

2026

ELEVATED EXCELLENCE

CORPORATE RESPONSIBILITY REPORT

Vision on Wilshire | Los Angeles, CA

UDR
Opening doors to the future®

USA TODAY TOP WORK PLACES 2024-2026 USA

ABOUT THIS REPORT

Our annual Corporate Responsibility Report focuses on the 2025 reporting period (January 1 to December 31, 2025), and unless otherwise stated, metrics or activities discussed relate to that period. The report's corporate responsibility 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 corporate responsibility frameworks and standards outline the perceived most comprehensive corporate responsibility and sustainability disclosures for the real estate industry. Indexes to GRI, SASB, and TCFD can be found on pages 52, 64, and 68, 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 most recent Annual Report on Form 10-K and our subsequent Quarterly Reports 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 federal or state 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 our climate change impact by employing demand side management measures throughout our business operations and creating sustainable communities. As an environmental steward, **we ask you to please consider not printing this report.**



345 Harrison | Boston MA

WHAT'S NEW COMPARED TO LAST YEAR'S REPORT

GENERAL

Named a Top Workplaces winner in the Real Estate Industry for a third consecutive year in 2026 by TopWorkplaces.com, a Top Workplace by USA Today in 2025 and 2026, a Top Regional Workplace by The Denver Post in 2025 and 2026 and named to Newsweek's Americas Most Responsible Companies for a fifth consecutive year in 2026.

ENVIRONMENTAL

• Completed Sustainability Certification of an additional UDR community, increasing our sustainably certified property count to 39 (representing 21% of our portfolio).

• Maintained our comprehensive sustainability reporting framework and monitoring progress towards our science-based Scope 1, 2, and 3 Greenhouse Gas ("GHG") emissions intensity reduction targets as well as energy and water intensity reduction, renewable energy procurement, and waste diversion targets.

• Conducted and/or planned asset-level energy assessments, decarbonization analysis, and project implementation strategies in markets including New York City, Metro D.C., Denver, Boston, Maryland, and Seattle that are facing building performance standard ("BPS") requirements in the next 5-10 years, while planning for long-term compliance requirements.

• Continued our proprietary asset- and market-level climate-related risk rankings to identify near- and longer-term climate-related risks and opportunities that could impact the Company as well as developing mitigants to these risks including:

- Transition risk, such as future utility cost increases;
- Regulatory risk, such as current and proposed BPS legislation, and
- Physical risk, such as flooding or heat stress.

• Incorporated internal and external solutions to attempt to more programmatically decrease our emissions over time through sustainability focused retrofits, buying and/or developing more energy efficient assets and selling less efficient assets, and adopting third-party technological solutions to provide energy demand flexibility or utilize electric load shifting.

SOCIAL

• Launched Life@UDR, the Company's enterprise-wide culture platform and employee value proposition.

• Reduced associate turnover to 19% in 2025, down from 20% in 2024, significantly outperforming the industry average of 34% (based on National Multifamily Housing Council ("NMHC") and CEL data).

• Advanced talent management practices and tools for performance management, talent reviews, potential assessments, and succession planning.

• Continued the execution of a multi-year Human Resources evolution roadmap to build a more scalable and disciplined people function.

• Incorporated the resident experience within UDR's 2025 people goals and supported service delivery.

• Continued to conduct quarterly pulse surveys to promptly examine and consider the needs and perceptions of our associates and leverage their feedback.

GOVERNANCE

• Modified our short-term incentive program to add more rigor and simplified the Sustainability and Health of the Workforce Indexes, aligning compensation with strategic objectives and shareholder value.

• In addition to 667 interactions with our shareholders throughout 2025 and early 2026 (representing approximately 82% of our outstanding common stock), we were able to meet and interact with key governance or stewardship contacts at a number of our shareholders representing 28% of our outstanding shares and have in-depth discussions regarding a variety of governance and corporate responsibility matters.



Eleven55 Ripley | Silver Spring, MD

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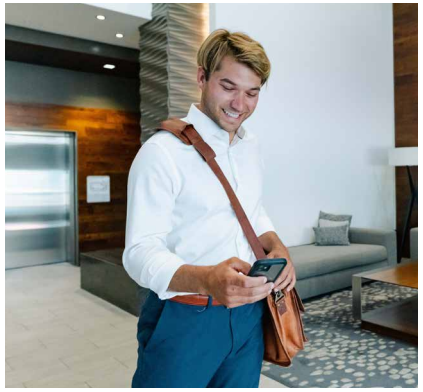
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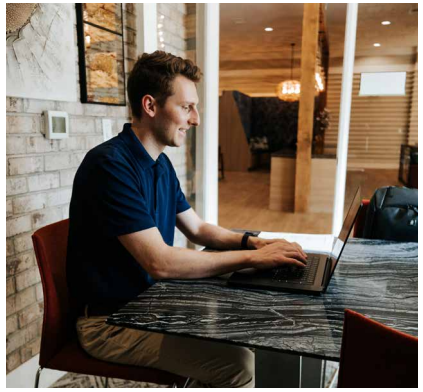
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CHAIRMAN, PRESIDENT, AND CEO MESSAGE

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

We are proud to share with you our 8th annual Corporate Responsibility Report, which highlights UDR's ongoing commitment to being a leader in corporate responsibility and a robust partner to the communities we operate in. Realizing tangible progress towards our corporate responsibility goals is imperative as successful execution (1) helps to support and enrich our cultural values, (2) shows stakeholders UDR is committed to being a responsible corporate citizen, and (3) enhances our bottom-line results.

Regarding UDR's strategic vision and future goals, one of the guiding principles throughout my tenure as Chairman, President, and CEO has been to "listen to our associates, listen to our residents, and listen to our investors." This philosophy remains central to our culture and approach to innovation, as the insights we receive from these stakeholders often provide the clearest perspective on where we are performing well and where we have opportunities to improve. Corporate responsibility is no exception, and I believe our continued success in this area will be driven by our ongoing commitment to listening thoughtfully and acting on what we learn. Over the past year, we continued to put this mantra into practice by;

• Listening to the needs of our associates through quarterly pulse surveys, which not only identify high-level themes that can drive companywide improvement, but also empowers leaders to leverage aggregated survey results for feedback sessions, action planning, associate development plans, and defining metrics of success;

• Listening to our residents through UDR's proprietary Customer Experience Project ("CEP"), which evaluates resident experience drivers and supports data-informed actions intended to enhance service delivery, resident satisfaction, and long-term retention. The CEP was developed and calibrated using approximately 650 million historical resident-focused data points as well as approximately one million incremental data elements each day and provides a structured mechanism to identify opportunities to improve the resident experience over time; and,

• Listening to our investors through 667 interactions with our shareholders throughout 2025 and early 2026 (representing approximately 82% of our outstanding common stock) to better understand their views on our strategy and its execution.

Continuing to strengthen our already innovative culture while ensuring it remains responsive to the evolving needs and expectations of our stakeholder bases will be essential to our long term success.

As outlined in this report, we believe being a strong corporate citizen is foundational to UDR's long-term success. Noteworthy recent achievements include:

• Lowering our 2025 portfolio-wide Scope 1 and 2 GHG emissions intensity by 22% below our 2020 baseline year and over halfway to our 40% reduction target expected to be achieved by 2035. We anticipate further improvement in the coming years as GHG emissions reduction initiatives are implemented at more of our apartment communities.

• Deploying GHG emissions reducing initiatives into and completing decarbonization studies over the past year in the following operating markets that are subject to BPS: New York City, Washington, D.C., Boston, Denver, Maryland and Seattle. We are actively expanding our GHG emissions reduction scope beyond BPS markets to systematically decarbonize a greater percentage of our portfolio over time.

• Named a Top Workplaces winner in the Real Estate Industry for a third consecutive year in 2026 by TopWorkplaces.com, a Top Workplace by USA Today in 2025 and 2026, a Top Regional Workplace by The Denver Post in 2025 and 2026 and named to Newsweek's Americas Most Responsible Companies for a fifth consecutive year in 2026.

• Strengthening our human capital foundation and advancing a multi-year Human Resources evolution roadmap designed to build a scalable, disciplined people-function capable of supporting long-term growth and transformation.

Together, these meaningful achievements reflect our continued commitment to advancing our corporate responsibility strategy as our priorities and opportunities continue to evolve. I extend my sincere gratitude to the entire UDR team, whose daily innovation and dedication strengthen our stewardship across environmental, social, and governance pursuits. I would also like to recognize the Sustainability, Human Resources, Legal, and Asset Quality teams for the focus, leadership, and accountability they bring to these efforts.

As you read through our 2026 Corporate Responsibility Report, you will note that many of our corporate responsibility goals and disclosures tie to the UN Sustainable Development Goals ("SDGs") as well as the GRI, SASB, and TCFD standards. These frameworks provide valuable guidance for decision making and goal setting across corporate responsibility priorities. By tying our reporting to these recognized standards, we aim to provide full transparency around how UDR's corporate responsibility efforts meet external requirements while encouraging our associates and residents to take an active role in achieving our sustainability goals.

Lastly, UDR's experienced and diverse Board of Directors ("Board") and executive team remain firmly committed to advancing our corporate responsibility priorities and continuing to reduce our carbon footprint where it is economically and operationally prudent to do so. Our Board maintains active oversight of a broad range of corporate responsibility topics, including annual updates on our overall strategy as well as quarterly reports on progress across key initiatives. In addition, a portion of our senior corporate and field leaderships' annual compensation is reliant on whether we meet certain predetermined corporate responsibility related goals. Fostering a culture that encourages open dialogue and values as well as diverse perspectives remain fundamental to the success of our corporate responsibility initiatives and continues to be stressed at the highest levels. As we look ahead, we also continue to evaluate how emerging technologies, including artificial intelligence (AI), can support and enhance our corporate responsibility priorities.

I sincerely hope you find our 2026 Corporate Responsibility Report insightful and can appreciate the significant contributions UDR associates have made to turn our corporate responsibility goals into reality.

Sincerely,



Thomas W. Toomey
Chairman, President, and Chief Executive Officer

ABOUT UDR, INC. *(GRI 2-9, 2-22, 2-29)*

UDR is a $20 billion enterprise value[1] multifamily Real Estate Investment Trust ("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 consistently generates strong total shareholder return ("TSR") through innovation, best-in-class operations, and disciplined capital allocation across a wide range of opportunities. UDR's business strategy integrates operational excellence, dedication to creating a superior resident experience, data-driven and collaborative capital allocation, an investment grade 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. This is best evidenced by an annualized TSR compounded annual growth rate ("CAGR") of 11% since 1985.

OPERATING EXCELLENCE

- Focus on our customer and addressing their needs through customer service, big data and advanced analytics
- Superior long-term same-store NOI growth[2]
- Expand margins and lessen expense growth
- Over $100M incremental NOI captured or identified through our unique innovation initiatives

DIFFERENTIATED, HIGH QUALITY PORTFOLIO

- Diversified portfolio by market mix, price point, and location within market reduces market-specific risk and provides for more consistent growth
- 45%/55% 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 assets for investment / divestment

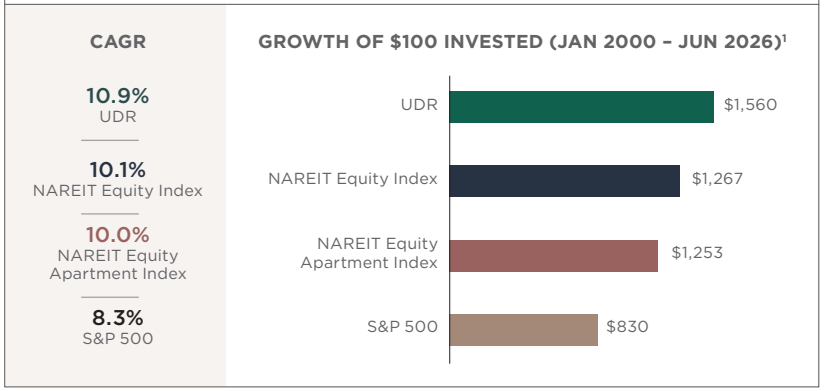
DISCIPLINED CAPITAL ALLOCATION

- Data-driven, collaborative investment process
- Proprietary analytics tools to convert data into actionable insights that drive cash flow growth
- Variety of investment options and history of actively pivoting to seek the best risk-adjusted return based on our heatmaps

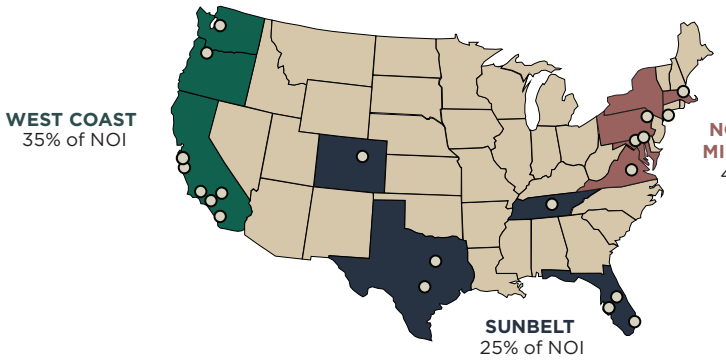
INVESTMENT GRADE BALANCE SHEET

- Primarily unsecured borrower with well-laddered maturity schedule
- Sector-best weighted average interest rate of 3.4%[1]
- Approximately $1 billion of liquidity[1]

DEMONSTRATED **LONG-TERM OUTPERFORMANCE** VS. BROADER MARKET THIS CENTURY



MARKET MIX



[1] As of June 30, 2026.

