STATUS LEGEND:

| Met Goal and Updated Target | Ongoing | Modified Goal | New Goal | Met Ongoing Goal |

PROGRESS TOWARD ESG GOALS AND TARGETS

	STATUS	GOAL	RESULTS	UN SDG ALIGNMENT
ENVIRONMENTAL	✔🌍	Reduce the Company's total energy consumption by 20% (updated target) between 2015 and 2025.	YOY reduction of 6%. Achieved 18% cumulative reduction between 2020 and 2015 outperforming the original 15% reduction target.	9 11 13
	✔🌍	Procure 15% (updated target) of operational controlled electricity through renewable energy sources by 2025.	Achieved 12% of operationally controlled electric procured through renewable energy sources outperforming the original target of 10% by 2025.	7
	✔🌍	Reduce GHG (Scope 1 and Scope 2 Market Based Combined) emissions by 25% (updated target) between 2015 and 2025.	Achieved 21% reduction compared to 2015 fixed base year outperforming the original 15% reduction target.	7 9 11 13
	→	Reduce water intensity by 10% between 2015 and 2025.	Brought on by COVID, we had a YOY increase of 2% with cumulative increase of 1% between 2015 and 2020. YOY residential consumption was up 5% and common area consumption was down 13% equating to an overall increase of 2%. Assessing revised goal to address common area consumption.	6 9
	→	Increase the Company's recycling diversion rate to 15% between 2015 and 2025.	Our 2020 like-for-like diversion rate was 13%.	12
	✔🌍	Obtain green building certifications for new developments and added the evaluation of green building certifications for existing assets.	Actively meeting original target to obtain green building certification for new developments and meeting updated goal as well with our long-term plan to certify a portion of existing buildings starting with pursuing 5 operational certifications in 2021.	9 11
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 third party independent survey. This is an ongoing goal.	8
	⚙	Increase the associate volunteer hours by 25% between 2017 and 2022.	We achieved the goal in 2019 with a 25% YOY increase. We did not meet this target in 2020 due to the uncertainty of COVID and have modified it to show commitment to ongoing associate volunteering.	11
	⚙	Maintain an average Net Promoter Score greater than 33 throughout 2021.	Ongoing. Our original goal to increase our average resident score by more than 20% was modified to better represent our successful resident engagement. UDR did maintain an average NPS in 2020 of greater than 33.	8 10
	🌍	Perform a Diversity, Equity and Inclusion study and share the results with our associates and Board members.	This is a new goal and the results will be updated in next year's ESG Report.	3 8
	🌍	Provide 100% of associates with health and well-being opportunities throughout the year.	This is a new goal and the results will be updated in next year's ESG Report.	3
GOVERNANCE	✔→	Provide training to 100% of associates and confirm 95% or higher completion at any given time for the following training courses in 2021: Business Ethics, Diversity and Inclusion (including unconscious bias), Fair Housing, IT Security Awareness, Sexual Harassment, and Workplace Harassment.	As of our 2020 year end measurement, 96% of associates completed technology IT security training, 97% of associates completed fair housing, 97% of associates completed harassment training, 98% of associates completed diversity and inclusion training, and 99% of associates completed our annual business ethics training. Training will never be at 100% due to measurement timing and associate new hire dates in addition to various union restrictions.	8 10
	✔→	Perform internal and external compliance screening for all 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 ("ERM") process.	Used the SASB Climate Risk Categories (Physical, Transition, and Regulatory) to holistically gauge risks and opportunities to our real estate portfolio.	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.	This is a new goal and the results will be updated in next year's ESG Report.	Not Applicable