may be eligible to attend by selection through an annual vote or if they have reached 15 years of tenure with the Company;
- Personalized communications from the Chairman and CEO for associate work anniversaries, and
- Personalized birthday communications to all associates.

ASSOCIATE GRI INDICATORS

(GRI 2-6, 401-1)

- 1,332 associates
- 99% Full Time associates
- 28% Turnover Rate

The George | King of Prussia, PA

ASSOCIATE RETENTION

(GRI 2-6, 401-1, SDG 8)

Associate retention is one of many factors within our internal "Health of the Workforce" scorecard, which is utilized in senior managements' short-term incentive program.

We have managed to keep turnover low, despite the last few challenging years with respect to escalating wage pressures. Our efforts to respond to feedback received from our workforce and implement programs to address their needs are evident in our turnover rate of 28% vs the industry standard of 38%, based on NAREIT and CEL data, and our internal goal of below 33%.

UDR currently discloses several associate metrics related to retention, listed in our Associate GRI Indicators. Additional associate and human capital metrics may be found in the GRI Appendix within this report as well as our 2021 EEO-1 report, filed in 2022 and set forth below.

Job Categories	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More races	
Exec/Sr. Officials & Mgr	3	0	33	0	0	0	0	0	13	0	0	0	0	0	49
First/Mid Officials & Mgrs	37	14	87	11	0	3	1	3	102	8	0	10	0	6	282
Professionals	12	16	74	7	1	4	0	3	80	12	1	4	0	6	220
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	2	5	14	1	0	0	0	1	25	8	0	0	0	3	59
Administrative Support	10	37	34	14	1	3	0	1	87	20	1	5	0	12	225
Craft Workers	152	1	80	33	1	2	2	4	0	0	0	0	0	0	275
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers & Helpers	17	0	24	4	0	0	0	2	0	0	0	0	0	0	47
Service Workers	12	5	30	9	1	0	0	1	5	2	0	1	0	4	70
2021 Total	**245**	**78**	**376**	**79**	**4**	**12**	**3**	**15**	**312**	**50**	**2**	**20**	**0**	**31**	**1227**
Previous Year Total	**259**	**82**	**406**	**89**	**6**	**13**	**3**	**13**	**344**	**50**	**4**	**20**	**0**	**25**	**1314**

KEY: White | Black or African American | Native Hawaiian or Pacific Islander | Asian | American Indian or Alaska Native | Two or More races

Our 2021 EEO-1 report, filed in 2022.

LEARNING AND DEVELOPMENT

(GRI 404-1, 404-2, 404-3)

We believe that training is important to our associates' job satisfaction, is essential to furthering their effectiveness, assists in associate career advancement and retention, and helps create a more engaged and efficient workforce. Each new associate undergoes a two-day onboarding process that includes information and training regarding our culture, values, and mission along with administrative matters. We also offer a wide variety of training opportunities, tailored to the needs of each individual associate. In 2022, we implemented a new Learning Management System that provides associates with an interactive, personalized, and varied learner experience and that is accessible to all associates. In addition, we provide associates with required training designed to address regulatory and statutory matters and matters we believe all associates should receive training on (e.g., sexual harassment, workplace harassment, cybersecurity, fair housing, business ethics, and diversity, equity and inclusion), which are administered annually.

To continue assisting our associates in growing and developing into future leaders of the organization, we provide several leadership development programs including BetterManager, ULEAD, and Situational Leadership, as well as personalized training curriculums. All training programs are designed to enable our associates to acquire skills that will be useful to them as they progress in their career. In total, there are over 6,681 courses available to our associates. Examples of program topics include leasing skills, basic property maintenance, customer service, project management, and system applications. In aggregate, 16,267 hours of training were completed by our associates in 2022, equal to an average of 13 hours per associate.

Certifications are important to career progression in the apartment business, and we encourage our associates to become professionally certified in areas that interest them and are beneficial to the Company. Certifications range from master's degree programs to certified property manager programs to technical licenses for heating, ventilation, and air conditioning systems, all of which equip our associates with the necessary knowledge to take advantage of career-expansion opportunities. UDR offers partial tuition reimbursement related to attaining these certifications.

Every UDR associate engages in an annual performance review with their direct supervisor. Among other things, the performance reviews provide feedback on career development for each associate, and insight into the associate's level of engagement.

2022 LEARNING AND DEVELOPMENT HIGHLIGHTS

(GRI 3-3 for GRI 404)

UDR's required annual learning and development curriculum is designed to address regulatory and statutory matters that both pertain to our industry and promote good corporate citizenship. Topics covered in these on-line courses include but are not limited to sexual harassment, workplace harassment, cybersecurity, fair housing, business ethics and diversity, and equity and inclusion, including unconscious bias training. Our 2022 training highlights for UDR associates are outlined below:

ASSOCIATE TRAINING INDICATORS

(GRI 3-3 FOR GRI 404)

- **100%** Provided Opportunity for Training
- **98%** Completed Fair Housing Training
- **98%** Completed Diversity and Inclusion Training
- **98%** Completed Harassment Training
- **98%** Completed Business Ethics Training
- **97%** Completed IT Security Training
- **95%** Completed Sexual Harassment Training

Training completion rates are shown as of year-end 2022 and should not reach 100% due to measurement timing and associate new hire dates, in addition to various union restrictions in certain markets.

ASSOCIATE DIVERSITY, EQUITY, AND INCLUSION

(GRI 405-1, SDG 5, 10)

At UDR we value respect, treating each other with courtesy and fairness, and encouraging diverse perspectives that can help our company grow and succeed. As such, we are committed to creating and maintaining a diverse and inclusive workplace environment that supports the development and advancement of all associates. In 2022, we not only expanded the coverage of the Rooney Rule concept to the entire company, but also increased the tracking of additional DEI metrics to gain a better understanding of our current workforce makeup, benchmark our data against our peer group, and set internal goals to increase diversity at all levels of the organization while complying with applicable laws. We have advanced our partnerships with third-party DEI organizations in the community to better source diverse candidates for open positions and continue to build an inclusive work environment. We provide resources and information to our associates on DEI-related topics including webinars, trainings, workshops, and tools. We plan on continuing our efforts to promote a healthy and diverse work environment and attract candidates from all backgrounds, ethnicity, and genders.

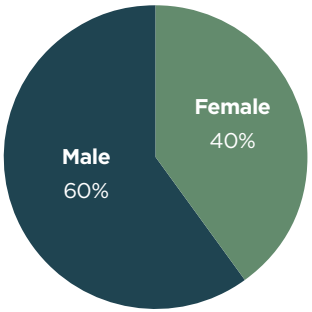
We continue to deploy various recruiting methods to attract qualified candidates. In 2022, we increased our associate referral bonus to encourage associates to refer qualified friends and family. We utilize third-party DEI-focused job platforms, trade schools, and social media in our recruiting to increase candidate flow. In 2022, 55% of our newly hired associates were from ethnic groups other than white and 40% were female.

> **In 2022, 55% of our newly hired associates were from ethnic groups other than white and 40% were female.**

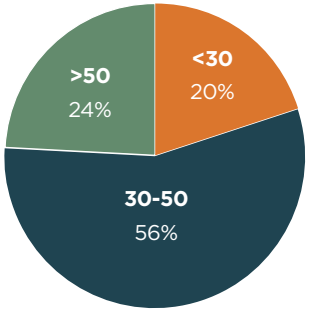
ASSOCIATE DIVERSITY, EQUITY, AND INCLUSION *(cont.)*

(GRI 405-1, SDG 5, 10)

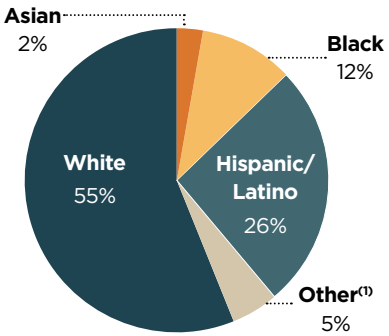
ASSOCIATES BY GENDER



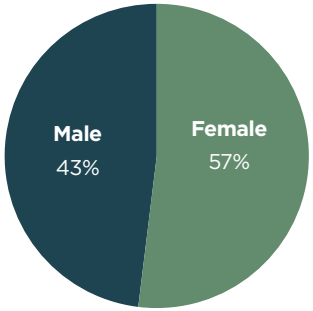
ASSOCIATES BY AGE



DIVERSE WORKFORCE

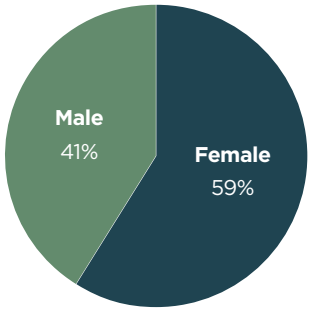


MANAGEMENT* BY GENDER

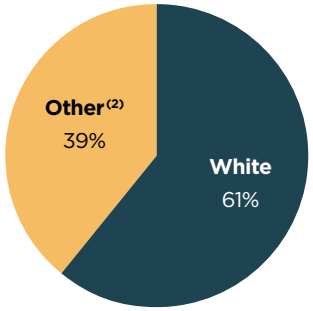


MANAGEMENT* PROMOTIONS GENDER

(2019-2022)

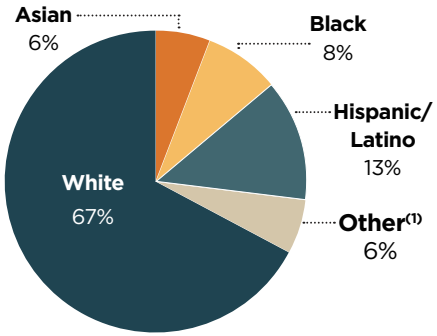


MANAGEMENT* ETHNICITY



MANAGEMENT* PROMOTIONS ETHNICITY

(2019-2022)



*Associates with the title of Community Director or Director and higher job classifications, or promotions to the title of Community Director or Director and higher job classifications.

(1) Other includes American Indian, Alaska Native, Native Hawaiian, Pacific Islander, Not Specified or two or more races.

(2) Other includes American Indian, Alaska Native, Asian, Black, Hispanic/Latino, Native Hawaiian, Pacific Islander, Not Specified or two or more races.

Associate demographics as of 12/31/22

ASSOCIATE COMPENSATION

(GRI 405-2, SDG 5, 10)

Attracting, developing, and retaining high-quality, and diverse associates across our business is critical to our long-term success. A crucial factor in ensuring this occurs is maintaining compensation practices that are attractive and fair. To this end in 2022, we implemented a new compensation market data tool that allows us to obtain near real-time market data and used the data to update our salary ranges accordingly. In addition, we conducted a mid-year compensation analysis to measure whether pay was equitable and adjusted compensation to reflect our findings. Further, we annually evaluate pay equality across gender, age, and ethnicity for each job title and we design our compensation programs to include bonus potential in order to incentivize performance. These metrics are provided to our executive leadership and Board annually.