[2] "NOI" is defined as Net Operating Income. Source: Company and peer documents.

[3] Excludes principal amortization and amounts outstanding on the Company's commercial paper program and working capital facility.

Source: Company documents.

SCORES, ALIGNMENTS, MEMBERSHIPS, AND AWARDS *(GRI 2-6)*

ALIGNMENTS WITH INDUSTRY CODES + VOLUNTARY BEST PRACTICES

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

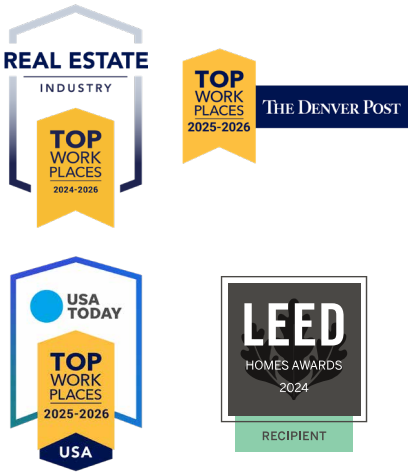
REGIONAL INDUSTRY ASSOCIATIONS/MEMBERSHIPS

- Apartment & Office Building Association of Metropolitan Washington
- Virginia Apartment and Management Association
- 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
- San Francisco Apartment Association
- California Rental Housing Association
- Apartment Association of Greater Los Angeles
- Apartment Association of Orange County
- Southern California Rental Housing Association
- Colorado Apartment Association
- Florida Apartment Association
- Greater Boston Real Estate Board
- Greater Nashville Apartment Association
- Maryland Multi-Housing Association
- Multifamily NW, Portland
- Pennsylvania Apartment Association
- New York Apartment Association
- South East Florida Apartment Association
- Washington Multi-Family Housing Association

AWARDS

- Named one of Newsweek's **America's Most Responsible Companies for five consecutive years**
- Named a **Top Workplaces winner in the Real Estate Industry for a third consecutive year in 2026 by TopWorkplaces.com**

  - Named a **2025 and 2026 as a Top Workplace by USA Today, a 2025 and 2026 Top Regional Workplace by The Denver Post**, and won Culture Excellence Awards across Employee Appreciation, Innovation, Purpose and Values, Work-Life Flexibility, and Compensation and Benefits.
- Named **Outstanding Developer/Builder of the Year** as part of the 2024 LEED Homes Awards



NATIONAL MEMBERSHIPS

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

E, S, AND G SURVEY SCORES

- GRESB Real Estate Survey: Top Half of Global, Listed, Residential
- MSCI ESG RATING: BBB
- GRESB Public Disclosure Level: A

SUSTAINABLE TECHNOLOGY FUND INVESTMENTS

- RET Ventures
- Fifth Wall
- Energy Impact Partners

UDR'S CORPORATE RESPONSIBILITY METHODOLOGY

(GRI 2-9, 2-13, 2-29, 3-1; SASB IF-RE-130a.5; IF-RE-140a.4, IF-RE-450a.2; TCFD 2, 9, 11)

As the corporate responsibility landscape has continued to evolve, UDR has sought to continually cultivate a high standard for our corporate responsibility goals, progress toward these goals, and report on our progress. Material corporate responsibility topics to address are typically identified through stakeholder engagement, evaluating relevant corporate responsibility reporting frameworks and peer company corporate responsibility priorities, and reviewing the current and upcoming regulatory landscape.

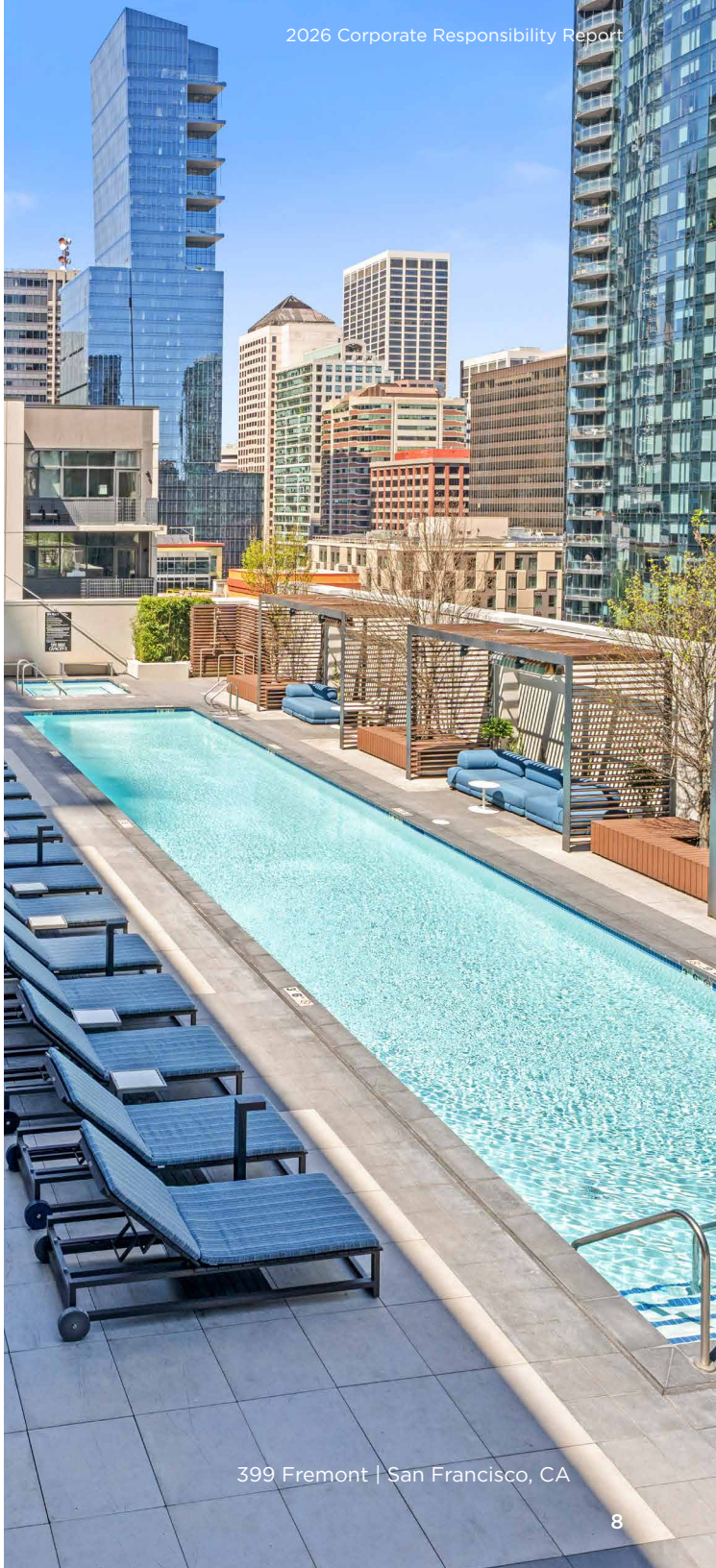
These topics are ranked by level of importance and included in our annual Corporate Responsibility Report disclosures and described further in the Materiality Assessment section of this Report. We continue to evaluate our corporate responsibility and sustainability strategy through regular reviews of our corporate responsibility processes and initiatives to ensure that they (1) remain aligned with and enhance our strategic and sustainability goals, (2) address the evolving needs and expectations of our stakeholders, and (3) continue to provide useful and actionable corporate responsibility metrics. Continued corporate responsibility improvements are important to our long-term success and the TSR we generate over time by enhancing our culture and improving our residents' experience.

Our corporate responsibility review process is integrated at the highest level. Starting in 2021, and continuing today, our Nominating and Governance Committee provides oversight of the Company's corporate responsibility disclosures, including UDR's annual Corporate Responsibility Report. UDR's Board oversees and receives reports (including from outside experts) at regularly scheduled meetings with respect to:

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

UDR's Sustainability Committee, consisting of senior officers at the Company, sets Company-wide corporate responsibility targets, goals, and strategy in conjunction with our Board. Chairman, President, and CEO, Tom Toomey, steers the Committee which approves the corporate responsibility and sustainability strategy, while other Committee members are responsible for implementing and monitoring progress towards meeting ESG targets and goals, evaluating the integrity of the Company's overall corporate responsibility reporting processes, and assessing the vision of our sustainability objectives.

Continuing to listen to our stakeholders, and act upon the feedback we receive when appropriate, remains a key component to our ongoing success in corporate responsibility. Additional information about stakeholder engagement, identified corporate responsibility risks and opportunities, and our commitment to corporate responsibility can be found throughout the body of this report and on the ESG section of our website, **udr.com/ESG/**.



399 Fremont | San Francisco, CA

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 corporate responsibility. The table to the right represents corporate responsibility-related interactions across different stakeholder groups, but is not wholly representative of all stakeholder engagement. Input from our stakeholders is one of several factors that influence which corporate responsibility topics we disclose, as well as general corporate responsibility topics to prioritize in our disclosures. These are further discussed on the following page along with our Materiality Assessment.

SOME HIGHLIGHTS OF OUR STAKEHOLDER ENGAGEMENT INCLUDE:

• **Investors:** In 2025 and early 2026, we had 667 interactions with our investors through meetings and property tours. This represented approximately 82% of our outstanding common stock. In addition, we met and interacted with key investor governance or stewardship contacts representing 28% of our outstanding shares.

• **Residents:** Continued to enhance our Customer Experience Project to elevate residents' experiences at our properties, enhance resident retention over time, and more effectively capture the lifetime value of a UDR resident.

• **Associates:** Launched Life@UDR, the Company's enterprise-wide culture platform and employee value proposition, to strengthen internal communication and improve the associate and candidate experience.

STAKEHOLDER GROUP	METHODS OF ENGAGEMENT
ASSOCIATES	• All-Associate Town-Halls • Annual and Mid-Year Performance Reviews • Associate Quarterly Pulse and other 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 • 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 - Sustainability Efforts and Human Capital Management - Risk Management
ASSOCIATIONS[1]	• GRESB and Other Corporate Responsibility 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, SASB IF-RE-130a.5; IF-RE-140a.4, IF-RE-450a.2; TCFD 6 and 9)

To prioritize corporate responsibility 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 corporate responsibility initiatives and relevant engagement across our stakeholder groups. The results of our most recent survey are shown in our Materiality Table below, with references to the page numbers within this Report where information concerning our management of the topic and relevant actions taken may be found.



