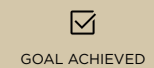


PROGRESS TOWARDS ESG GOALS AND TARGETS

LEGEND:



	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.	
	★	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.	
	→	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.	
	→	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.	
	→	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%.	
	→	Procure 35% of operational controlled electricity through renewable energy sources by 2035.	30% of operationally controlled electric procured through renewable energy sources in 2022.	
	→	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).	

	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.	
	★	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.	
	→	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.	
	★	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.	
	→	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.	

	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.	
	→	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.	
	→	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.	
	→	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