In addition to our internal analysis, we also disclose our associate compensation ratios by gender and diversity. A compensation ratio is an indicator of how pay ratios differ by group within a given job type and is calculated by comparing the base salary to the midpoint for all associates within a given job type. A score of 100% is average, 105% is above average, and 95% is below average. Based on our year-end 2022 gender and diversity pay ratios, we believe our ratios support pay equality across the organization based on job type.

COMPENSATION RATIOS BY GENDER AND ETHNICITY

(GRI 405-2, SDG 5, 10)

2022 GENDER COMPENSATION RATIOS	• **Male :** 100% • **Female:** 99%
2022 DIVERSITY COMPENSATION RATIOS	• **Asian :** 103% • **Black:** 101% • **Hispanic or Latino :** 99% • **Other:** 102% • **White:** 100%

UDR HEALTH, WELLNESS AND BENEFITS

OCCUPATIONAL HEALTH AND SAFETY

The health, wellness, and safety of our associates is of utmost importance to UDR to maintain our inclusive culture and ensure our associates are engaged. We publish a monthly Wellness Newsletter for our associates as part of our UDR Wellness Initiative. The Wellness Newsletters cover multiple topics, including preventative care, fitness and heart health, managing anxiety, mental health, fatigue, healthy eating habits, and provide an avenue for associates to access the CDC's updates and recommendations related to COVID and other illnesses.

In early 2021, we rolled out access to a confidential on-demand behavioral health support mobile application, providing associates 24/7 access to a care team comprised of coaches and mental health professionals through text-based chats and self-guided activities at no cost to the associate. The program was enhanced in 2022 to provide access to three additional free confidential visits (six total) with a counselor.

In early 2022, associates were invited to participate in a third-party benefits survey. This survey yielded that 72% of associates who responded believe that UDR offers benefits that meet their needs. Based on feedback from this survey, as well as additional sources, including our most recent associate engagement survey, UDR introduced the Lifestyle Spending Account and Roth 401(k) retirement plan in 2022. The Lifestyle Spending Account was established for all full-time UDR associates, totals $1,000 per associate annually, and provides our associates with the flexibility to choose among a list of health, wellness, and lifestyle categories to which to apply the $1,000, including mental, physical, financial, or emotional health, family support, professional development, student loan repayment and more. Starting in the fall of 2022, we also introduced a Roth 401(k) plan that is available to all UDR associates. By adding this benefit option, our associates have the choice to invest their money for retirement on a pre- or post-tax basis.

We have listed our associate benefits and health and safety indicators for 2022 to the right on this page.

ASSOCIATE BENEFITS

(GRI 401-2, SDG 3)

We appreciate that our associates work hard, which is why we offer a comprehensive benefit plan for full time associates, listed below. Part time associates are eligible for those benefits below denoted with an asterisk (*):

- Medical Insurance*
- Dental Insurance
- Vision Insurance
- Disability Insurance
- Associate Resource Program* (for numerous mental health and work/life balance concerns)
- Voluntary Cancer Insurance Long Term Care Plan
- Vacation Time
- Sick Time
- Personal Time
- Bereavement Benefit*
- 401(k) Retirement Plan (which includes a matching component)*
- Roth 401(k) Retirement Plan* (NEW in 2022)
- Medical Flexible Spending Account*
- Commuter Expense Reimbursement Plan*
- Tuition Reimbursement
- Associate Rent Discount*
- Business Travel Insurance*
- Voluntary Identity Theft Program*
- Pet Insurance*
- Voluntary Critical Illness Benefits with AFLAC
- Lifestyle Spending Account* (NEW in 2022)
- Life Insurance
- BenefitHUB (Discounts from various vendors)

HEALTH AND SAFETY INDICATORS

(GRI 3-3 FOR GRI 401)

- **Sickness Ratio :** 0.26%
- **Fatalities:** 0
- **Injury Rate :** 3%
- **Severity Rate**[1]**:** 18%

[1]*Severity Rate is calculated as the number of lost workdays divided by the number of all recordable incidents within the reporting year.*

ASSOCIATE OUTREACH AND COMMUNITY ENGAGEMENT

(GRI 413-1 and GRI 3-3 for GRI 413, 413-1)

Cityline | Seattle, WA

We believe that our associates should also be involved in their communities and that we should help drive those efforts. In connection therewith, UDR provides each associate with 8 hours of paid volunteer time per year. While the COVID-19 pandemic negatively affected our associate's ability to work for volunteer agencies in 2020 and 2021, we were able to resume such activities in 2022 with corporate associates being given the opportunity to volunteer their time at more than fifteen separate Denver-based charitable organizations and associates in the field partnering with various local organizations across our portfolio. In 2022 UDR provided 1,072 hours of paid time off for our associates to use for volunteer work. In addition to volunteer hours, we provided education, awareness, and other various opportunities to give back to the community through our HR Monthly Newsletter, organized food, clothing, and blood drives, as well as organized efforts to promote non-profit organizations and causes, for example wearing red to show support for heart health month.

We also encouraged associates to contribute to their communities and perform their civic duty by giving Company-wide paid time off to vote in local, state, and national elections.

In addition to our associate outreach positively impacting the neighborhoods where we operate, UDR also supports our broader communities by providing affordable housing at over 44 communities (or 24% of our communities), including over 2,600 homes (or 5% of our portfolio). These communities offer government-required rent- stabilized homes or a level of affordability as compared to market-rent homes.

RESIDENT EXPERIENCE

RESIDENT ENGAGEMENT
(GRI 2-29)

UDR teams work collectively to provide an extraordinary customer experience. Listening, understanding, and responding to our residents' feedback is central to our customer service strategy and what we stand for. We have specialized teams to assist our customers at all stages of their residency and monitor a variety of feedback sources (e.g., resident communication and interaction with associates, resident surveys, and social media/review websites). We responded to 91% of our online reviews in 2022, an 18% increase when compared to our 2021 response rate. Not only do we utilize feedback to enhance our resident engagement, but we also incorporate a multitude of data points throughout our Operating Platform to help streamline each resident's experience.

We gauge how our residents view their UDR experience through Net Promotor Scores. These measure resident loyalty by asking questions such as "how likely are you to recommend this apartment community to a friend, family member, or colleague?" which then results in an NPS that ranges from -100 to +100. Negative scores indicate a need for improvement, while positive scores indicate that a company has earned more promoters, or those that would recommend this apartment community to others, than detractors. UDR maintained an average NPS of approximately 19 in 2022. With COVID-19 behind us, we expect to revert to an NPS greater than 30, which is considered "great," over the coming years. We survey residents at key touchpoints throughout their lease term, including touring, move-in, quarterly, completed maintenance requests, and at renewal/transfer/move-out.

Our onsite and corporate Customer Relationship Teams troubleshoot challenges identified through customer feedback. Throughout our resident engagement processes, we strive to seek best practices and provide team consultations and templates to simplify customer communication. This method helps to close the communication loop, prevents issues from escalating, enriches our customer's experience, and positively influences our residents to continue living with us.

RESIDENT APP AND TECHNOLOGY
(SDG 9)

We believe UDR is at the cutting edge of innovation and data science in the multifamily space, and we seek to provide a streamlined and technologically advanced experience for current and prospective residents. Between 2018 and 2021, we invested approximately $35 million in Operating Platform enhancements and approximately $50 million in SmartHome technologies to build a self-service ecosystem. These investments contribute to achieving our ESG goals, specifically our long-term environmental strategy through Scope 3 emissions reductions.

Our Resident App is innovation in action and allows for residents to complete transactions, including paying rent, submitting service requests, reserving amenity spaces, issuing parking passes, and viewing community news, among other features. Additionally, our Self-Guided Tour technology allows for potential residents to schedule and take self-guided, contactless tours. By utilizing these services and technology, we believe that in most cases UDR has effectively eliminated the need for residents to visit the community leasing office, meaning they are no longer constrained to typical business hours to conduct leasing, service request, or amenity activities. To that end, in 2022, 97% of new resident leases, 90% of rent payments, 87% of service requests, and 85% of lease renewals were completed online.

In addition to the ease of using our Resident App, we have integrated SmartHome technology in various ways throughout our portfolio. As of year-end 2022, SmartHome technology has been installed in over 55,000 apartment homes, or approximately 96% of our portfolio. Examples of SmartHome features include SmartLocks (i.e., keyless entry), water sensors for leak detection, smart thermostats, and smart electricity plugs. The SmartRent app allows residents to access their various smart home features, such as changing their thermostat temperature, from the convenience of their smart phone. We believe that each of these components contributes positively to the resident experience while also making it easy for residents to engage in sustainable practices. Additional technological features available at many of our communities include package lockers, EV charging stations, and Smart Building features in common area and amenity spaces.