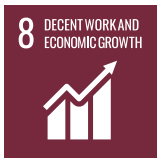
	Relevant impact UDR has on the economic, environmental, and social aspects of each topic within UDR's ecosystem	Relative importance of each topic as it relates to stakeholder decisions about UDR	Sections for Additional information
Waste Management	HIGH	HIGH	UDR's Commitment to the Envrionment, including Progress Towards Goals, Calculations & Monitoring, Execution, and Results as well as SASB and TCFD Indices
GHG Emissions	MEDIUM	MEDIUM	
Energy Management	MEDIUM	MEDIUM	
Sustainable Buildings	MEDIUM	MEDIUM	
Water and Wastewater Management	HIGH	HIGH	
Inclusion and Diversity	MEDIUM	MEDIUM	UDR's Commitment to People and Communities, including Associate Engagement and People Philosophy, Associate Retention, Talent Development, Associate Respect, Fairness, and Equal Opportunity, UDR Health, Wellness and Benefits, and Associate Compensation
Labor Practices	LOW	MEDIUM	
Associate Career Development	LOW	MEDIUM	
Associate and Resident Health and Safety	LOW	LOW	
Associate Compensation and Benefits	LOW	MEDIUM	
Resident Experience (Engagement and Satisfaction)	LOW	LOW	Associate Outreach and Community Engagement and Resident Experience
Resident Access and Affordability	MEDIUM	MEDIUM	
Climate Change Portfolio Risk Management	HIGH	MEDIUM	Portfolio- and Asset- Level Climate Risk as well as our TCFD Index
Cybersecurity	LOW	LOW	Cyber Security Program
Legal and Regulatory Environment	HIGH	LOW	UDR's Sustainability Strategy, Government Affairs
Business Ethics	LOW	LOW	Compliance Training, Business Integrity
Technology and Innovation	LOW	LOW	UDR's Commitment to the Environment, People and Communities, and Strategic Leadership
Community Engagement/Philanthropy	MEDIUM	HIGH	Associate Outreach and Community Engagement
Responsible Investing	MEDIUM	MEDIUM	Sustainable Technology Fund Investments
Corporate Governance	LOW	LOW	Our Commitment to Strategic Leadership

UN SUSTAINABLE DEVELOPMENT GOALS ("SDGS")

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

In our 2021 Report, UDR announced the alignment of our corporate responsibility goals with 9 of the 17, and in 2022 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.

UDR CONTRIBUTIONS TOWARDS EACH SDG	DISCLOSURE ALIGNMENT
 Redesigned medical benefits to better align with market practices by simplifying plan options, introducing a high-deductible plan with employer-funded Health Savings Account ("HSA") contributions, conducting active enrollment to increase education and participation, and expanding family planning benefits to include infertility coverage and support. Continued our Lifestyle Spending Account benefit, which provides associates with $1,000 annually to spend as they choose, with nearly 91% participation companywide.	GRI 401-2, UDR Social Goals
 As part of our annual compensation analysis, we include gender-based compensation ratios to ensure equitable pay practices. These ratios are disclosed annually within this report. Additionally, we provide detailed promotion metrics by gender to track our progress and efforts over time. To further enhance transparency, we have included metrics on our Associate Diversity by Gender along with 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. Since 2019, we have reduced our potable water consumption by over 128 million gallons by using reclaimed and recycled water for irrigation.	GRI 303-1, 303-3, 306-2; SASB IF-RE-140a; UDR Environmental Goals
 In 2025, UDR produced 812,000 kWh of renewable energy through onsite solar and retired Green-e certified renewable energy credits ("RECs") representing over 38 million kWh of energy usage. In 2025, we executed construction contracts for on-site solar installations at two additional communities that, once operational, will offset common area and resident electricity use, further reducing grid demand and Scope 2 and Scope 3 emissions. We continue to evaluate opportunities to scale our onsite solar, battery storage, and other technologies to additional apartment communities.	GRI 302-1, 302-4; SASB IF-RE-130a; UDR Environmental Goals
 Reduced associate turnover to 19% in 2025, down from 20% in 2024, significantly outperforming the industry average of 34% (based on NMHC and CEL data).	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 10 years we have completed over 340 sustainability projects to promote more efficient water and energy consumption and more sustainable waste management. In addition to investments in smart building and SmartHome technologies as well as sustainability related projects at our communities, we have committed to invest $35 million in ESG and Climate Technology Funds.	GRI 201-1; SASB IF-RE-130a, IF-RE-140a, IF-RE-410a, IF-RE-450a; UDR Social and Environmental Goals
 In 2023, we strengthened our partnership with the National Diversity Council and other third-party diversity and inclusion organizations to provide resources and support to our associates. With regards to hiring in 2025, we scored strongly with a 3.5 out of 5 on an internal metric that measures our abilities to include candidates with diverse backgrounds in the interview process.	GRI 2-7, 405-1, 405-2, 406-1, UDR Social Goals
 In 2025, UDR obtained an additional sustainability certification, increasing our total number of certified communities to 39 (representing 21% of the portfolio). Additionally, our environmental goal related to sustainability certification sets a minimum standard of LEED Silver or equivalent for new developments.	GRI 306-2, UDR Environmental Goals
 We are pursuing projects to provide residents with access to onsite and offsite renewable energy. These projects incorporate vendors and utility providers and would allow the building owner to track and report renewable energy usage aggregated across residents to reduce our Scope 3 emissions. 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 2025, we continued to utilize our asset- and market-level climate related risk ranking to determine and search for ways to mitigate near- versus longer-term climate-related risks and to optimize opportunities that could impact the Company. This included engaging with third-party vendors to assess decarbonization strategies and costs by asset and across the portfolio.	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

CORPORATE RESPONSIBILITY MEASUREMENT AND REPORTING

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

Our corporate responsibility 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 most recent Sustainability Strategy update, 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 Sustainability Committee, Board, and our stakeholders. Periodically, our goals and targets are reviewed to confirm alignment with our business strategy and our stakeholders.

PROGRESS TOWARDS CORPORATE RESPONSIBILITY GOALS AND TARGETS

LEGEND: ☑ GOAL ACHIEVED | → ONGOING

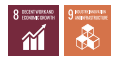
	STATUS	GOAL	RESULT AS OF 12/31/25	UN SDG ALIGNMENT
ENVIRONMENTAL	→	Reduce GHG Scope 1 + 2 (Market Based) combined emissions intensity by 40% between 2020 and 2035.	22% reduction in Scope 1 + 2 (Market Based) emissions intensity from 2020 to 2025.	
	→	Reduce GHG Scope 3 emissions intensity by 30% between 2020 and 2035.	10% increase in Scope 3 emissions intensity from 2020 to 2025.	
	→	Reduce the Company's operational controlled energy intensity (kwh/SF) by 20% between 2020 and 2035.	6% increase in energy intensity (energy from operationally controlled spaces divided by common area square feet) from 2020 to 2025.	
	→	Reduce water consumption intensity (kgal/ SF) by 10% between 2020 and 2035.	1% increase in water intensity (water purchased by UDR divided by the total square feet of our portfolio) from 2020 to 2025.	
	→	Increase the Company's recycling diversion rate to 25% by 2035.	Our 2025 whole portfolio diversion rate is 18%.	
	→	Procure 35% of operationally controlled electricity through renewable energy sources by 2035.	33% of operationally controlled electric procured through renewable energy sources in 2025.	
	☑ →	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 achieved an additional building certification in 2025, increasing our sustainably certified properties to 39 (over 21% of the portfolio).	

CORPORATE RESPONSIBILITY MEASUREMENT AND REPORTING *(cont.)*

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

PROGRESS TOWARDS CORPORATE RESPONSIBILITY GOALS AND TARGETS

LEGEND: ☑ GOAL ACHIEVED | → ONGOING

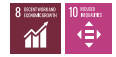
	STATUS	GOAL	RESULT AS OF 12/31/25	UN SDG ALIGNMENT
SOCIAL	☑ →	Optimize HR Structure for Greater Efficiency and Execution	Advanced talent management practices and tools for performance management, talent reviews, potential assessments, and succession planning, maintained annual performance reviews, and supported career progression through more than 10,000 available training courses and 32,508 training hours completed in 2025.	
	☑ →	Develop Increased Manager Effectiveness Through Greater Tools, Training, and Data	Strengthened manager effectiveness through a unified enterprise learning strategy, targeted training aligned to key stages of the talent lifecycle, and annual supervisor-led performance reviews focused on performance, career development, and progress against goals.	
	☑ →	Elevate the Employee Experience by Bringing UDR's People Philosophy to Life	Launched Life@UDR, the Company's enterprise-wide culture platform and employee value proposition, to strengthen internal communication and improve the associate and candidate experience. Reported an 81% engagement score and 81% survey participation rate. Continued to enhance UDR's internship program to promote the Company's early-career talent strategy.	
	☑ →	Improve HR Processes and Systems to Improve Resource Allocation and Accelerate Delivery of HR Solutions	Continued execution of a multi-year Human Resources evolution roadmap to build a more scalable and disciplined people function, including modernization of performance and succession tools, centralized ownership of the annual compensation planning cycle, streamlined pay structures, and refreshed enterprise communication channels.	
	☑ →	Provide Forward Thinking Leadership and Tailored Support to the Business	Prioritized resident experience within UDR's 2025 people goals and supported service delivery through training offerings that included leasing, property maintenance, and customer service, alongside ongoing efforts to enhance associate engagement and operational effectiveness that contribute to resident satisfaction.	

CORPORATE RESPONSIBILITY MEASUREMENT AND REPORTING *(cont.)*

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

PROGRESS TOWARDS CORPORATE RESPONSIBILITY GOALS AND TARGETS

LEGEND: ☑ GOAL ACHIEVED | → ONGOING

	STATUS	GOAL	RESULT AS OF 12/31/25	UN SDG ALIGNMENT
GOVERNANCE	☑ →	Provide 100% of Associates training and confirm 95% or higher completion at any given time for the following training courses: Fair Housing, Harassment, Business Ethics, IT Security, and Workplace Violence.	By the end of 2025, 99% of associates had completed annual Fair Housing, Harassment, Business Ethics, IT Security, and Workplace Violence.	
	☑ →	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 actively performs 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 (to the RPC 8.5 scenario) across our portfolio was completed in 2025.	
	☑ →	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.	In 2025 and early 2026, we had 667 interactions with our shareholders through meetings and property tours, representing ownership of approximately 82% of our outstanding common stock. In addition, we met and interacted with key investor governance or stewardship contacts representing 28% of our outstanding shares.	



CORPORATE RESPONSIBILITY REPORT

ENVIRONMENTAL

UDR's Commitment to the Environment

Inlet Bay at Gateway Apartments | Tampa, FL

UDR'S 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)

ADVANCING RESPONSIBLE ENVIRONMENTAL LEADERSHIP

Our Sustainability Strategy focuses on (1) reinforcing our long-standing commitment to being a sustainability leader in the REIT space, (2) maintaining and incrementally enhancing, when applicable, our compliance and reporting framework, and (3) programmatically utilizing capital to engage in decarbonization initiatives and activities that provide a strong return on investment ("ROI"). Our strategy adheres to 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 support long-term value for our stakeholders while remaining flexible and adaptive as sustainability-focused stakeholder expectations change, regulatory requirements further evolve, and new sustainability technologies are introduced. Key components of our strategy are provided below:

CALCULATIONS & MONITORING

We conduct asset-level energy and decarbonization assessments as well as project implementation strategies in specific states and markets to better plan for long-term portfolio decarbonization. These states and markets include New York City, Washington, D.C., Denver, the state of Colorado, Boston, Seattle, the state of Washington, and Maryland, where BPS requirements have been implemented as well as other markets where BPS or similar requirements are anticipated to be adopted.

We utilize our asset- and market-level sustainability risk rankings to identify UDR properties with higher/lower near- and longer-term climate-related risk and opportunities for improvement that could impact our operations and capital uses. Examples of these risks and opportunities include:

- Future utility cost increases as "green" infrastructure advances, opportunities for onsite renewables and load shifting, as well as other impacts from the ongoing energy transition away from fossil fuel emissions sources,
- Proposed and influenced changes to sustainability related tax incentives and rebates, building environmental performance legislation, electrification requirements, and climate related disclosure requirements, and,
- Growing physical climate risks such as wildfires or hurricanes that could impact the performance and livability of certain of our assets, as well as others.

EXECUTION

We continue to execute our sustainability strategy at UDR where we have:

- Invested over $4M into energy conservation measures spread across our markets since 2024. These initiatives are expected to reduce our Scope 1, 2, and resident energy associated Scope 3 emissions in those markets by 10% compared to our 2020 target reduction baseline year;
- Completed onsite energy audits or retro commissioning at properties that make up over 6 million square feet since 2023, as well as a portfolio wide decarbonization analysis;
- Executed construction contracts for on-site solar installations at two communities in 2025, with additional communities planned in 2026, that will reduce grid electricity demand and Scope 2 and 3 emissions by offsetting common area and tenant electrical loads; and,
- Continued to collaborate across our Asset Quality, Redevelopment, Development, Operations, and Sustainability functions to more strategically and cohesively implement sustainability projects into their scopes of work and our operating and capital allocation strategies.