> **97% of new leasing, 90% of payments, 87% of service requests, and 85% of renewals were completed online in 2022.**

OUR COMMITMENT TO **GOVERNANCE**

Domus | Philadelphia, PA

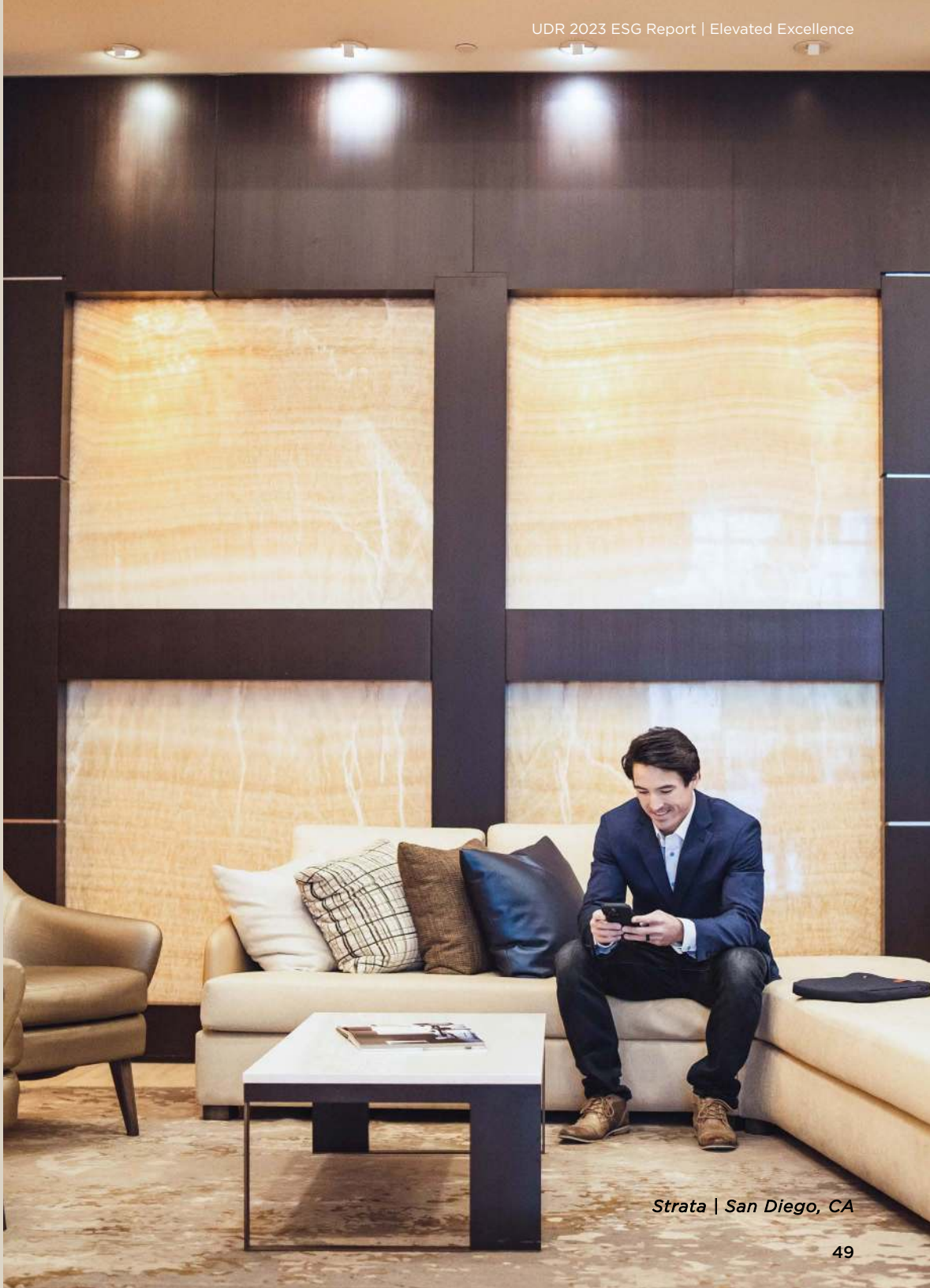
CORPORATE GOVERNANCE OVERVIEW

(GRI 2-9, GRI 2-23)

UDR has a history of strong Corporate Governance which not only contributes to our long-term success and ability to create value for our stakeholders, but fosters a foundational structure for the management of ESG opportunities and risks. We routinely review emerging developments in corporate governance as well as our own policies and disclosures. We enhance our policies and procedures when our Board determines that it would benefit our Company and stakeholders to do so. We maintain a page on our website that includes key information about UDR's corporate governance, including our:

- Statement on Corporate Governance;
- Code of Business Conduct and Ethics;
- Code of Ethics for Senior Financial Officers;
- Related Person Transactions Policy;
- Amended and Restated Insider Trading Policy;
- Recoupment of Performance-Based Incentives Policy;
- Executive Stock Ownership Guidelines;
- Charter of the Audit Committee;
- Charter of the Compensation Committee;
- Charter of the Governance Committee;
- Charter of the Nominating Committee; and
- Charitable Donations and Political Contributions Policy.

These documents can be found by accessing the "Investor Relations" page at **ir.udr.com** and then clicking on "Corporate Governance" and "Governance Documents."



Strata | San Diego, CA

BOARD COMPOSITION AND EXPERTISE

(GRI 2-9)

The members of our Board have diverse backgrounds, experience, and skillsets that are both relevant to the role of the Board and the needs of our business. The diversity of our Board has remained an ongoing focus in connection with our Board refreshment, evidenced by the addition of four new independent Directors in the last eight years, each with a range of viewpoints and additive expertise. Most recently, the Board continued its refreshment efforts with the additions of Diane M. Morefield in 2020 and Kevin C. Nickelberry in 2021. Directors are elected annually to serve until the next annual meeting of shareholders or until their successors are elected and qualified.

In addition to each Director's basic duties of care and loyalty, the Board has separate and specific obligations under our Statement on Corporate Governance. Among other things, these obligations require Directors to monitor management's capabilities, compensation, risks (including, among other areas, cybersecurity, enterprise, societal and environmental risks), leadership and performance, without undermining management's ability to successfully operate the business. In addition to playing an active role overseeing challenges and risks, the Board identifies and supports initiatives that align with opportunities for the Company as well. The Board has allocated and delegated oversight responsibilities and specific key functions to the following standing committees:

- Audit and Risk Management Committee
- Compensation Committee
- Governance Committee
- Nominating Committee
- Executive Committee

The Audit, Compensation, Governance and Nominating Committees consist entirely of independent Directors, as defined in the NYSE listing standards and the Company's Director independence standards. Additional information about the Board Directors, committees, and leadership structure may be found by accessing the "Investor Relations" page at **ir.udr.com** and then clicking on "Annual Report and Proxy" and the "2023 Proxy Statement" or "Corporate Governance". Please note the demographics included in the Board snapshot provided below are as of the 2023 Proxy Statement.

5421 Dublin | Dublin, CA

BOARD SNAPSHOT

INDEPENDENCE	TENURE	AGE	DIVERSITY
Independent:	1-6 years:	50-59 years:	Under Represented Group:
Not independent:	7-16 years:	60-70 years:	Female:
	>16 years:	More than 70 years:	Male:
90% Independent	Average: **12.7 years**	Average: **69 years**	**40%** Diverse

SUCCESSION PLANNING

(GRI 2-9)

The Board's oversight of succession planning and appointment of senior management contributes to UDR's strong foundational governance and leadership. As evidenced through the Company's track record on succession combined with our talent development approach, this helps to ensure that we have management talent capable of driving strong results and executing our business strategy. The Company's Statement on Corporate Governance provides that the Board is responsible for appointing the CEO, and planning for their succession, as well as the succession of other executive officers of the Company. The Compensation Committee is responsible for annually reviewing the development and retention plans for the Company's key executive officers, including the CEO, reviewing and approving a succession plan for the CEO, and ensuring development and succession plans are in place for the Company's key executive officers reporting to the CEO. Consistent with its responsibilities, the Compensation Committee regularly reviews succession plans for the CEO and the key executive officers and reports to the Board regarding those plans. Under the direction of the Compensation Committee, the CEO and other members of senior management undertake a concerted effort to identify, assess and develop successors for the key executive officers. This effort involves potential candidates working with third-party consultants and completing a series of leadership assessment programs with the goal of determining necessary skillsets for potential successors of key executive officers.

The graphic illustrates the activities taken in connection with succession planning. This process will continue to be enhanced as our human resources/ talent development / succession planning trategy evolves.

> **As evidenced through the Company's track record on succession combined with our talent development approach, the Board's oversight of succession planning and appointment of senior management helps to ensure that we have management talent capable of driving strong results and executing our business strategy.**

1301 Thomas Circle | Washington DC

EXECUTIVE COMPENSATION PROGRAM
(GRI 2-9)

UDR's executive compensation program is a combination of base salary as well as long- and short-term incentive programs and is structured to be aligned with quantifiable results, total shareholder return, and successful execution of our business strategy. Our executive compensation is voted on annually in our Proxy and undergoes ongoing consideration and oversight by the Compensation Committee.

In addition to driving value for our shareholders, the metrics used for our STI are tied to our strategic objectives of operating excellence, portfolio diversification, culture and ESG, accretive capital allocation and balance sheet strength. To that end, ESG was one of the added metrics to our STI in 2021, and in 2022 these metrics were enhanced to incorporate both an ESG Index and Associate Engagement & DEI metric. For 2023 we simplified our ESG Index metric by replacing it with a relative GRESB metric, measuring how our GRESB score compares to the other GRESB scores of the Residential/Listed Company GRESB population.

The Associate Engagement & DEI metric is tied to our overall "Health of the Workforce" score, which was enhanced in 2022 to add a measurement of our success in interviewing diverse associates at all levels of the Company as part of our Company wide application of the "Rooney Rule" concept. Additional factors that affect our "Health of the Workforce" score include associate exit and stay interviews, turnover and retention, associate engagement, performance evaluation scores, and training compliance scores. The engagement, quality, and diversity of our workforce is important to help meet the needs of our residents and drive our innovative culture and results.

While we have consistently had strong shareholder support for our executive compensation program, we continue to engage in dialogue with shareholders on executive compensation topics. In addition to the incorporation of ESG and DEI specific metrics to our STI, beginning with grants made in 2021 and thereafter, equity grants have a minimum vesting period of 12 months subject to certain limited exclusions and all grants made in 2021 and thereafter are subject to a double-trigger change in control provision. As such there are no outstanding grants with single-trigger change in control provisions. Additional information about our executive compensation programs may be found in our annual Proxy, available on **ir.udr.com**.

The MO | Washington DC

BUSINESS INTEGRITY
(GRI 2-23)

The UDR Code of Business Conduct and Ethics cannot cover every issue that may arise, but sets out basic principles to be followed by all the Company's Directors, officers, and associates. Additionally, it is expected that this Code is provided to and followed by the Company's agents, representatives, and consultants.

Some of the topics that the Code of Business Conduct and Ethics covers include:

- Conflicts of Interest;
- Insider Trading;
- Competition and Fair Dealing;
- Gifts and Entertainment;
- Health and Safety; and
- Bribery and Corruption.

The Code also reiterates the Company's commitment to equal opportunity and nondiscrimination. Annually, the Code of Business Conduct and Ethics is acknowledged by all associates and provided to new associates during their onboarding with the Company.

UDR also maintains a Code of Ethics for Senior Financial Officers. To fulfill their responsibility to protect, balance, and preserve the interests of the Company's stakeholders, the Code is designed to outline additional standards of conduct to match the elevated role that Senior Financial Officers hold in corporate governance and is intended to supplement the Code of Business Conduct and Ethics applicable to all associates. Senior Financial Officers act in good faith and the Company's best interest in accordance with both Codes.

Both Codes are published on our website and available to all relevant parties.