REPORTING

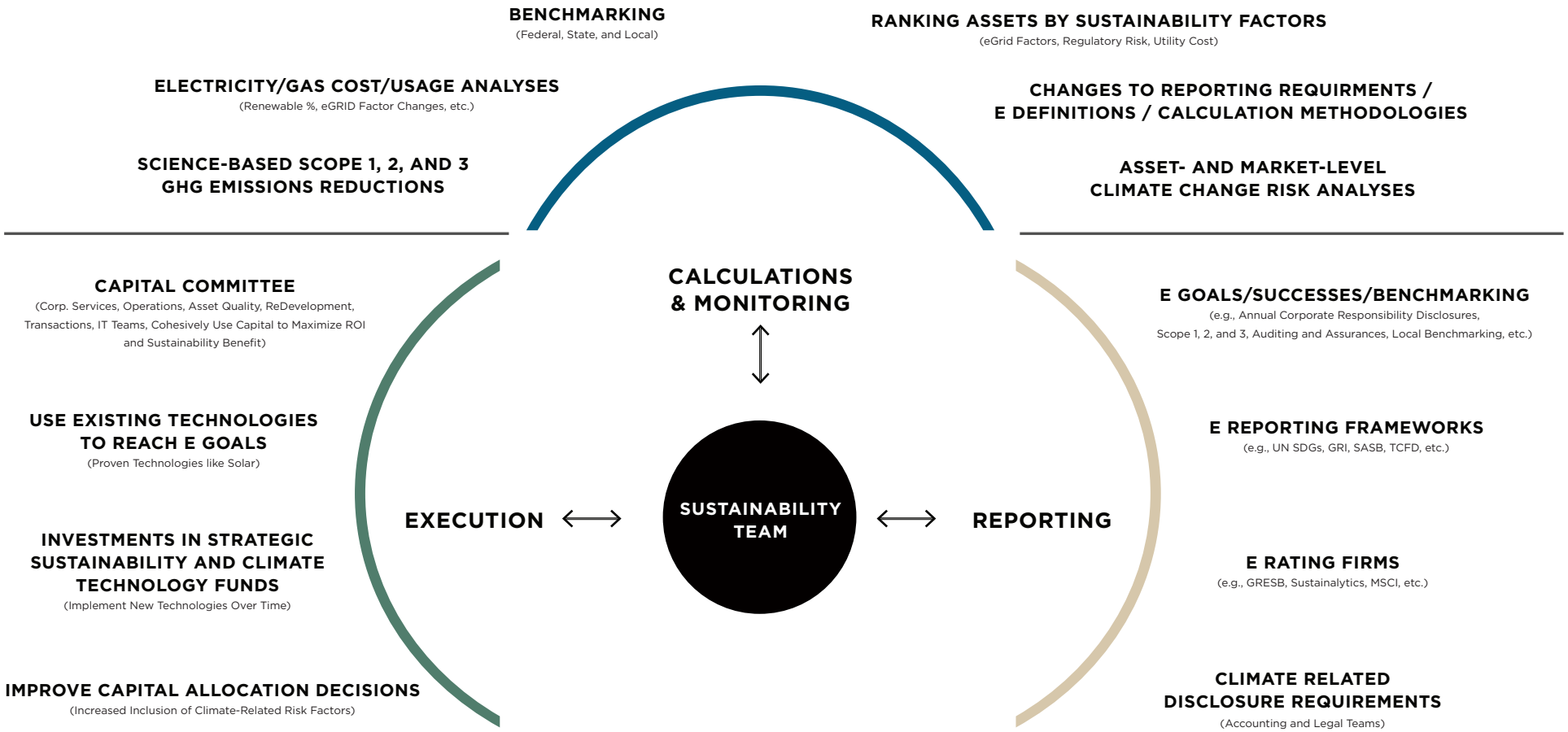
We maintain and consistently enhance our robust environmental reporting framework by annually disclosing progress made toward our science-based Scope 1, 2, and 3 GHG emissions intensity reduction targets. These targets include a 40% reduction in Scope 1 and 2 emissions intensity and a 30% reduction in Scope 3 emissions intensity by 2035, relative to a 2020 baseline. We also annually report on our progress toward energy and water intensity reduction goals, renewable energy procurement, and waste diversion targets.

UDR'S 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, and how these drivers work together (see below) our dedicated Sustainability Team focuses on delivering results for our stakeholders by drawing on all Company resources to move our strategy from concept to reality.

Given our past sustainability successes, we have confidence in our ability to successfully execute our Sustainability Strategy in the years ahead 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 TOWARDS GOALS

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

Our environmental goals were refreshed in 2023, including the introduction of science-based Scope 1, 2, and 3 emissions intensity reduction goals. We continued to make progress toward our goals in 2025 of reducing our Scope 1 and 2 emissions intensity and water intensity. In 2025, our water intensity decreased 3% on a year over year basis, the largest decrease since 2020. This was primarily driven by lower water consumption in resident spaces. We also remain on track to achieve our renewable energy procurement and waste diversion goal. While these are important milestones, additional efforts are needed to meet our operationally controlled energy intensity and Scope 3 emissions intensity goals. Our year over year scope 3 emissions and energy intensity increased in 2025 and was driven by higher resident and common area usage. Finding economical ways to offset these largely non-controllable sustainability goals is a top priority in years ahead and is already being addressed through our on-site solar efforts.

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 GRESB and WRI GHG Protocol reporting guidelines.

REDUCE WATER CONSUMPTION INTENSITY BY 10% BETWEEN 2020 AND 2035.



Water intensity represents operational controlled purchased water per SF.

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



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

INCREASE THE COMPANY'S DIVERSION RATE TO 25% BY 2035



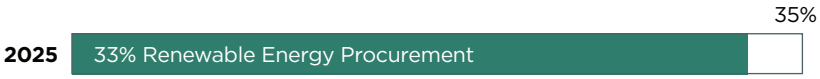
Diversion rate is calculated as the percentage of recycled and/or composted waste compared to the total waste (all disposal methods). This goal also intends to help reduce Scope 3, Category 5 emissions.

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.

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 Sustainability Committee, comprised of senior officers at the Company and led by Chairman, President, and CEO Tom Toomey, establishes company-wide E goals and oversees the Company's corporate responsibility and sustainability strategy. Chris Van Ens, UDR's SVP of Investment Strategy, and the sustainability team he leads utilize UDR's EMS to provide the calculations and monitoring necessary to make progress towards our sustainability strategy and incorporate our efforts towards the protection of the environment within the context of the Company's environmental governance, risk management, and business strategy.

UDR's EMS utilizes the Plan – Do – Check – Act model and aligns with the ISO 14001 standard. Our EMS is an iterative process that allows for ongoing 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 structured governance framework for identifying climate-related risks and opportunities, evaluating the economic and environmental impacts of investments in new technologies and other sustainability initiatives to mitigate those risks, and assessing the effectiveness of our EMS in achieving our environmental goals.

CALCULATIONS &MONITORING *(cont.)*

PORTFOLIO-WIDE AND ASSET-LEVEL CLIMATE RISK

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

UDR continues to utilize SASB's Climate Risk technical bulletin, which provides guidance to companies and their stakeholders on identification, assessment, and mitigation of climate risk exposure including: (1) physical risk (e.g., loss risk from rising temperatures), (2) transition risk (e.g., increasing price of GHG emissions), and (3) regulatory risk (e.g., environmental legislation mandating energy source transition). These SASB-related and other risks are reflected in our materiality assessment and are discussed by senior management, UDR's Sustainability Committee, and our Board of Directors at regular intervals, as they are a part of the Company's risk matrix.

For UDR's state-level exposures, the chart on this page summarizes various climate related risks that we have identified as material[1] 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).

For our asset-level climate related risk ranking, we incorporate data such as:

- Scope 1, 2, and 3 emissions intensity where available
- Regulatory risk associated with complying with federal, state, and local environmental benchmarking and/or BPS where applicable
- Regional utility costs and emissions factors, including projected energy transition impacts (i.e., how much renewable energy is produced as a percentage of total energy generated in a certain market)
- Physical climate risk scores based on third-party data

These asset and portfolio level risk factors are weighted and 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 E-risk for those assets while also weighing the financial return of our proposed investments against the environmental benefits. E risks 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 E-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 assess future insurance risks, amongst others. This approach aligns with the Company's overarching strategic objective to maximize TSR for our stakeholders while being a good corporate and environmental steward.

[1] 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 how "material" is construed under 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.

KEY

COLOR SCALE REPRESENTS RISK EXPOSURE SEVERITY

Lower Physical / Regulatory Risk — Higher Physical / Regulatory Risk

X = current risk exposure for UDR owned residential real estate in the state.

TYPE OF CLIMATE RISK	RISK EXPOSURE AT STATE LEVEL												
	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	x		x	x	x		x
Water Stress	x	x		x				x		x	x		x
Sea-Level Rise							x						
Flooding Risk	x	x	x	x	x	x	x	x	x	x		x	x
Earthquake Risk	x		x		x			x				x	x
Wildfire Risk	x	x	x	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 sustainability initiatives	Portfolio Wide
Changing customer behaviors and preferences around all sustainability issues/topics	Portfolio Wide, but opportunity for Market-specific analysis
Rising raw material costs for sustainability initiatives or new green (re)-development projects	Portfolio Wide

REGULATORY RISK AND LEGISLATION	California	Colorado	Washington DC	Florida	Maryland	Massachusetts	New York	Oregon	Pennsylvania	Tennessee	Texas	Virginia	Washington
Overarching emissions reporting obligations and costs	Portfolio Wide												
Disclosure Requirements (Benchmarking)	x	x	x	x	x	x	x	x	x				x
Building Assessment Mandates	x	x	x		x	x	x				x		x
Building Performance** Standards ("BPS")		x	x		x	x	x	x					x

*Physical risks that were indicated as medium to high current physical risk exposure to UDR owned real estate are indicated in the chart by state.

**Building Performance Standards include 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 healthier environment by developing sustainable communities, and investing in energy, water, and waste efficiency technologies. Since 2021, UDR's minimum standard for our developed communities is to obtain LEED Silver certification, its equivalent, or better. In 2024, UDR was awarded Outstanding Developer/Builder of the Year as part of the 2024 LEED Homes Awards. This award recognizes LEED Homes developers and builders who have exhibited an outstanding commitment to LEED and residential green building. As of December 31, 2025, UDR owned 39 properties that have sustainability certifications, representing 21% of the Company's properties. We plan to further expand the number of properties with sustainability certifications in 2026.

ENERGY AUDITS, RETRO COMMISSIONING, AND DECARBONIZATION ANALYSIS
(SDG 9, 13)

Properties identified as favorable decarbonization candidates due to their asset-level environmental risk ranking are considered for energy (and sometimes water) audits and/or retro commissioning. These provide recommendations to more efficiently operate the current building systems as they were intended as well as opportunities for energy, water, or emissions conservation measures that may involve replacement of buildings systems coinciding with the end of useful lives. Since 2023, UDR has conducted onsite audits or retro commissioning at properties that make up over 6 million square feet, as well as a portfolio wide decarbonization analysis, which identified the costs and opportunities to electrify portions of properties and implement renewables, battery storage, or associated technology. As of year-end 2025 we have executed construction contracts for on-site solar installations at two communities and identified properties for additional on-site solar installations that will reduce grid electricity demand and scope 2 and 3 emissions by offsetting common area and tenant electrical loads. The recommendations that are identified through these processes are presented to and reviewed by our Capital Committee, Sustainability Committee, and investments and operations teams, to more comprehensively pursue and implement sustainability projects into our existing business strategy.