DIVERSITY AND EQUAL OPPORTUNITIES
(GRI 405-1, SDG 5, 8, 10)

UDR is an equal opportunity employer. We are committed to treating our associates in a nondiscriminatory manner with regard to race, ethnicity, religion, sex, sexual orientation, gender, gender identity, age, disability, pregnancy, national origin, military or veteran status, or any other characteristic protected by law. We require every associate to take online educational courses on an annual basis to increase their awareness of what constitutes harassment, including classes that stressed that all forms of harassment are forbidden and that any witnessed harassment must be quickly identified, reported, and remedied. In addition, the Company's learning and development program requires the annual completion of a diversity and inclusion course with unconscious bias training, and our associate diversity metrics are published in accordance with our GRI disclosures. We revamped our online learning and development program in 2022 to use Cornerstone, which includes two new courses on DEI and recognizing and overcoming bias. The enhanced capabilities of this new system allow associates to be in control of their learning and growth at UDR and supervisors to easily assign and monitor training courses through customizable dashboards and reporting features.

The Company's DEI Task Force has launched a number of DEI initiatives following the conclusion of the Company-wide DEI Organizational Assessment conducted by a third-party in 2020. Examples of these initiatives include the expansion of the "Rooney Rule" concept, initially adopted for Board refreshment in 2020, to promote equitable hiring practices by widening the interview funnel for all open associate positions as well as partnering with the Colorado Diversity Council, which provides additional resources and training to our associates, assists with UDR's diverse recruiting efforts, and allows for several UDR associates to sit on the council board. These initiatives are ongoing and will span the entire lifecycle of our associates from attracting talent, recruiting, development, and retention and will integrate into our broader ESG and people strategies.

ENTERPRISE RISK MANAGEMENT

(GRI 3-3, SASB IF-RE-450a.2, TCFD 1, 2, 3, and 6)

Enterprise Risk Management ("ERM") provides a proactive framework for the evaluation of threats and risks to our business with the aim to assist in the development of mitigation strategies to protect the Enterprise. These risks include but are not limited to operational, financial, legal, strategic, cybersecurity, reputational, climate, environmental and societal change. While our Executive Officers communicate our ESG risk assessment and strategy, which are integrated into our overall risk management, ERM oversight is the responsibility of the Board.

Our existing ERM dashboard is reviewed by the Audit and Risk Management Committee as part of each regularly scheduled quarterly meeting and is also shared with the Board as part of its regularly scheduled meetings. Our approach to ERM includes:

- Identifying risks that could materially impact our enterprise;
- Assessing risks, including impact, timing, likelihood, and trend (short and long term);
- Identifying and evaluating controls and risk mitigation to determine sufficiency; and,
- Adjusting resources, processes, and strategies if necessary to reduce risk.

We believe our systematic approach is effective in the timely identification of new risks or changes in risks to our enterprise. Within our risk universe, we have identified and incorporated climate change, including physical, transitional, and regulatory related risks, as types of risks that can impact our enterprise and that are important to our stakeholders. We use our internal climate risk scoring to help shape our portfolio strategy, to understand the potential of both current and future risks and to evaluate insurance premiums and future profitability. This process includes reviews of the climate risk scores assigned to each market and asset, followed by a comprehensive review of any change in municipal regulations that could impact the risk level assigned. Additional information around climate risk management may be found in our TCFD response.

Almaden Lake Village Apartments
San Jose, CA

CYBER SECURITY PROGRAM
(GRI 3-3)

The members of the UDR Cyber Security Office ("CSO") use a governance, risk, and compliance framework to ensure that we mature our security program at the same rate we innovate our technology. Our framework is derived from standards institutes such as The National Institute of Standards and Technology, The Center for Internet Security, and SysAdmin, Audit, Network, and Security. Several members of the UDR CSO are trained and certified by the International Information System Security Consortium.

UDR's enterprise security framework operates with four guiding principles:

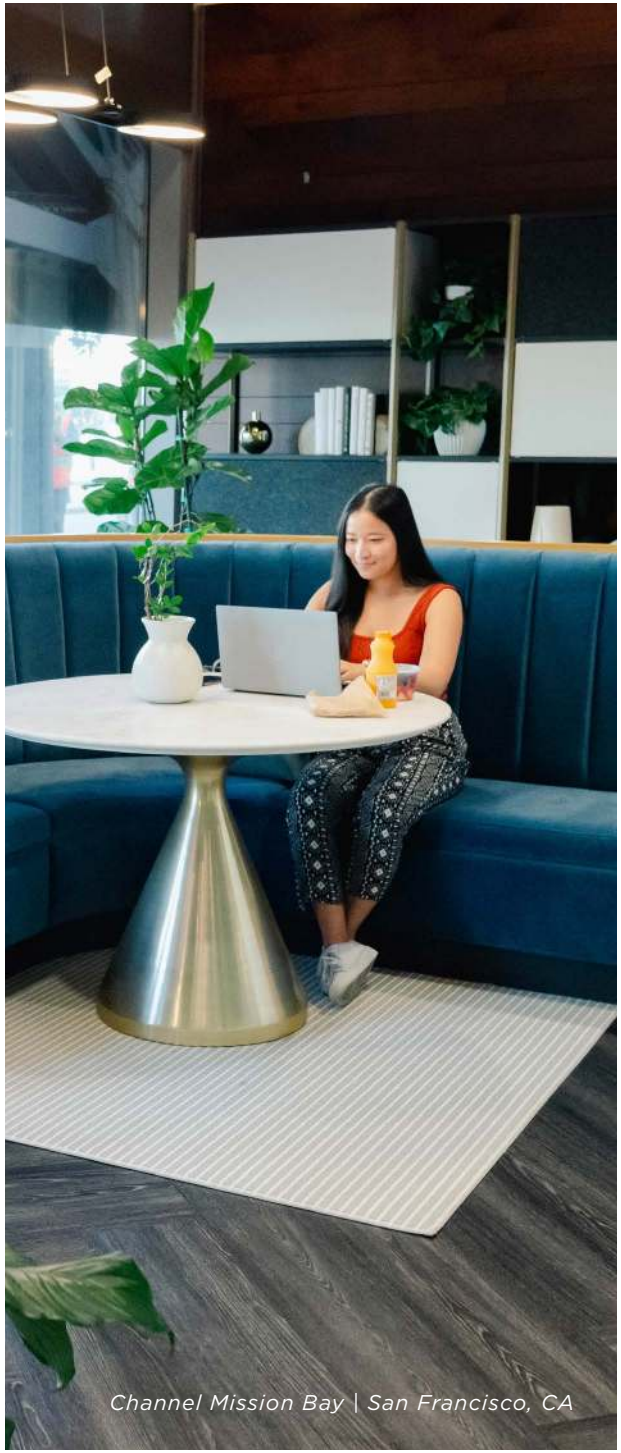
- The protection of personally identifiable data and privacy.
- Securing business data that is generated, stored, or transmitted.
- Complying with applicable laws and regulations.
- Educating our associates on the importance of information security and being aware of the latest threat issues.

The CSO operates a user education program for our associates that includes mandatory training annually. This program is supplemented with monthly newsletters and tips on how to handle modern security threats. The CSO performs regular phishing tests for associates and contractors. This is backed by a formal policy around remedial training for associates that fail. External vendors are evaluated against a standardized vendor risk assessment process to help ensure that any risks to UDR are promptly identified, monitored, and mitigated. UDR requires vendors to recertify at least annually that their security controls comply with established industry standards and legal requirements. In the event of a cybersecurity incident, UDR maintains a business continuity plan to protect both operations and the integrity of data. Incident response plans are intended to prepare UDR for a variety of security or disaster scenarios requiring swift action. This plan is tested multiple times a year and our testing most recently included a simulated ransomware attack against UDR.

The CSO works with third parties to re-evaluate the strategies of the CSO and adapt accordingly. These third parties also analyze and audit our approach to ensure we are reducing our risk and adapting the controls associated with those risks. They additionally perform penetration testing against our public and private technology assets. Penetration testing includes resident facing Internet of Things, such as the SmartHome package many of our residents now enjoy.

In 2022, UDR continued to enhance and deploy customer-facing applications to improve our customer experience. To support this effort, our CSO has adopted security tools, policies, and controls to secure our Software Development Lifecycle. This allows us to closely manage our software supply chain and practices to help prevent and mitigate attacks on our source code. UDR operates a modern datacenter with dedicated internal teams to manage the security and availability of the applications housed within it. Tools are used to address endpoint security, vulnerability management and patching. Network security includes edge protection, monitoring and high availability to mitigate external threats. UDR uses artificial intelligence and machine learning tools to monitor user behavior and adapt to threats such as ransomware or other anomalous activities. These tools are all centrally processed, managed, and monitored using Security Information Event Management.

UDR maintains a thorough inventory of security policies and procedures and requires all associates to read and accept the policies as a condition of employment. We have a committee with members from all departments that meets on a regular basis. UDR has developed a monthly security scorecard to measure performance and risk that is provided to executive leadership. The performance scoring is calculated using a leading security application software tool to pool, gather, and objectively report security efforts. Quarterly, UDR's Senior Vice President – Chief Technology Officer reports on the Company's security posture to the Audit and Risk Management Committee of the Board. The Board is updated on cybersecurity at least annually.


Channel Mission Bay | San Francisco, CA

Cool Springs at Frisco Bridges | Frisco, TX

VENDOR COMPLIANCE

(GRI 2-6, GRI 2-23)

The Company has an established compliance program that is designed to help ensure vendors conduct their business that involves UDR in an ethical manor in accordance with Company policy. This reduces third-party risk, including fraud risk. Periodically, a due diligence review is performed of the Company's vendors to confirm licenses, tax identification numbers, criminal, and other background searches, insurance, and that Company required standards of performance are met. This review helps ensure compliance with federal laws including the Patriot Act, The Money Laundering Control Act, and Executive Order 13224.

Additional verifications include:

- Bankruptcy, lien, and judgment check;
- Business license verification;
- National criminal and sex offender background check – for principals where allowed; and,
- A standardized cyber risk assessment for any vendors that have access to UDR systems or data.

The Company also performs screening of vendors to confirm compliance with the U.S. Department of the Treasury's Office of Foreign Assets Control ("OFAC"). OFAC is designed to enforce economic and trade sanctions based on US foreign policy and national security goals against targeted foreign countries and regimes, terrorists, international narcotics traffickers, those engaged in activities related to the proliferation of weapons of mass destruction, and other threats to the national security, foreign policy, or economy of the United States. Other searches performed for compliance include the Money Laundering database, Terrorist Watch List, and FBI Most Wanted databases. All vendors must agree to comply with all applicable laws and regulations, including non-discrimination laws, as part of our overall approach to DEI.