RESIDENT ENGAGEMENT AND EDUCATION
(SDG 11, 12)

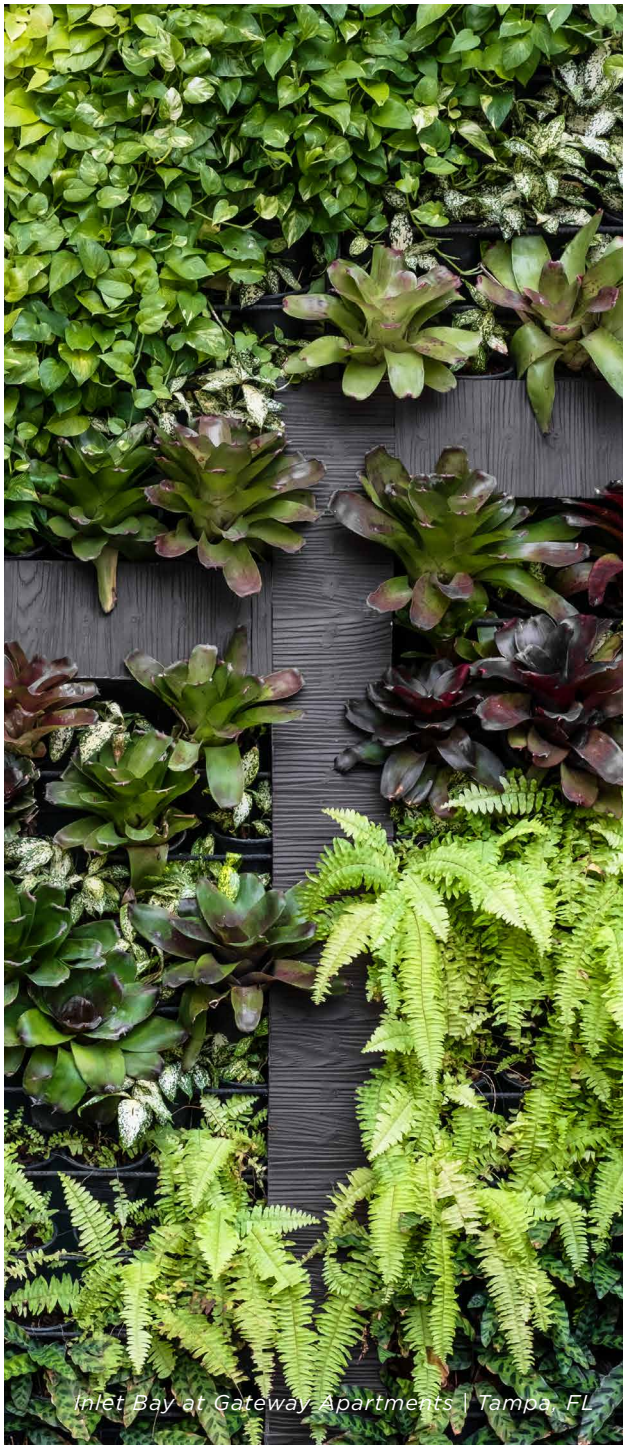
A part of our efforts to achieve several of our existing environmental goals to reduce Scope 3 emissions over time is engaging with residents to incorporate sustainable practices, such as conserving water or recycling more. Examples of additional methods of resident engagement and education include:

- GREEN LEASE ADDENDUM: 100% of our residents have signed UDR's Green Lease Addendum, which states that "responsible use of our natural resources is a responsibility we all share" and promotes our commitment to maintaining and enhancing the environmental consciousness of our communities.

- RESIDENT SUSTAINABILITY CAMPAIGN: We continue to promote sustainable practices with our residents by sending environmental communications, including tips on how to reduce their energy and water needs in their homes, as well as region or seasonal specific communications when and where applicable.

- GRID REWARDS: In 2020, UDR began educating and enrolling UDR residents into the Grid Rewards program in New York, which can provide benefits for enrolled residents, who can expect a 10% GHG emissions reduction and may receive annual credit up to 15% of their electric bill. We continue to look for more ways to give our residents access to energy demand response programs.

- ACCESS TO RENEWABLE ENERGY: We are pursuing projects to provide residents with access to both onsite and offsite renewable energy. These projects incorporate vendors who work across multifamily real estate and utility providers and provide billing solutions that would allow the building owner to track and report renewable energy usage aggregated across residents.



Inlet Bay at Gateway Apartments | Tampa, FL

2025 ENVIRONMENTAL HIGHLIGHTS + CASE STUDIES

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

Retired (i.e., claimed the environmental attributes of) Green-e certified RECs representing over 38 million kWh of energy usage in 2025 which reduced the Company's aggregate carbon footprint. In 2025, we launched our partnership with Public Grid, an energy software platform that connects residents with more affordable and clean electricity, at 27 communities. We look forward to expanding this partnership in the years ahead to provide more residents with access to clean energy while helping reduce our Scope 3, Category 13 emissions through renewable energy credits.

ELECTRIC VEHICLE ("EV") CHARGING
(SDG 11, 12, 13)

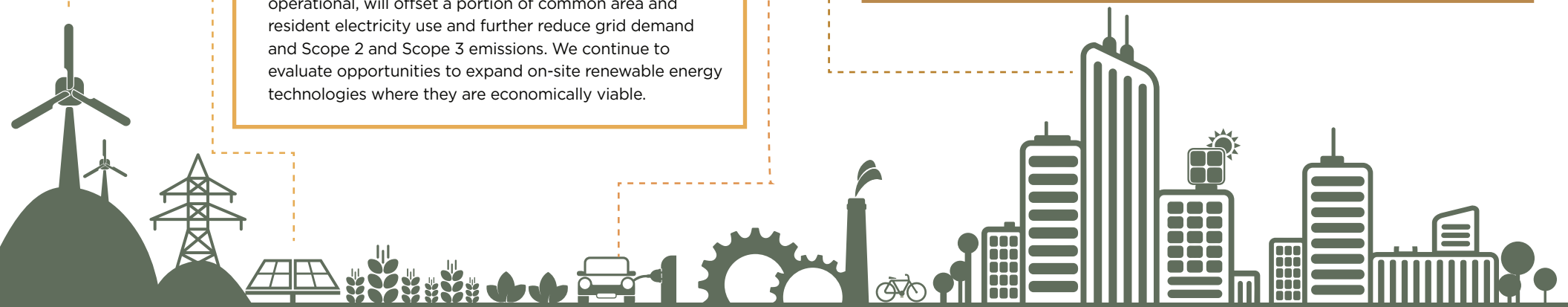
Among the many technological features available at a growing percentage of our communities are EV car charging stations. These amenities are desired by both current and prospective residents. At year-end 2025, we had more than 900 car-charging ports throughout our portfolio, a nearly 50% increase from 2024, in addition to charging ports at our corporate office. Collectively, these charging ports delivered more than 3.3 million kWh of electricity to vehicles in 2025. We continue to invest in EV car-charging stations. By strategically focusing on markets with high EV adoption rates and future-proofing our communities in those markets, we aim to maximize the impact of our EV infrastructure investments.

SOLAR AND ONSITE RENEWABLE ENERGY
(GRI 302-4, 305-5, SASB IF-RE-1301a.5; SDG 7, 12)

Since 2019, UDR's on-site solar installations at 11 apartment communities have generated a cumulative 6 million kWh of renewable energy. These investments provide both environmental and economic benefits by reducing grid electricity consumption and lowering GHG emissions. In 2025, we executed construction contracts for on-site solar installations at two additional communities that, once operational, will offset a portion of common area and resident electricity use and further reduce grid demand and Scope 2 and Scope 3 emissions. We continue to evaluate opportunities to expand on-site renewable energy technologies where they are economically viable.

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

We participate in demand response programs to shift energy loads and have cumulatively reduced our common area electricity demand by over 15 megawatts during peak demand periods over the past eight years. These efforts have helped ease strain on local power grids when electricity demand is highest. We continue to evaluate opportunities to expand demand response through smart building controls in collaboration with municipalities and utility providers in additional markets. This includes piloting a technology designed to shift electrical loads associated with residential water heaters, further enhancing grid flexibility and resilience.



2025 ENVIRONMENTAL HIGHLIGHTS + CASE STUDIES

DECARBONIZATION ANALYSIS
(SDG 9, 13)

In 2025, UDR continued our partnership with one of our Climate Technology Funds portfolio companies to utilize their built environment modeling tool to further develop decarbonization plans that help quantify the cost to decarbonize our assets as well as prioritize decarbonization recommendations and opportunities across different building types and systems. By integrating decarbonization planning into UDR's climate-related asset-level environmental risk rankings, we hope to more strategically and cohesively implement sustainability projects across our portfolio.

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 Sustainability Innovation-Focused "Housing Impact Fund" launched by RET Ventures and has committed $35 million to Sustainability and Climate Technology Funds including funds led by RET, Fifth Wall and Energy Impact Partners. These funds and partnerships 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 to enabling us to achieve our long-term emissions reductions goals and avoiding potential BPS-related fines for future non-compliance with local emissions requirements.

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

UDR utilizes smart building technology at applicable properties to not only monitor energy usage, but building systems and HVAC equipment as well, which help optimize heating and cooling controls. These tools can help us prepare for demand response events, monitor indoor air quality in real-time, create alerts when equipment malfunctions, and control common area smart thermostats from a single centralized dashboard. We continue to review opportunities to implement additional controls, sensors, and smart technology across additional building systems, such as in-unit electric water heaters.



2025 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, 2025 water consumption at communities with completed water conservation projects was on average 8% lower when compared to pre-installation baselines. We are actively evaluating additional water conservation initiatives such as scaling our smart irrigation and sub metering initiatives as well as integrated leak detection for in-unit water heaters.

RESIDENT LEAK DETECTION

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

In addition to leak detection technology implemented at 94% of homes in our portfolio as part of SmartHome packages, we also utilize submetering technology on nearly 30,000 water meters in leased spaces to detect and mitigate leaks. This includes submetering on meters throughout over 26,300 apartment homes, representing over 42% of our portfolio. Smart metering devices enable more effective, proactive maintenance by detecting water leaks in near real time. Early detection helps reduce the impacts of leaks, including excessive water consumption, higher utility bills, and increased insurance costs that can result when leaks remain 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 128 million gallons by using recycled and reclaimed non-potable water for irrigation. This approach 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 18% in 2025. We have expanded opportunities for residents to contribute to our diversion rate by increasing the number of communities that offer recycling or composting by 18% versus 2020.

We will continue our resident education and diversion efforts in 2026 and beyond to reduce waste and increase diversion.