INTERNAL AUDIT
(GRI 2-9)

Our Internal Audit group is independent and reports directly to the Audit and Risk Management Committee of the Board. Our Internal Audit group is comprised of associates with professional backgrounds in accounting, auditing, and public accounting. Our Internal Audit group holds professional certifications including the following: Certified Public Accountant, Certified Internal Auditor, Certified Fraud Examiner, and Certification in Risk Management Assurance.

As a part of its activities, the Internal Audit group utilizes data analytics software and robotic process automation to audit and test whole populations of significant Company operational and financial transactions. The audit results are summarized and provided to senior management and the Audit and Risk Management Committee on a quarterly basis. Internal Audit's utilization of automated data scripts and robotics results in more efficient compliance testing and more timely reporting of significant Company transactions.

In addition to financial related assurance work, the Internal Audit function is charged with performing reviews and certifications of external data submissions to third parties, specifically related to the GRESB submission and compliance certification of UDR's EMS program on an annual basis.

GOVERNMENT AFFAIRS
(GRI 2-9)

Our Government Affairs group tracks, monitors, and advises on regulatory matters that may impact our business at the local, county, state, federal, and judicial levels. Regulatory matters may include legislation such as various housing statutes, mandated emission targets, changes to tax rules, general liability, as well as numerous other areas of interest to UDR. The group works closely with the Company's Legal and Operations teams so that UDR can consider legislative and regulatory items that may impact our business, associates, and residents in a timely manner. Regular reports on regulatory changes are provided to senior management and UDR's operating team to help guide our operating and capital allocation strategies.

UDR made no political contributions directly to candidates in 2022. In early 2022 our Board adopted a political contributions and charitable donations policy.

The purpose of this policy is to ensure that all charitable contributions or political donations made by or on behalf of the Company are consistent with the Company's values and policies, including the Company's Code of Business Conduct and Ethics, and are in the best interest of the Company and comply with applicable laws and regulations. The policy applies to all Company associates and was reviewed by our Audit and Risk Management Committee in 2023 as required by the policy. The policy provides that all such donations or contributions are required to be approved in advance by the Company's compliance officer and will only be approved based upon the Company's business interests and not the individual interests of the Company's Directors or Officers. The policy further requires that such donations or contributions will be made only in compliance with applicable laws and regulations.

WHISTLEBLOWER PROGRAM
(GRI 2-29)

Our Code of Business Conduct and Ethics contains general guidelines for conducting business with the highest standards of ethics.

UDR is committed to an environment where open, honest communications are the expectation, not the exception. We want all associates and vendors to feel comfortable in approaching management in instances where violations of policies or standards may have occurred. At first point of contact, if an associate has a confidential source of concern or complaints, they are encouraged to contact their HR representative.

In situations where anonymity is preferred, we encourage the use of our third-party hotline provider, EthicsPoint, for reporting violations of our Code of Business Conduct and Ethics or other issues, as well as accessing guidance related to policies and procedures.

Our Audit and Risk Management Committee has procedures in place for receiving and reviewing submissions of any employee complaint, including those relating to accounting, internal controls, auditing matters, instances of discrimination, or any violations stated in our Code of Business Conduct and Ethics. Instructions for making a report are published in the Corporate Governance subsection of the Investor Relations page of the Company's website at **ir.udr.com.**

The Courts at Huntington Station
Alexandria, VA

Eight 80 Newport Beach | Newport Beach, CA

APPENDICES

The George | King of Prussia, PA

GRI INDEX

GENERAL DISCLOSURES

ORGANIZATIONAL PROFILE

GRI INDICATOR	DESCRIPTION	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
2-1	Organizational Details	*Name of the organization:* UDR, Inc. *Location of headquarters:* Highlands Ranch, Colorado. *Location of operations:* UDR's operations are limited to the United States of America. *Ownership and legal form:* UDR, Inc. (NYSE:UDR), a Maryland corporation, and United Dominion Realty, L.P., a Delaware limited partnership, of which UDR, Inc. is the parent company and sole general partner.
2-2	Entities included in the organization's sustainability reporting	UDR's 2022 10-K lists UDR's standing investments, developments, and Developer Capital Program assets and is available at **http://ir.udr.com/Docs**.
2-3	Reporting period, frequency and contact point	*Reporting Period:* Environmental, social, and governance data covers the 2022 calendar year. Financial data is current as the Q4 2022 Supplemental Report unless otherwise stated. *Frequency:* Annual *Contact Point:* **CR@udr.com**
2-4	Restatements of information	None
2-5	External assurance	UDR's management was responsible for preparing the 2023 ESG Report and for maintaining effective internal controls over the data and information disclosed. The internal controls surrounding the recording, reporting, and monitoring of key metrics outlined in this Report were effective during the reporting period based on internal reviews. External assurance is conducted on our environmental performance metrics and key performance indicators. Additional information on our external assurance may be found in the LRQA Independent Assurance Statement, Pages 34 - 35.
2-6	Activities, value chain, and other business relationships	UDR is an S&P 500 company. UDR is a leading multifamily real estate investment trust that manages, buys, sells, develops and redevelops real estate communities primarily located in Boston, New York, Washington, D.C., Orlando, Tampa, Dallas, Orange County, Los Angeles, San Francisco, Seattle, and other markets. As of December 31, 2022 UDR had 1,322 FTEs. Refer to GRI 2-7 for further breakdown of employees by employment contract and employment type. Additional information about our real estate communities may be found at **https://www.udr.com/search-apartments/** UDR's and additional information about the markets we serve may be found in the most recent Investor Presentation, available at **http://ir.udr.com/Presentations**. Additional information about our activities may be found in About UDR, INC., Page 6 and UDR's Business Strategy, Page 8 as well as our 2022 10-K and our 4th Quarter 2022 Earnings Release, which provides revenue from operations, debt, equity, and other operational information, both available at **http://ir.udr.com/Docs**.

GRI INDEX *(cont.)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
2-6 (*cont.*)	Activities, value chain, and other business relationships (*cont.*)	UDR's operation and management of real estate includes a diverse supply chain that includes the use of a variety of vendors to assist with the following activities: - Resident services - Building maintenance and management, including utilities, insurance, real estate taxes, and other administrative services - Purchasing of building materials and supplies - Capital improvements, including renovations and development of new assets - Data gathering and analysis The UDR Code of Business Conduct and Ethics encompasses a wide range of business practices and procedures. This Code is also provided to the Company's agents and representatives, including consultants. Bribery and corruption practices are strictly forbidden. Additional information around vendor compliance and obligations may be found in Vendor Compliance on Page 56.
2-7	Employees	Total Associates by Gender w/o Temps Female: 521 / 39% Male: 804 / 61% Total: 1,325 / 100% Total Associates by Gender w/ Temps Female: 524 / 39% Male: 808 / 61% Total: 1,332 / 100% The table on the next page shows the male and female associates by employment type (Full time and part time) for each region, including temporary associates. Additional demographics may be found in Associate Diversity, Equity, and Inclusion, Pages 42 - 43, as well as in our 2023 Proxy, available at **http://ir.udr.com/Docs**.

GRI INDEX *(cont.)*

ASSOICATES BY REGION				FULL TIME		PART TIME	
Market	**All Associates**	**Full Time**	**Part Time**	**Male**	**Female**	**Male**	**Female**
Austin TX	23	21	2	12	9	1	1
Baltimore	29	29	-	14	15	-	-
Boston	72	72	-	45	27	-	-
Dallas TX	74	72	2	42	30	-	2
Denver	329	328	1	173	155	-	1
LA County	22	22	-	14	8	-	-
Metro DC	152	151	1	97	54	-	1
Monterey (Salinas)	28	28	-	20	8	-	-
Nashville TN	34	33	1	14	19	-	1
New York	142	142	-	128	14	-	-
Orange County	87	87	-	53	34	-	-
Orlando	52	52	-	32	20	-	-
Other Florida	12	12	-	8	4	-	-
Other SoCal	12	12	-	6	6	-	-
Philadelphia	27	27	-	14	13	-	-
Portland, OR	10	10	-	6	4	-	-
Richmond	18	18	-	9	9	-	-
San Diego County	10	9	1	6	3	-	1
Seattle, WA	71	71	-	38	33	-	-
SF Bay Area	64	62	2	40	22	1	1
Tampa FL	64	64	-	35	29	-	-
Total	**1,332**	**1,322**	**10**	**806**	**516**	**2**	**8**

GRI INDEX *(cont.)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
2-9	Governance structure and composition	Information about UDR's governance structure may be found in the Chairman and CEO Message, Page 5; ESG Governance, Page 10; Corporate Governance Overview, Page 49; Board Composition, Page 50; Succession Planning, Page 51; Internal Audit, Page 57; and Government Affairs, Page 57. Further information regarding UDR's governance structure and the composition of the highest governance body and its committees can be found at http://ir.udr.com/govdocs, including Audit Committee Charter, Compensation Committee Charter, Governance Committee Charter, and Statement on Corporate Governance.
2-13	Delegation of responsibility for managing impacts	The process for delegation authority for environmental and social topics to senior executives as well as information around executive-level responsibility for economic, environmental, and social topics can be found within ESG Governance, Page 10 and the additional sources referenced in GRI 2-9.
2-22	Statement on sustainable development strategy	Chairman and CEO Message, Page 5; UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20; and Sustainable Buildings and Green Building Certifications, Page 26.
2-23	Policy commitments	Refer to Environmental Governance and Management Pages 22 - 23; Highlights, Culture, and Values Pages 37 - 38; Corporate Governance Overview Page 49; Business Integrity Page 53; and Whistleblower Program, Page 57. With regards to the Precautionary Principle, the Precautionary Principal was defined in the United Nations 1992 Rio Declaration. It outlines that precautionary measures should be taken to protect against environmental degradation even if full cause and effect relationships have not been scientifically proven. UDR does not use the Precautionary Principal to protect against environmental degradation. Refer to our SASB and TCFD indexes for further discussion surrounding UDR's climate change risk management process and strategies. Further information regarding values, principles, standards, and norms of behavior can be found at http://ir.udr.com/govdocs. See UDR Code of Business Conduct and Ethics.
2-28	Membership associations	Scores - Alignments - Memberships - Awards, Page 7.