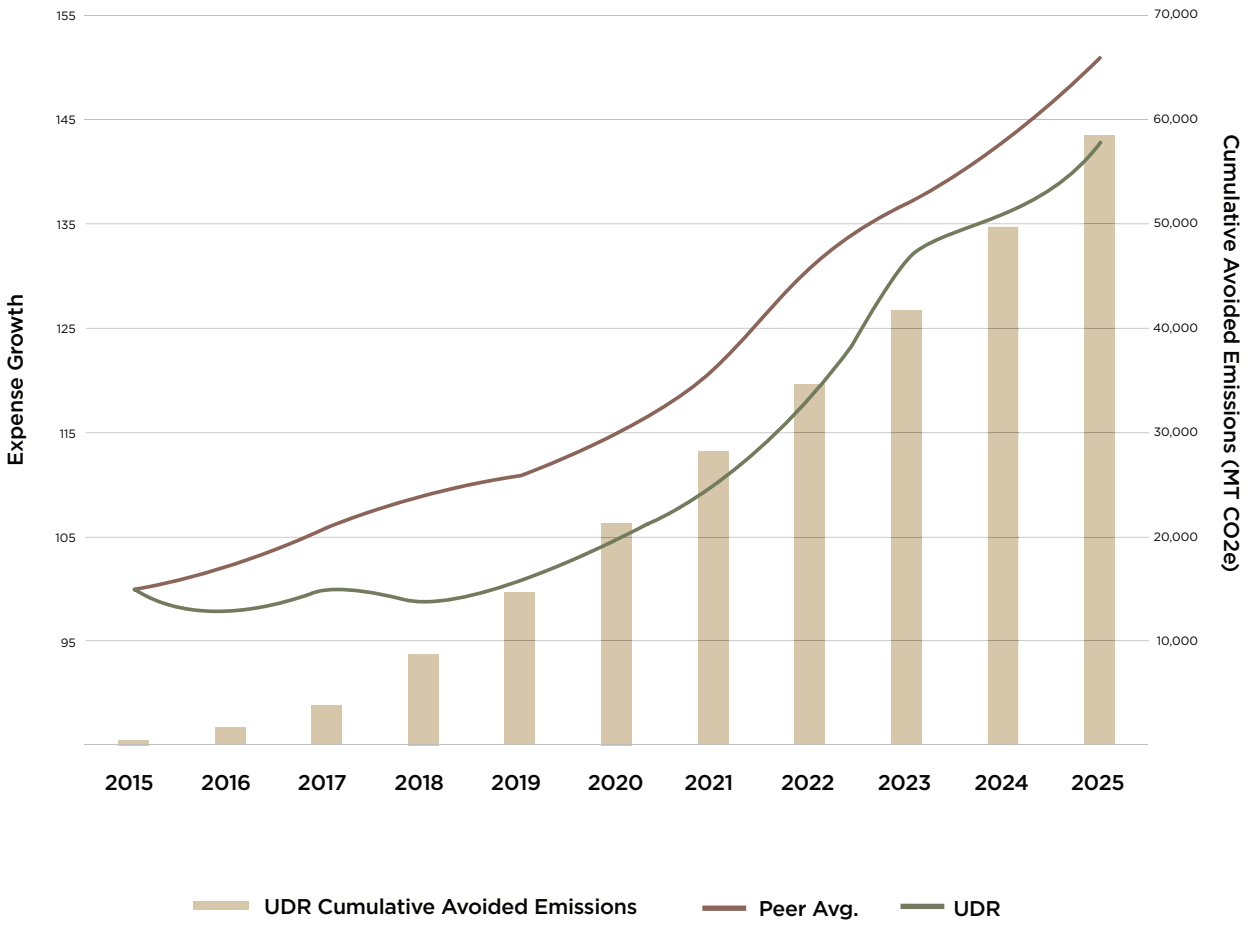
REPORTING

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

UDR's utility expense growth rate has been below the peer average in the multifamily REIT space over the past nine years, while also expanding our operating margin through high-return capital investments and operating initiatives. Since 2015, UDR has invested over $18 million into sustainability initiatives that have reduced (1) emissions, (2) energy and water consumption, and/or (3) landfill waste at over 75% of our communities. Investment in technology and innovation through sustainable projects have enhanced UDR's bottom-line and helped to make progress towards achieving our longer-term environmental goals. In our 2021 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. Over 80% of our sustainability 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 illustrates how our investment of more than $16 million in over 280 energy conservation projects, representing the majority of the $18 million we have invested in sustainability initiatives, has resulted in an estimated cumulative avoidance of over 58,000 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, onsite solar generation, along with energy efficient technology like appliances and onsite efficiency protocols.

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)**	**2025**	**BASE YEAR (2020)**	**2025**	**CHANGE FROM BASE YEAR**
Natural Gas / Steam (Scope 1)	82,297,759	103,526,944	6.42	7.05	10%
Electric (Scope 2)	101,681,128	119,472,718	7.93	8.13	3%
Operationally Controlled Energy Consumption	183,978,887	222,999,662	14.35	15.18	6%
Opertionally Controlled Data Coverage (Scope 1 + 2)[2] (%)	100%	100%			

	RENEWABLE ENERGY (KWH)		RENEWABLE ENERGY - PERCENT OF TOTAL ELECTRICITY[1] (%)		
RENEWABLE ENERGY PERFORMANCE	**BASE YEAR (2020)**	**2025**	**BASE YEAR (2020)**	**2025**	**CHANGE FROM BASE YEAR**
Renewable Energy - Generated Onsite [4]	932,074	812,713	1%	1%	0%
Renewable Energy - Procured Offsite [5]	12,110,000	38,889,000	12%	33%	21%

	WATER CONSUMPTION (KGAL) [1]		WATER INTENSITY[3] (KGAL / SF)		
WATER PERFORMANCE	**BASE YEAR (2020)**	**2025**	**BASE YEAR (2020)**	**2025**	**CHANGE FROM BASE YEAR**
Total Water Consumption	2,261,840	2,680,915	0.038	0.038	1%
Data Coverage[2] (%)	99%	100%			
Total Water Consumption in Water Stressed Areas[6]	1,112,853	1,321,375	0.040	0.041	3%
Water Stressed Areas[6] as a percentage of the Portfolio (% SF)	46%	46%			
Total Recycled Water Consumption[7]	19,476	9,708	0.00033	0.00014	-57%

	WASTE (MT)		
WASTE PERFORMANCE	**BASE YEAR (2020)**	**2025**	**CHANGE FROM BASE YEAR**
Waste (All disposal methods)	35,276	47,178	
Diverted Waste (recycled and/or composted)	5,497	8,279	
Diversion Rate[8]	16%	18%	2%

[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] Total 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. Operationally controlled energy data coverage as a percentage of total energy consumption was 21% in the base year 2020 and 19% in 2025.

[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 2025 renewable energy production is just under 1% of total operational controlled energy consumption.

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

[6] Water Stressed areas determined by the WRI Aqueduct Program in places designated as high risk or extremely high risk.

[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 CO_2E)		EMISSIONS INTENSITY (KG CO_2E / SF)			ECONOMIC INTENSITY[3] (KG CO_2E / REVENUE $'S)
GHG EMISSIONS CATEGORY	**DESCRIPTION**	**BASE YEAR (2020)**	**2025**	**BASE YEAR (2020)**	**2025**	**CHANGE FROM BASE YEAR**	**2025**
Scope 1[1]	Direct Emissions	14,564	18,317	1.14	1.25	10%	0.010
Scope 2[2] (Location-Based)	Indirect Emissions	32,718	35,249	2.55	2.40	-6%	0.019
Scope 2[2] (Market-Based)	Indirect Emissions	29,545	20,994	2.30	1.43	-38%	0.012
Total (Scope 1 + Scope 2 Market-Based)		**44,109**	**39,311**	**3.44**	**2.68**	**-22%**	**0.022**

		EMISSIONS (MT CO_2E)		EMISSIONS INTENSITY (KG CO_2E / SF)		
GHG EMISSIONS CATEGORY	**DESCRIPTION**	**BASE YEAR (2020)**	**2025**	**BASE YEAR (2020)**	**2025**	**CHANGE FROM BASE YEAR**
Scope 3 [4]	Value Chain Emissions	201,933	288,230	3.36	3.70	10%

Calculation Methodology and Notes

Scope 1, 2, and 3 GHG Emissions are calculated using the GRESB and 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 CO_2e per revenue dollars.

[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 are not applicable to our industry.

FORVIS MAZARS INDEPENDENT ACCOUNTANT'S REVIEW REPORT

(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 2025 reporting period, UDR engaged Forvis Mazars to provide limited assurance of its energy, water, waste, and emissions calculations, including our Scope 1 and 2 GHG emissions, as shown in our Environmental Metrics table on Pages 27 - 28. For purposes of our 2026 GRESB reporting our data assured by Forvis Mazars, was reconciled to our GRESB submission by UDR's Internal Audit and Accounting Departments as part of our verification process for key operating metrics.

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Kansas City, MO 64106
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forvismazars.us

Independent Accountant's Review Report

UDR, Inc.
1745 Shea Center Drive, Suite 200
Highlands Rach, CO 80129

We have reviewed UDR, Inc.'s Schedule of Selected Sustainability Metrics, included in Appendix A of the Independent Accountant's Review Report for the year ended December 31, 2025, in accordance with the Reporting Criteria set forth in Appendix A (Schedule of Selected Sustainability Metrics). UDR, Inc.'s management is responsible for preparing and presenting the Schedule of Selected Sustainability Metrics in accordance with the criteria. Our responsibility is to express a conclusion on the Schedule of Selected Sustainability Metrics based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C Section 105, Concepts Common to All Attestation Engagements, and AT-C Section 210, Review Engagement. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Schedule of Selected Sustainability Metrics as presented in Appendix A in order for it to be presented in accordance with the criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than an examination, the objective of which is to obtain reasonable assurance about whether the Schedule of Selected Sustainability Metrics are presented in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the engagement.

Greenhouse gas (GHG) emissions quantification is subject to significant inherent measurement uncertainty because of such items as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and methods used for measuring such data. The selection by management of a different but acceptable measurement method, input data, or model assumptions, or a different point value within the range of reasonable values produced by the model, could have resulted in materially different amounts or metrics being reported.

Based on our review, we are not aware of any material modifications that should be made to the Schedule of Selected Sustainability Metrics as presented in Appendix A in order for it to be presented in accordance with the criteria.

Forvis Mazars, LLP

Forvis Mazars, LLP

Kansas City, Missouri
June 10, 2026

Forvis Mazars, LLP is an independent member of Forvis Mazars Global Limited

Appendix A:

UDR, Inc.
Schedule of Selected Sustainability Metrics
Year Ended December 31, 2025

Indicator	2025 Quantity	Unit	Reporting Criteria
Scope 1 Emissions - GRESB	18,317	$MTCO_2e$	• 2025 GRESB Real Estate Standard and Reference Guide with 2026 updates, referred to as "GRESB"
Scope 2 location-based Emissions	35,249	$MTCO_2e$	
Scope 2 market-based Emissions	20,994	$MTCO_2e$	
Energy	222,999,662	kWh	
Water Consumption	2,680,915	kGal	
Waste Generation[1]	47,178	MT	
Scope 1 & Scope 2, market-based Intensity	2.68	kgCO2e/ sq ft	
Natural Gas and Steam Intensity	7.05	kWh/sq ft	
Electric and District CHW Intensity	8.13	kWh/sq ft	
Energy Intensity	15.18	kWh/sq ft	
Water Intensity	0.038	kGal/sq ft	
Diverted Waste	8,279	MT	
Total Waste	47,178	MT	
Diversion Rate	18%	%	
Renewable Procured Electricity	38,889,000	kWh	
Common Area Electricity	119,472,718	kWh	
% Renewable Procured Electricity	33%	%	

Waste Generation[1]. This figure is only representative of 95% of properties based on UDR, Inc.'s property listing.

Reporting Boundary and Timeframes

UDR, Inc. is a publicly traded real estate investment trust (REIT) that owns, manages, acquires, and develops high-quality multifamily apartment communities across the United States. As an S&P 500 company based in Highlands Ranch, Colorado, UDR specializes in apartment homes located in select, high-job-growth urban markets. UDR uses the **operational control boundary** per the Greenhouse Gas Protocol and abides by GRESB GHG reporting criteria for their GHG inventory. UDR's base year is 2020. UDR's policy is to re-baseline for major changes in the structure of the company or operations. UDR re-considers the exclusion of any metric that fluctuates over 5%.

Methodologies, Emission Factors, & Significant Assumptions

Indicator	Methodology	Emission Factors Used
Scope 1 emissions – GRESB	Scope 1 emissions include stationary combustion. See activities for scope 1 below: Stationary Combustion Sources: • Natural Gas Total consumption by site was primarily obtained from utility invoice data. Tenant-related consumption is removed from the total usage for each property and emission factors were applied with GWP.	1) Energy Star Portfolio Manager Technical Reference for GHG Emissions Report, August 2025, Figure 1.
Scope 2 emissions: location-based method	Scope 2 location-based emissions include the following activities below: • Purchased electricity • District chilled water • Steam	1) EPA eGRID2023 (released 2025) [Electricity-all gases] 2) Energy Star Portfolio Manager Technical
Scope 2 emissions: market-based method	Scope 2 market-based emissions include the following activities below: • Purchased electricity • District chilled water • Steam Total consumption by site was primarily obtained from utility invoice data. Tenant-related consumption is removed from the total usage for each property and emission factors were applied with GWP. Renewable Energy Certificates (RECs) were retired and applied to specific property sites to offset their total electricity consumption. For properties without RECs, or where consumption exceeded REC coverage, emissions were calculated using a residual mix emission factor.	1) 2025 Green-e® Residual Mix Emission Rates (2023 Data) [Electricity – CO2] 2) EPA eGRID2023 (released 2025) [Electricity-CH4 & N2O] 3) Energy Star Portfolio Manager Technical Reference for GHG Emissions Report, August 2025, Figure 3 [Steam & Chilled Water]
Energy	Total common area gas and electricity consumption in kWh from sites in scope 1 and scope 2.	N/A
Water Consumption	Total water consumption in kGal from sites.	N/A
Waste Generation	Waste generated from trash, recycling, and composting from sites in MT.	N/A
Scope 1 & Scope 2, market-based Intensity	Total Scope 1 and Scope 2, market-based emissions (mtCO2e) divided by pro-rated common area square feet.	N/A
Natural Gas and Steam Intensity	Total common area gas consumption, which includes natural gas and steam, in kWh divided by pro-rated common area square feet.	N/A
Electric and District CHW Intensity	Total common area electricity consumption, which includes electricity and chilled water, (metric) in kWh divided by pro-rated common area square feet.	N/A
Energy Intensity	The sum of the natural gas and steam intensity (kWh/sqft) and the electric and district CHW intensity (kWh/Sqft).	N/A
Water Intensity	Total water consumption in kGal divided by pro-rated gross square feet.	N/A
Diverted Waste	The sum of total recycling and total composting amounts from sites in MT.	N/A
Total Waste	Total waste is the sum of trash, recycling, and composting from sites in MT.	N/A
Diversion Rate	The sum of total recycling and total composting amounts divided by total waste.	N/A
Renewable Procured Electricity	Electricity purchased in kWh from renewable energy sources through renewable energy certificates (RECs).	N/A
Common Area Electricity	Total common area electricity consumption, which includes electricity and chilled water, in kWh.	N/A
% Renewable Procured Electricity	Renewable energy procured divided by the total common area electricity.	N/A

Global Warming Potentials (GWP) Used

Emissions are converted to a common GHG metric, CO_2e, using the 100-year GWP from the IPCC Fifth Assessment Report (AR5) as noted below. As recommended by the U.S. EPA, GWPs are used to ensure consistency and comparability of GHG data between EPA's voluntary and non-voluntary GHG reporting programs.

Gas	100-Year GWP – [AR5]
CO_2	1
CH_4	28
N_2O	265



CORPORATE RESPONSIBILITY REPORT
SOCIAL

UDR's Commitment to People and Communities

Legacy Village | Plano, TX

UDR'S COMMITMENT TO PEOPLE AND COMMUNITIES

HIGHLIGHTS, CULTURE, AND VALUES *(GRI 2-23)*

UDR's human capital approach spans the full associate lifecycle, including recruitment, onboarding, development, engagement, performance management, progression, and retention. The company seeks to maintain a workplace environment that supports workforce participation, development, and inclusion, while aligning talent management practices with business strategy. UDR recognizes that workforce culture and associate experience are important contributors to operational performance and long-term value creation, as well as to its broader social impact in the communities in which it operates.

UDR cultivates a culture of curiosity and exploration, encouraging associates to explore, grow, and thrive on a journey of discovery and purpose. The company's core values include Respect, Integrity, Teamwork, Ownership, and Growth. UDR embraces collaboration, trust, and innovation so that each associate feels welcome, valued, proud, and empowered to do their best.







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.

2025 SOCIAL HIGHLIGHTS AND PROGRESS

(GRI 2-23)

By prioritizing the associate experience, UDR aims to support workforce engagement, customer satisfaction, talent retention, and long-term business performance. Oversight of human capital management is supported through annual updates to the Board of Directors, which include evaluations of strategy, priorities, performance, and related goals. This approach reflects UDR's commitment to transparency, accountability, and governance in the management of its workforce.

In 2025, our top five people goals were: 1) Advance UDR's performance and talent practices, 2) Strengthen manager effectiveness, 3) Continuously evaluate the employee and candidate experience, 4) Streamline and modernize HR processes and systems, and 5) Enhance the resident experience.

INITIATIVE AREA	KEY ACHIEVEMENTS
Advance UDR's HR Structure for Greater Efficiency and Execution	Advanced talent management practices and tools for performance management, talent reviews, potential assessments, and succession planning. Maintained annual performance reviews, and supported career progression through more than 10,000 available training courses and 32,508 training hours completed in 2025.
Strengthen Manager Effectiveness Through Greater Tools, Training, and Data	Strengthened manager effectiveness through a unified enterprise learning strategy, targeted training aligned to key stages of the talent lifecycle, and annual supervisor-led performance reviews focused on performance, career development, and progress against goals.
Continuously Evaluate the Employee Experience by Bringing UDR's People Philosophy to Life	Launched Life@UDR, the company's enterprise-wide culture platform and employee value proposition, to strengthen internal communication and improve the associate and candidate experience. Reported an 81% engagement score and 81% survey participation rate, and continued to enhance UDR's internship program to promote the Company's early-career talent strategy.
Streamline and Modernize HR Processes and Systems to Improve Resource Allocation and Accelerate Delivery of HR Solutions	Continued execution of a multi-year Human Resources evolution roadmap to build a more scalable and disciplined people function, including modernization of performance and succession tools, centralized ownership of the annual compensation planning cycle, streamlined pay structures, and refreshed enterprise communication channels.
Enhance the Resident Experience By Providing Forward Thinking Leadership and Tailoring it to Support the Business	Prioritized resident experience within UDR's 2025 people goals and supported service delivery through training offerings that included leasing, property maintenance, and customer service, alongside ongoing efforts to enhance associate engagement and operational effectiveness that contribute to resident satisfaction.

ASSOCIATE ENGAGEMENT AND PEOPLE PHILOSOPHY

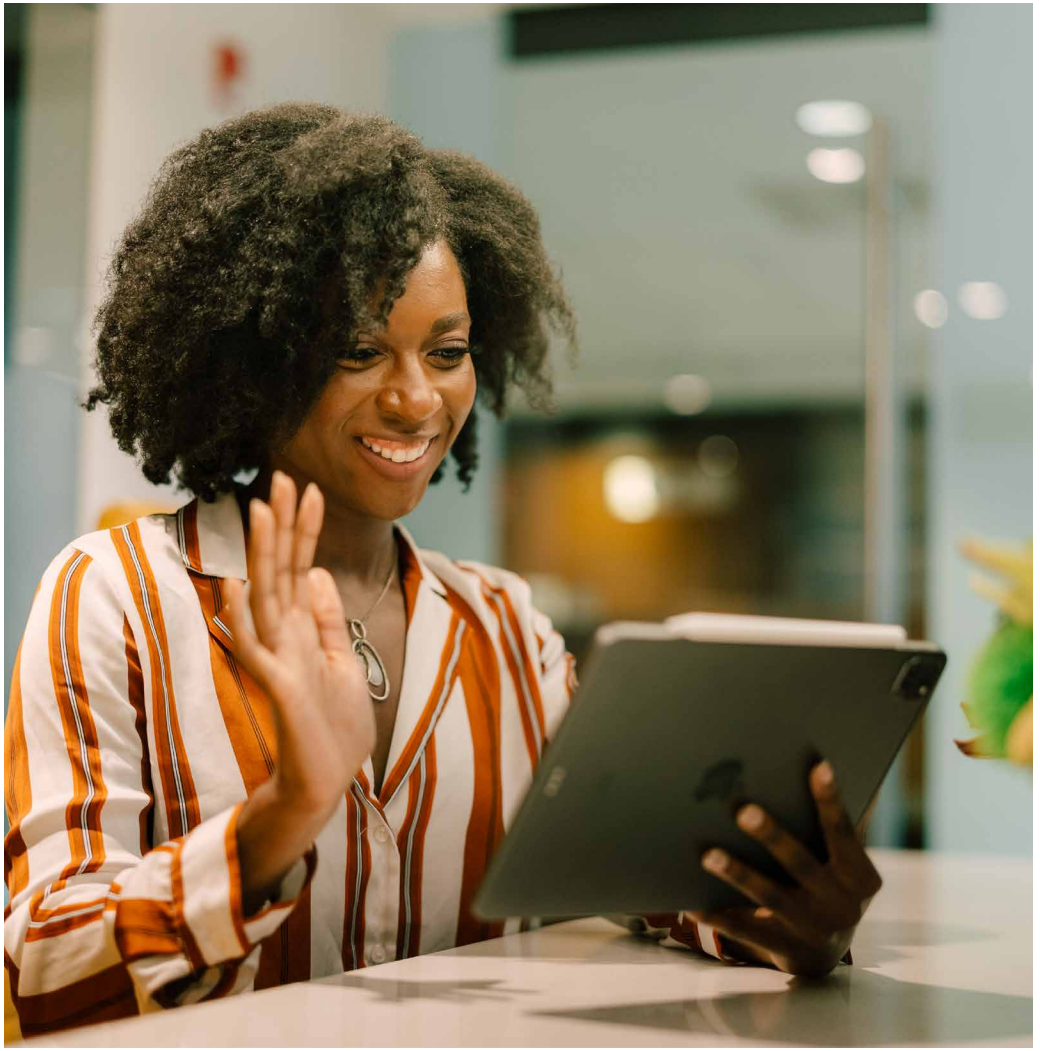
(GRI 3-3 FOR GRI 401, SDG 8)

UDR continued its focus on workforce engagement, organizational trust, and readiness to support current and future business needs. During 2025, the company continued to invest in initiatives intended to strengthen associate engagement and workplace equity, contributing to low turnover of 19% versus company target of 33%, and industry benchmark of 34%, and supporting workforce stability.

In 2025, UDR launched Life@UDR, its enterprise-wide culture platform and employee value proposition, to strengthen internal communication and improve associate and candidate experiences. Related enhancements included more consistent organizational messaging, refreshed enterprise communication channels, and a more unified articulation of company culture.



UDR continued to enhance its internship program as part of its broader talent development strategy. The program is designed to support early-career talent development by providing practical experience, skills-building opportunities, and exposure to the Company's operations. In 2025, UDR hosted 9 interns across the organization.











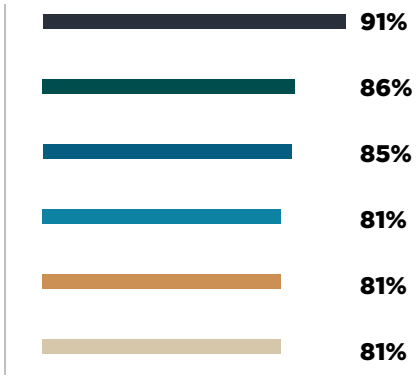
ASSOCIATE FEEDBACK AND ENGAGEMENT METRICS

UDR uses quarterly pulse surveys to monitor workforce engagement, recognition, and innovation and to identify emerging trends, areas of concern, and opportunities for improvement. Survey results inform management's understanding of associate sentiment and support ongoing evaluation of workplace experience, engagement, and organizational effectiveness.

In 2025, UDR reported an associate engagement score of 81%, well above the industry average, and a survey participation rate of 81%, based on quarterly pulse surveys used to assess workforce sentiment and identify areas for continuous improvement. Survey results indicated positive performance across several engagement drivers, including role clarity (91%), authenticity and belonging at work (86%), access to job resources (85%), and excitement about the company's future (81%). These results support management's evaluation of workforce experience, organizational effectiveness, and human capital priorities.

USA TODAY TOP WORK PLACES 2025-2026 USA

2025 ASSOCIATE ENGAGEMENT METRICS



TEAM MEMBER RECOGNITION PROGRAMS

UDR is committed to enhancing the associate experience through a comprehensive suite of recognition programs that celebrate team achievements and dedication throughout the year. These programs include the **Living the Values Program**, which recognizes one associate in each business area each quarter who exemplifies UDR's core values through their work. The **President's Club** is an annual recognition program that celebrates long-term commitment and strong performance, with associates qualifying through achievement of company operating goals, 15 years of service, or other notable accomplishments. Associates also receive a signed letter from the Chairman, President, and CEO on their work anniversary as a **milestone acknowledgment**, and all associates receive **personalized birthday wishes**. Through these recognition initiatives, UDR seeks to acknowledge associate contributions, reinforce its core values, and support a positive, engaging, and values-driven workplace culture.

ASSOCIATE RETENTION

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

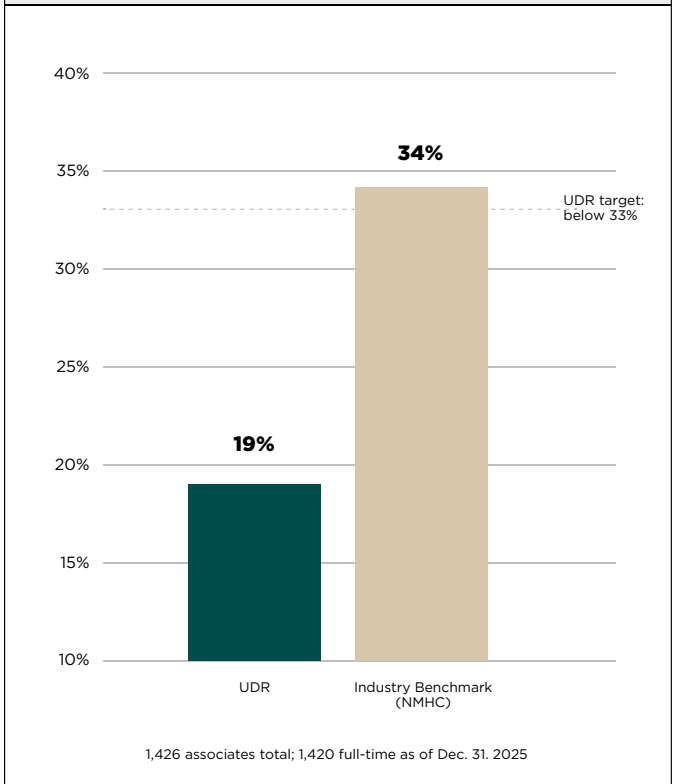
UDR seeks to attract and retain high-performing talent as part of its human capital strategy. Associate retention is a component of the company's Health of the Workforce scorecard and is considered in senior management compensation. In 2025, UDR reported an associate turnover rate of 19%, compared with an industry benchmark of 34% reported by the National Multifamily Housing Council, and a one-percentage point improvement versus 2024. As of December 31, 2025, UDR employed 1,426 associates, including 1,420 full-time associates.