GRI INDEX *(cont.)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
2-29	Approach to stakeholder engagement	Information about UDR's approach to stakeholder engagement, identifying and selecting stakeholders, and our list of stakeholder groups may be found within Chairman and CEO Message, Page 5; UDR's ESG Methodology, Page 9; Stakeholder Engagement, Page 11; Associate Engagement, Page 39; Associate Outreach and Community Engagement, Page 46; Resident Engagement, Page 47; Vendor Compliance, Page 56; and Whistleblower Program, Page 57. Any interested party may contact UDR through our corporate website at **UDR.com**.
2-30	Collective bargaining agreements	8%
3-1	Process to determine material topics	Information about UDR's process to determine material topics and the term "material" used throughout this report may be found in UDR's ESG Methodology, ESG Governance, Stakeholder Engagement, Materiality Assessment, and ESG Measurement and Reporting on Pages 9 - 12, 15 - 17.
3-2	List of material topics	UDR's ESG Report includes material information for our stakeholders related to our commitment to corporate responsibility and sustainability as well as assessment and mitigation of risk across environmental, social, and governance topics. These topics, listed below, are important to our stakeholders and materially impact our business. Additional information is provided in Stakeholder Engagement, on Page 11 and within our Materiality Assessment, Page 12. Material Topics: Associate and Resident Health and Safety, Associate Compensation and Benefits (NEW), Associate Training and Development, Business Ethics, Climate Change Portfolio Risk Management, Community Engagement/Philanthropy, Cybersecurity, Energy Management, GHG Emissions, Inclusion and Diversity, Labor Practices, Legal and Regulatory Environment, Resident Access and Affordability, Resident Experience (Engagement and Satisfaction), Responsible Investing, Sustainable Buildings, Technology and Innovation, Waste Management, and Water and Wastewater Management.
3-3	Management of material topics	Information about each material topic and its boundary, UDR's management approach and its components, and evaluation of the management approach may be found in the general sense within UDR's ESG Methodology, ESG Governance, Stakeholder Engagement, Materiality Assessment, and ESG Measurement and Reporting on Pages 9 - 12, 15 - 17. Additionally, topic specific information is referenced in the corresponding section(s) listed in our Materiality Assessment as well as under each topic specific disclosure in the following pages.

GRI INDEX *(cont.)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
TOPIC SPECIFIC DISCLOSURES		
GRI 201: ECONOMIC PERFORMANCE		
3-3	Management of material topic(s)	4th Quarter 2022 Earnings Release, Pages 1 - 6; 2023 10-K, Pages 4 - 13. **http://ir.udr.com/Docs**
201-1	Direct economic value generated and distributed.	2022 10-K, Page 39; 4Q22 Earnings Supplement, Attachment 1. **http://ir.udr.com/Docs**
201-2	Financial implications and other risks and opportunities due to climate change.	2022 10-K, Pages 1, 13-14, 20 - 22, 37. **http://ir.udr.com/Docs** Portfolio-Wide Climate Risk, Page 25.
GRI 302: ENERGY		
3-3	Management of material topic(s)	Materiality Assessment, Page 12; UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20, Environmental Governance and Management, Pages 22 - 23, Asset-Level E Risk Assessments, Page 24; and Portfolio-Wide Climate Risk, Page 25.
302-1	Energy consumption within the organization	Environmental Metrics, Pages 32 - 33; LRQA Independent Assurance Statement, Pages 34 - 35.
302-3	Energy intensity	Environmental Metrics, Pages 32 - 33.
302-4	Reduction of energy consumption	Scores - Alignments - Memberships - Awards, Page 7; ESG Measurement and Reporting, Pages 15 - 17; Progress Towards E Goals, Page 21; Solar and Onsite Renewable Energy, Page 28; Demand Response, Page 28; Smart Building Technology, Page 29; Environmental Metrics, Pages 32 - 33, LRQA Independent Assurance Statement, Pages 34 - 35.

GRI INDEX *(cont.)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
TOPIC SPECIFIC DISCLOSURES		
GRI 303: WATER AND EFFLUENTS		
3-3	Management of material topic(s)	Materiality Assessment, Page 12; UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20, Environmental Governance and Management, Pages 22 - 23, Asset-Level E Risk Assessments, Page 24; and Portfolio-Wide Climate Risk, Page 25.
303-1	Interactions with water as a shared resource	Environmental Metrics, Pages 32 - 33; LRQA Independent Assurance Statement, Pages 34 - 35.
303-3	Water withdrawal	Scores - Alignments - Memberships - Awards, Page 7; Progress Towards E Goals, Page 21; Resident Leak Detection, Page 30; Reclaimed / Recycled Water, Page 30; Water Conservation, Page 30; Environmental Metrics, Pages 32 - 33; and LRQA Independent Assurance Statement, Pages 34 - 35.
GRI 305: EMISSIONS		
3-3	Management of material topic(s)	Materiality Assessment, Page 12; UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20, Environmental Governance and Management, Pages 22 - 23, Asset-Level E Risk Assessments, Page 24; and Portfolio-Wide Climate Risk, Page 25.
305-1	Direct (Scope 1) GHG emissions	Environmental Metrics, Pages 32 - 33; LRQA Independent Assurance Statement, Pages 34 - 35.
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Metrics, Pages 32 - 33; LRQA Independent Assurance Statement, Pages 34 - 35.
305-4	GHG emissions intensity	Environmental Metrics, Pages 32 - 33.
305-5	Reduction of GHG emissions	Scores - Alignments - Memberships - Awards, Page 7; ESG Measurement and Reporting, Page 15 - 17; Progress Towards E Goals, Page 21; Solar and Onsite Renewable Energy, Page 28; Demand Response, Page 28; Smart Building Technology, Page 29; Sustainable Results, Page 31; Environmental Metrics, Pages 32 - 33; LRQA Independent Assurance Statement, Pages 34 - 35.

GRI INDEX *(cont.)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
TOPIC SPECIFIC DISCLOSURES		
GRI 306: WASTE AND EFFLUENTS		
3-3	Management of material topic(s)	Materiality Assessment, Page 12; UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20, Environmental Governance and Management, Pages 22 - 23, Asset-Level E Risk Assessments, Page 24; and Portfolio-Wide Climate Risk, Page 25.
306-2	Waste by type and disposal method.	ESG Measurement and Reporting, Pages 15 - 17; Progress Towards E Goals, Page 21; Waste and Landfill Diversion, Page 30; Environmental Metrics, Pages 32 - 33; LRQA Independent Assurance Statement, Pages 34 - 35.
GRI 401: EMPLOYMENT		
3-3	Management of material topic(s)	UDR 2023 Proxy, Human Capital Management, Pages 10 - 13; **http://ir.udr.com/Docs**; Also refer to Associate Engagement and Associate Retention, Pages 39 - 40; UDR Wellness Health and Safety Indicators, Page 45.
401-1	New employee hires and employee turnover	Associate Retention, Page 40.

NEW HIRES BY AGE[1]

- **<30:** 42%
- **30-50:** 47%
- **>50:** 11%

[1]Number of new hires in an age group as a % of total number of all new hires. Includes temporary associates.

TURNOVER IN 2022

28%

TURNOVER BY AGE [2]

- **<30:** 33%
- **30-50:** 50%
- **>50:** 17%

[2]Number of terms in an age group divided by total head count. Includes temporary associates.

GRI INDEX *(cont.)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE

TOPIC SPECIFIC DISCLOSURES

GRI 401: EMPLOYMENT *(cont.)*

	NEW HIRES BY REGION			TERMS BY REGION			TURNOVER BY REGION		
Market	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**
Austin TX	5	2	3	2	1	1	9%	8%	10%
Baltimore	13	6	7	8	5	3	28%	36%	20%
Boston	32	25	7	19	11	8	26%	24%	30%
Dallas TX	25	12	13	22	14	8	30%	33%	25%
Denver	136	71	65	87	37	50	26%	21%	32%
LA County	6	4	2	5	2	3	23%	14%	38%
Metro DC	45	34	11	36	25	11	24%	26%	20%
Monterey (Salinas)	2	1	1	3	2	1	11%	10%	13%
Nashville TN	14	5	9	19	12	7	56%	86%	35%
New York	18	16	2	21	17	4	15%	13%	29%
Orange County	40	26	14	41	20	21	47%	38%	62%
Orlando	21	12	9	16	10	6	31%	31%	30%
Other Florida	5	3	2	5	2	3	42%	25%	75%
Other SoCal	-	-	-	-	-	-	0%	0%	0%
Philadelphia	13	8	5	11	5	6	41%	36%	46%
Portland, OR	2	1	1	2	-	2	20%	0%	50%
Richmond	6	4	2	7	5	2	39%	56%	22%
San Diego County	6	1	5	5	1	4	50%	17%	100%
Seattle, WA	16	13	3	13	9	4	18%	24%	12%
SF Bay Area	29	18	11	20	14	6	31%	34%	26%
Tampa FL	43	21	22	37	20	17	58%	57%	59%
Total	**477**	**283**	**194**	**379**	**212**	**167**	**28%**	**26%**	**32%**

For calendar year 2022 there might be slight discrepancies in data from other 2023 published reports and data within this report due to the inclusion of temporary associates.

GRI INDEX *(cont.)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
TOPIC SPECIFIC DISCLOSURES		
GRI 404: TRAINING AND EDUCATION		
3-3	Management of material topic(s)	UDR 2023 Proxy, Human Capital Management, Pages 10 - 13. **http://ir.udr.com/Docs** Materiality Assessment, Page 12; Learning and Development, Page 41.
404-1	Average hours of training per year per employee	Learning and Development, Page 41.
404-2	Programs for upgrading employee skills and transition assistance programs	Learning and Development, Page 41.
404-3	Percentage of employees receiving regular performance and career development reviews	Learning and Development, Page 41.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
3-3	Management of material topic(s)	UDR 2023 Proxy, Human Capital Management, Pages 10 - 13. **http://ir.udr.com/Docs** Materiality Assessment, Page 12.
405-1	Diversity of governance bodies and employees	UDR 2023 Proxy, Board Snapshot, Page 17. **http://ir.udr.com/Doc**s Also refer to Associate Diversity, Equity and Inclusion, Pages 42 - 43; Board Composition and Expertise, Page 50; and Diversity and Equal Opportunities, Page 53.
405-2	Ratio of basic salary and remuneration of women to men.	Associate Compensation, Page 44.

2022 GENDER COMPENSATION RATIOS

- **Male:** 100%
- **Female:** 99%

2022 DIVERSITY COMPENSATION RATIOS

- **Asian:** 103%
- **Black:** 101%
- **Hispanic or Latino:** 99%
- **Other:** 102%
- **White:** 100%

Other indicates American Indian, Alaska Native, Native Hawaiian, Pacific Islander, Not Specified, or two or more races

GRI INDEX *(cont.)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBER(S), URL(S), AND/OR DIRECT RESPONSE
TOPIC SPECIFIC DISCLOSURES		
GRI 406: NON-DISCRIMINATION		
3-3	Management of material topic(s)	Code of Business Conduct and Ethics, Discrimination and Harassment, Page 3. **http://ir.udr.com/govdocs** UDR 2023 Proxy, Human Capital Management, Pages 10 - 13. http://ir.udr.com/Docs
406-1	Incidents of discrimination and corrective actions taken.	2022 10K, Contingencies, Litigation and Legal Matters, Page F-52. **http://ir.udr.com/Docs**
GRI 413: LOCAL COMMUNITIES		
3-3	Management of material topic(s)	Materiality Assessment, Page 12 and Associate Outreach and Community Engagement, Page 46.
413-1	Operations with local community engagement, impact assessments, and development programs.	Associate Outreach and Community Engagement, Page 46.

SASB INDEX

TOPIC	QUESTION	CODE	UDR RESPONSES[1]
Energy Management	Energy consumption data coverage as a percentage of total floor area by property subsector.	IF-RE-130a.1	Refer to Page 32 for total energy consumption and percentage of total floor area.
Energy Management	1) Total energy consumed by the portfolio area with data coverage; 2) Percentage grid electricity; and 3) Percentage of renewable by property subsector.	IF-RE-130a.2	Refer to Page 32 for total energy consumed, percentage grid electricity, and percentage of renewable energy.
Energy Management	Like-for-like percentage change in energy consumption for the portfolio area with data coverage by property subsector.	IF-RE-130a.3	Refer to Page 32 for like-for-like energy consumption (represented as energy intensity) and data coverage.
Energy Management	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR by property subsector	IF-RE-130a.4	Over 92% of the Company's portfolio has an energy rating and 0% of the portfolio is certified by ENERGY STAR.
Energy Management	Description of how building energy management considerations are integrated into property investment analysis and operational strategy.	IF-RE-130a.5	The Company's EMS governs our approach to identify risks and opportunities associated with potential investments in sustainability as well as monitoring our portfolio at the asset- and market-level with regard to external compliance obligations, environmental performance, and progress towards our environmental goals. To make business decisions that are financially responsible and environmentally friendly, our environmental strategy and community investment analysis includes both financial returns and environmental impact. This aligns with our business strategy to improve operating margin and lower controllable expenses, while considering our stakeholders and the environments in which we operate. Refer to Page 31 for further discussion and our seven-year utility expense CAGR relative to the peers which supports the effectiveness of our investment analysis, approach, and execution. Refer to UDR's ESG Methodology, Page 9 Stakeholder Engagement, Page 11; Materiality Assessment, Page 12; Environmental Governance and Management, Pages 22 - 23; Asset-Level E Risk Assessments, Page 24; Portfolio-Wide Climate Risk, Page 25; and Sustainable Results, Page 31, for examples of energy management considerations and operational strategy.

[1]UDR is classified as an Apartment REIT by the FTSE NAREIT Classification Structure. We have chosen to report our corporate office and one stand alone retail property rolled up in the metrics above.

SASB INDEX *(cont.)*

TOPIC	QUESTION	CODE	UDR RESPONSES[1]
Water Management	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress by property subsector.	IF-RE-140a.1	Refer to Page 32 for total water consumption, data coverage, and regions with High or Extremely High Baseline Water Stress.
Water Management	Total water withdrawn by portfolio area with data coverage an percentage in regions with High or Extremely High Baseline Water Stress, by property subsector.	IF-RE-140a2	Refer to Page 32 for total water consumption, data coverage, and regions with High or Extremely High Baseline Water Stress.
Water Management	Like-for-like percentage change in energy consumption for the portfolio area with data coverage by property subsector.	IF-RE-140a.3	Refer to Page 32 for like-for-like water consumption (represented as water intensity) and data coverage.
Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks.	IF-RE-140a	Water Stress is one of the physical climate risks we evaluate as part of our overall climate change risk management process. We can influence water stress for the areas in which we operate by utilizing water and wastewater management, which is one of our key ESG material topics consistent with SASB's metrics specific to our industry. We utilize our EMS to practice water and wastewater management and monitor water-related risks and opportunities at the asset-, market-, and portfolio levels with respect to our ESG goals. We promote sustainable consumption through resident education and utilize technologies to perform real-time monitoring, reporting, and analytics to mitigate leaks, optimize irrigation systems, and perform targeted preventative maintenance to reduce future insurance risks. In addition to evaluating risks and opportunities associated with water stress, our climate change risk management process also considers sea-level rise and flooding as physical risks that may impact our communities. The assessment and mitigation of physical climate risk, in addition to both transition and regulatory climate risks, is incorporated into our business strategy and aligns with our commitment to protect the environment. Refer to UDR's ESG Methodology, Page 9; Stakeholder Engagement, Page 11; Materiality Assessment, Page 12; Environmental Governance and Management, Pages 22 - 23; Asset-Level E Risk Assessments, Page 24; Portfolio-Wide Climate Risk, Page 25; Resident Leak Detection, Page 30; Reclaimed / Recycled Water, Page 30; Water Conservation, Page 30, and Sustainable Results, Page 31; for examples the our identification and mitigation practices associated water risks.

[1]UDR is classified as an Apartment REIT by the FTSE NAREIT Classification Structure. We have chosen to report our corporate office and one stand alone retail property rolled up in the metrics above.

SASB INDEX *(cont.)*

TOPIC	QUESTION	CODE	UDR RESPONSES[1]
Management of Tenant Sustainability Impacts	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements and (2) associated leased floor area by property subsector.	IF-RE-410a.1	0% of our new leases contain a cost recovery clause for resource efficiency related capital improvements.
Management of Tenant Sustainability Impacts	Percentage of tenants that are separately metered or sub metered for (1) grid electricity consumption and (2) water withdrawals by property subsector.	IF-RE-410a.2	97.7% of homes are direct billed or separately metered for grid electric consumption. 41.5% of homes are direct billed or separately metered for water withdrawals.
Management of Tenant Sustainability Impacts	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants.	IF-RE-410a.3	Every new and renewal residential lease has a Green Lease Addendum included. The Green Lease Addendum encourages residents to participate in the conservation of water, gas, and electric consumption, including recycling, thermostat programming, and the timely reporting of energy and water service issues.

[1]UDR is classified as an Apartment REIT by the FTSE NAREIT Classification Structure. We have chosen to report our corporate office and one stand alone retail property rolled up in the metrics above.

SASB INDEX *(cont.)*

TOPIC	QUESTION	CODE	UDR RESPONSES[1]
Climate Change Adaption	Area of properties located in 100-year flood zones by property subsector.	IF-RE-450a.1	6,192,835 leasable SQFT out of 58,936,366 leasable SQFT.
Climate Change Adaption	Description of climate change risk exposure analysis; degree of systematic portfolio exposure; and strategies for mitigating risks.	IF-RE-450a.2	The SASB Climate Risk Bulletin, updated in 2022, states that all three forms of climate risk, including physical, transition, and regulatory risk should be evaluated by real estate companies and their stakeholders. To that end, UDR updates our climate risk assessment to assess each of these and will continue to incorporate climate related risks and opportunities into our business strategy and long-term environmental goals. Our climate risk assessment, summarized in the SASB: Climate Risk section and Climate Risk Assessment Chart on pages 23 and 24, includes specific risks under the physical, transition, and regulatory categories that impact our Company as well as how these risks were identified and the degree of relative risk exposure. We are actively working to mitigate these risks by setting and making progress towards our environmental goals, increasing the ambition levels of these goals through our EMS processes, as well as building on these efforts by utilizing an internal asset-level environmental scoring system. This scoring system incorporates climate risk, environmental performance, and economic risk and opportunity into our overall business strategy. The results of this scoring system and analysis will continue to help UDR to make more informed buy and sell capital decisions (i.e., influence portfolio strategy decisions); investment decisions (i.e., contribution to ESG and Climate Technology Funds); and to better understand the future business impacts associated with climate risk. More information is provided within UDR's Updated Long-Term Sustainability Strategy section on Pages 19 - 20. Additionally, refer to UDR's ESG Methodology, Page 9; Stakeholder Engagement, Page 11; Materiality Assessment, Page 12; Environmental Governance and Management, Pages 22 - 23; Asset-Level E Risk Assessments, Page 24; Portfolio-Wide Climate Risk, Page 25; Sustainable Results, Page 31; and Enterprise Risk Management, Page 54 for examples of strategies to mitigate risks.
Activity Metric	Number of assets by property subsector.	IF-RE-000.A	202 assets (Represents 200 Multifamily (21 are part of our Developer Capital Program), 1 Retail, 1 Office, and does not include assets under development)
Activity Metric	Leasable floor area by property subsector.	IF-RE-000.B	58,936,366 leasable SQFT.
Activity Metric	Percentage of indirectly managed assets by property subsector.	IF-RE-000.C	11% in 2022.
Activity Metric	Average occupancy rate by property subsector.	IF-RE-000.D	95.4% was the average occupancy rate in 2022.

[1]UDR is classified as an Apartment REIT by the FTSE NAREIT Classification Structure. We have chosen to report our corporate office and one stand alone retail property rolled up in the metrics above.

TCFD INDEX

QUESTION #	SECTION	QUESTION	UDR RESPONSES
1	Governance	Describe the Board's oversight of climate related-risks and opportunities.	UDR's Board of Directors has specific obligations under our Statement on Corporate Governance which, among other things, require directors to effectively provide oversight with respect to risk management. This oversight process includes but is not limited to oversight of climate change related risks. The Board's role in the Company's risk oversight process includes receiving regular reports from members of senior management on climate risk and risk management strategies for the Company. In addition to playing an active role managing challenges and risks, the Board identifies and supports initiatives that align with opportunities for the company as well. Refer to Board Composition and Expertise, Page 50 and Enterprise Risk Management, Page 54 within this report as well as our 2023 Proxy, "The Role of the Board in Risk Oversight", Page 43, and "Risk Management and Sustainability", Pages 44 - 45. (available at ir.udr.com) for additional discussion.
2	Governance	Describe management's role in assessing and managing climate related risks and opportunities	UDR's ESG Committee, made up of senior officers at the Company, sets Company-wide ESG targets, goals, and strategy. The Company's Chairman and CEO, Mr. Toomey, steers the Committee which approves the ESG strategy, while other members are responsible for implementing, and monitoring progress towards meeting ESG targets and goals, evaluating the integrity of the Company's overall ESG reporting processes, and assessing the vision of our sustainability objectives. The Committee receives ESG performance reports and trends, including energy, emissions, regulatory, etc. to evaluate climate risks and opportunities, review our short and long-term goals and targets, and provide management review as part of our EMS processes. UDR's Vice President with responsibility for Sustainability, Investor Relations, Government Affairs, and Portfolio Strategy, Chris Van Ens, leads the Sustainability Team, which utilizes UDR's EMS to provide the calculations and monitoring necessary to (as stated in our Environmental Policy) incorporate efforts towards the protection of the environment within the Company's environmental governance, risk management, and business strategy in order to operate more sustainably and create long-term value for our stakeholders. The Company's EMS and Environmental Policy provide a systematic governance approach to identifying climate-related risks and opportunities, evaluating the economic and environmental effects of mitigating these risks by investing in new technologies and other sustainability opportunities, and assessing the results achieved through our EMS processes against our environmental goals. Refer to UDR's ESG Methodology, Page 9; UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20; and Environmental Governance and Management, Pages 22 - 23 for additional information about our environmental governance structure as well as Asset-Level E Risk Assessments, Page 24, and Portfolio-Wide Climate Risk, Page 25, for additional discussion around addressing and management of climate related risks and opportunities.

TCFD INDEX *(cont.)*

QUESTION #	SECTION	QUESTION	UDR RESPONSES
3	Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	UDR's Enterprise Risk Management process identifies and assesses physical, transition, and regulatory climate-related risks for each of its assets and markets in alignment with the SASB Climate Bulletin. The physical risks identified include, but are not limited to, both acute hazards like extratropical storms, flooding, and storm surge as well as chronic stressors like drought, fires, heat stress, and rising sea levels. These physical risks are assessed for their material impact including, but not limited to, increased capital costs, increased insurance premiums and limited insurance availability, and increased operating costs. The transition risks identified include, but are not limited to, the increased price of GHG emissions, enhanced emissions-reporting obligations, costs to transition to lower emissions technology, changing customer behavior, increased cost of raw materials, shifts in consumer preferences, and increased stakeholder concern regarding climate-related risk. These transition risks are assessed for their material impact including, but not limited to, increased operating costs, capital investment in technology development, and increased production costs. The regulatory risks identified include city, municipal, and statewide environmental compliance requirements, which can range from required environmental disclosures / benchmarking, energy / water audits and retro commissioning, and performance requirements based on building type evaluated for either energy use intensity or GHG emissions intensity. The costs associated with meeting disclosure and compliance obligations differ for each asset based on its environmental performance, so we assess the regulatory requirements in tandem with our review of asset- and market- level environmental performance. Within each of these risk categories, there are also opportunities that UDR can continue to incorporate into our ESG and business strategies. These opportunities include but are not limited to being on the cutting edge of residential real estate technologies with renewable energy and our Next Generation Operating Platform, utilizing stakeholder engagement and data analysis to anticipate shifts in consumer preferences and optimize resident experiences, and becoming one of the leaders in our peer group as it relates to environmental, social, and corporate governance disclosures and performance. These risks and opportunities are factored into the asset- and market-level climate risk scores and ESG strategy that are considered in the Company's Enterprise Risk Management Process over the short, medium, and long term, which receives oversight from the ESG Committee and the Board. Refer to UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20; Environmental Governance and Management, Pages 22 - 23; Asset-Level E Risk Assessments, Page 24, and Portfolio-Wide Climate Risk, Page 25, for additional discussion.

TCFD INDEX *(cont.)*

QUESTION #	SECTION	QUESTION	UDR RESPONSES
4	Strategy	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	The risks and opportunities described in Question 3, above, are reflected in our materiality assessment and discussed by senior management, UDR's ESG Committee, and our Board of Directors. They are also addressed in our annual Business Plan as they influence capital allocation decisions (i.e., what markets in which to buy or sell), inform ESG-related project investment decisions (e.g., how much will it cost to "harden" higher risk assets and comply with additional required environmental disclosures as well as contributions to ESG and Climate Technology Funds), and help to better assess future insurance risks (i.e., the potential for higher or lower future insurance premiums and/or overall insurability), shifts in consumer preferences, and overall costs to transition to a low-carbon economy, amongst others. Refer to UDR's ESG Methodology, Page 9; Materiality Assessment, Page 12; UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20; Environmental Governance and Management, Page 22 - 23; Asset-Level E Risk Assessments, Page 24, Portfolio-Wide Climate Risk, Page 25; and Enterprise Risk Management, Page 54 for additional discussion.
5	Strategy	Describe the resilience of the organization's strategy taking into consideration different climate-related scenarios including a 2 degree Celsius (C) or lower scenario.	In 2023, UDR adopted science-based Scope 1, 2 and 3 GHG emissions intensity reduction targets that align with the objective to hold the increase in the global average temperature to well below 2 degrees centigrade as set forth in the Paris Agreement and are calculated in accordance with WRI standards. We committed to reducing our Scope 1 and 2 emissions intensity by 40% and our Scope 3 emissions intensity by 30% from 2020-2035.With these goals in mind, our asset- and market-level analysis incorporates the costs, risk, and opportunities associated with meeting a well below 2 degree Celsius scenario, which will be integrated into our business strategy and decisions and contribute to the overall resilience of the Company. Refer to UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20, and Progress to Goals/ Targets, Page 21, for additional discussion.

TCFD INDEX *(cont.)*

QUESTION #	SECTION	QUESTION	UDR RESPONSES
6	Risk Management	Describe the organization's process for identifying and assessing climate related risks.	The Company's EMS and Environmental Policy provide a systematic governance approach to identifying climate-related risks and opportunities, evaluating the economic and environmental effects of mitigating these risks by investing in new technologies and other sustainability related opportunities, and assessing the results achieved through our EMS processes against our environmental goals. Each element of the calculations/monitoring arm of our Sustainability Strategy is integrated into our EMS to maintain a systematic approach to addressing climate-related risk and opportunities. We perform the processes below at least annually, which allow us to rank our assets on a variety of climate-related risk factors. The resulting assessments and rankings are shared with our ESG Committee in detail and with our Board in summary form. Primary processes undertaken that impact our asset-level climate-related risk variables include: • Data aggregation and verification to calculate our GHG inventory including Scope 1, 2, and 3 emissions as well as utility usage and costs at the asset- and market-level. Using intensity calculations allows us to isolate "hot spots" of elevated emissions relative to other markets and property types within our portfolio. • Monitoring any changes to current or proposed benchmarking requirements as well as BEPS. Regulatory risk for each UDR asset can be assessed by comparing current environmental performance to future prescribed performance standards. • Monitoring utility costs as well as changes in the "greenness" of the electric grids in UDR's markets (i.e., how much renewable energy is produced as a percentage of total energy generated in a certain market) and associated risks and opportunities that may emanate from future expected changes (e.g., as outlined in legislation or proposed legislation for a certain state or market in which we operate). • Compiling asset- and market-level physical climate risk scores based on third-party data for seven primary risk categories: Heat Stress, Water Stress, Sea-Level Rise, Flooding Risk, Earthquake Risk, Hurricane Risk, and Wildfire Risk. Refer to UDR's ESG Methodology, Page 9; Materiality Assessment, Page 12; UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20; Environmental Governance and Management, Pages 22 - 23; Asset-Level E Risk Assessments, Page 24, Portfolio-Wide Climate Risk, Page 25; and Enterprise Risk Management, Page 54 for additional discussion.

TCFD INDEX *(cont.)*

QUESTION #	SECTION	QUESTION	UDR RESPONSES
7	Risk Management	Describe the organization's process for managing climate-related risks.	After five years of successfully implementing our inaugural Sustainability Strategy, in 2023, we updated our strategy to (1) reinforce our long-standing commitment to being a sustainability leader in the REIT space, and (2) better address the evolution that the sustainability space has undergone over the past 5+ years by layering on more programmatic sustainability actions and capital investment to our already best-in-class compliance and reporting framework. Key components of our updated strategy to manage climate-related risks include maintaining a strong reporting framework for environmental data, adopting science-based Scope 1, 2, and 3 GHG emissions intensity reduction targets, proactively addressing regulatory risks like building performance standards, searching for ways to mitigate risk from potential utility cost increases, measuring and programmatically addressing physical climate risk, and remaining flexible and adaptive as E stakeholder expectations, regulatory requirements, and climate-related risks further evolve. Marrying sustainability benefits with relatively high-return-on-capital investments remains central to our Sustainability Strategy and we have developed, or are developing, tools to aid us in our future execution. These include, 1. A comprehensive framework for ranking our 180 (owned and operated) communities across a variety of environmental metrics to determine near- versus longer-term climate-related risk to the Company as well as properties that have the most inherent sustainability upside. 2. More collaboratively working with UDR's Capital Expenditure Committee to better coordinate the identification of and execution of high-return sustainability capital projects (i.e., implement programmatic annual capital spending plans). And, 3. Existing and new sustainability technologies identified through our $20 million of investments in climate technology funds that should help us achieve our long-term goals. Refer to UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20; Progress to Goals/ Targets, Page 21; Environmental Governance and Management, Pages 22 - 23; as well as the Execution and Reporting sections, Pages 26 - 35 for case studies around managing climate-related risks.
8	Risk Management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Refer to Questions 2-7 above.

TCFD INDEX *(cont.)*

QUESTION #	SECTION	QUESTION	UDR RESPONSES
9	Metrics & Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management processes.	We assess our assets on a variety of climate-related risk factors drawn from GHG Emissions intensity, regulatory requirements and associated risk, utility costs and overall "greenness" of the electric grid in UDR's markets, and physical climate risks. These risk assessments and rankings, as well as portfolio-wide climate risks and opportunities described in Question 3, are integrated in to our overall ESG, ERM, and strategic business plan processes. Refer to UDR's ESG Methodology, Page 9; Materiality Assessment, Page 12; UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20; Environmental Governance and Management, Pages 22 - 23; Asset-Level E Risk Assessments, Page 24, Portfolio-Wide Climate Risk, Page 25; and Enterprise Risk Management, Page 54 for additional discussion.
10	Metrics & Targets	Disclose Scope 1 and Scope 2 and if appropriate Scope 3 greenhouse gas emissions and the related risks.	Refer to Progress to Goals/Targets, Page 21 and Environmental Metrics Table, Pages 32 - 33; as well as our Assurance Statement, Pages 34 - 35, for our Scope 1, 2, and 3 GHG emissions disclosures and the questions above for related risks.
11	Metrics & Targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against those targets.	UDR has established energy, emissions, water, waste, and renewable energy targets as well as internal controls and reporting processes to measure and report on our progress against those targets to the ESG Committee and the Board of Directors. Refer to UDR's ESG Methodology, Page 9; UN Sustainable Development Goals, Pages 13 - 14; ESG Measurement and Reporting, Pages 15 - 17; UDR's Updated Long-Term Sustainability Strategy, Pages 19 - 20; and Progress Towards Goals/Targets, Page 21, for additional discussion.