UDR reports associate retention metrics as part of its broader workforce disclosures to support transparency regarding human capital performance and the effectiveness of retention-related initiatives. Additional information is provided in the GRI Appendix to this report and in the company's most recent EEO-1 report. Through these disclosures, UDR seeks to demonstrate its approach to workforce stability, accountability, and long-term associate engagement.

EEO REPORT (FILED MAY 2025)

			NON-HISPANIC OR LATINO												
	HISPANIC OR LATINO		MALE						FEMALE						
JOB CATEGORIES	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	OVERALL TOTAL
Exec/Sr. Officials & Mgr	3	1	33	0	0	0	0	0	12	0	0	0	0	0	**49**
First/Mid Officials & Mgrs	47	19	91	19	0	6	1	7	115	8	2	9	0	4	**327**
Professionals	18	19	90	12	0	2	0	6	78	19	1	5	1	9	**260**
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Sales Workers	6	3	9	3	0	0	0	1	16	3	0	0	1	1	**43**
Administrative Support	26	49	34	19	0	7	0	6	91	34	1	5	0	18	**291**
Craft Workers	176	7	86	56	1	1	2	6	1	1	0	0	0	0	**337**
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Laborers & Helpers	14	0	22	5	0	0	0	1	0	0	0	0	0	0	**42**
Service Workers	16	7	29	10	0	1	0	1	6	1	0	1	0	3	**75**
Total	**306**	**105**	**394**	**124**	**1**	**17**	**2**	**28**	**319**	**66**	**4**	**20**	**3**	**35**	**1,424**
Previous Year Total	**276**	**95**	**407**	**113**	**2**	**15**	**2**	**22**	**329**	**62**	**4**	**21**	**3**	**33**	**1,384**

ASSOCIATE TURNOVER RATE COMPARISON (2025)



1,426 associates total; 1,420 full-time as of Dec. 31. 2025

TALENT DEVELOPMENT

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

UDR views talent development as an important component of associate engagement, effectiveness, career progression, and retention. New associates participate in a two-day onboarding program covering company culture, values, mission, and key administrative processes. In 2025, the Talent Development team advanced manager effectiveness through a unified enterprise learning strategy and targeted training aligned with key stages of the talent lifecycle.

UDR provides a broad range of learning opportunities designed to support role-based capability building and professional development. During 2025, the Talent Development team assessed the training curriculum, reviewed the quality of existing content, and identified opportunities for enhancement. More than 10,000 training courses were available to associates across topics including leasing, property maintenance, customer service, project management, and leadership development. Associates completed 32,508 training hours in 2025, representing an average of 23 hours per full-time associate.

UDR also continued to strengthen its talent pipeline and succession planning processes to support business continuity and long-term execution by modernizing its practices and tools used for these areas.

COMPLIANCE TRAINING AND PERFORMANCE REVIEWS

UDR maintains a required annual learning and talent development curriculum designed to address regulatory, statutory, and operational compliance requirements while reinforcing responsible business conduct. Training topics include workplace harassment prevention, information security awareness, fair housing, business ethics, diversity, equity and inclusion, unconscious bias, and job-specific safety requirements. In addition, select associates are required to review and formally acknowledge a safety training manual and complete six annual safety training courses.

By the end of 2025, 99% of associates had completed annual IT security training, fair housing, harassment, workplace violence, and business ethics training.

UDR also conducts annual performance reviews for associates through their direct supervisors, with a focus on performance, career development, and progress against goals. In 2025, the company continued to strengthen its human capital foundation and advance a multi-year Human Resources evolution roadmap intended to support a more scalable, disciplined people function aligned with long-term growth and organizational transformation.



ASSOCIATE RESPECT, FAIRNESS, AND EQUAL OPPORTUNITY

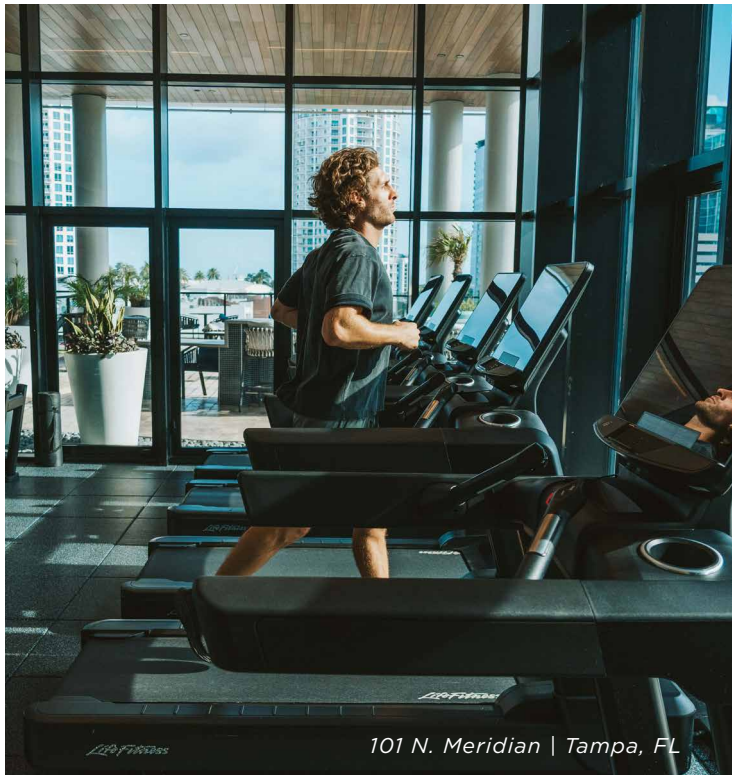
(GRI 405-1, SDG 5, 10)

UDR seeks to foster a workplace culture grounded in respect, fairness, and equal opportunity, with a focus on attracting, developing, and advancing a diverse workforce. In alignment with its human capital strategy, the company monitors workforce and management representation as indicators of organizational composition and talent progression. As of December 31, 2025, UDR's workforce was composed of 62% male and 38% female associates, with racial and ethnic representation of 49% White, 30% Hispanic/Latino, 13% Black, 3% Asian, and 6% Other. UDR's management team was composed of 55% male and 45% female leaders, with 63% identifying as White and 37% as non-White. Over the three-year period ended December 31, 2025, 52% of UDR associates promoted to resident services manager, director, or more senior job classifications were female, and 36% were non-White. These metrics support the company's commitment to representation across the organization and within advancement pathways.



UDR HEALTH, WELLNESS AND BENEFITS

The health, wellness, and safety of associates are paramount to UDR. The company maintains a strong culture by prioritizing the well-being of associates. In response to associate feedback and rising healthcare costs, in 2025, we redesigned medical benefits to better align with market practices by simplifying plan options, introducing a high-deductible plan with employer-funded Health Savings Account ("HSA") contributions, conducting active enrollment to increase education and participation, and expanding family planning benefits to include infertility coverage and support. The company invested in virtual and in-person wellness fairs aimed at providing associates with learning opportunities on topics ranging from stress management and mental health to financial fitness. UDR continues to leverage its Lifestyle Spending Account, which provides associates with $1,000 annually to spend as they choose, thereby bolstering associate satisfaction, with nearly 91% participation companywide.



101 N. Meridian | Tampa, FL

HEALTH AND SAFETY INDICATORS *(GRI 3-3 FOR GRI 401)*	
Sickness Ratio	0.18%
Fatalities	0
Injury Rate	3.2%
Severity Rate	0.7%

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

REGULAR FULL TIME
(30 or more hours)

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Flexible Spending Account
- Health Savings Account
- Commuter Expense Reimbursement Account
- Lifestyle Spending Account
- 401k (Retirement)
- Life/AD&D Insurance
- Long Term Care Plan
- Short & Long Term Disability Coverage
- Voluntary Accident, Critical Illness, and Hospital Indemnity

PART-TIME
(Less than 30 hours)

- Commuter Expense Reimbursement Account
- Lifestyle Spending Account
- 401k (Retirement)

TEMPS/SEASONAL/ INTERNS
(30-40 hours)

- Medical Insurance



5421 at Dublin Station | Dublin, CA

ASSOCIATE COMPENSATION

(GRI 405-2, SDG 5, 10)

UDR seeks to maintain fair and market-competitive compensation practices to support talent attraction, retention, and engagement. Compensation decisions are informed by a combination of broad-based market data and industry- and geography-specific public compensation benchmarks, and salary ranges are reviewed and adjusted, as appropriate. Compensation benchmarks and related updates are reviewed annually with executive leadership and presented to the Board of Directors to support oversight of compensation practices.

In 2025, UDR continued to strengthen compensation governance and pay-for-performance alignment through centralized ownership of the annual compensation planning cycle, oversight by an Internal Compensation Committee, a company-wide market-pricing refresh, streamlined pay structures, and a redesigned Officer Bonus Plan intended to reinforce accountability for performance and alignment between compensation outcomes and business results.

UDR's 2025 gender compensation ratios were 100.3% for male associates and 99.6% for female associates. The company's 2025 diversity compensation ratios were 101.7% for Asian associates, 100.9% for Black associates, 100.4% for White associates, 98.5% for Hispanic or Latino associates, and 101.9% for associates identified as Other.

SALARIES COMPARED TO AVERAGE SALARY BY JOB TITLE	
100% FEMALE	**100%** MALE

- by ethnicity -

SALARIES BY ETHNIC GROUP TO AVERAGE SALARY BY JOB TITLE	
ASIAN	**102%**
BLACK	**101%**
WHITE	**100%**
HISPANIC / LATINO	**99%**
OTHER	**102%**

ASSOCIATE OUTREACH AND COMMUNITY ENGAGEMENT

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

UDR supports associate participation in community engagement activities through policies and programs intended to facilitate volunteer service and local outreach. In 2025, the company continued to build upon its volunteer policy enhancements enacted in 2024 including providing associates with flexibility to volunteer throughout the year with charitable organizations of their choice, expanding beyond previously designated company-sponsored opportunities. Through this policy, UDR provided 963 hours of paid time off to associates for volunteer work with local organizations in the communities where we operate. UDR also supported community engagement through food, clothing, and blood drives, as well as initiatives intended to raise awareness of nonprofit organizations and community causes.

UDR also addresses community impact by providing affordable housing within its portfolio. The company offers affordable housing options in 42 communities, representing 23% of its property portfolio, which comprises 2,167 homes. This approach is intended to support housing accessibility in the communities in which UDR operates and forms part of the company's broader community engagement strategy.

UDR GIVES BACK



RESIDENT EXPERIENCE

RESIDENT ENGAGEMENT
(GRI 2-29)

UDR's resident engagement approach is intended to support resident welfare, service consistency, and retention through structured monitoring of feedback, interactions, and service outcomes. A core component of this approach is the Customer Experience Project ("CEP"), which the company uses to analyze resident feedback and interaction data in order to identify service opportunities, track sentiment indicators, and inform targeted actions intended to improve the resident living experience across its communities. The CEP was built and calibrated using approximately 650 million historical resident-focused data points, and monitors approximately one million data points daily supporting a more data-informed approach to understanding resident needs and improving renewal outcomes.

UDR maintains specialized teams to support residents throughout the resident lifecycle and monitors feedback from multiple channels, including direct communications with associates, surveys, and online review platforms. Feedback is used to inform service improvements, simplify resident communication, and reduce the likelihood that issues escalate. As part of its monitoring of resident sentiment and service experience, UDR expanded its 2025 CEP review efforts and reported increased resident participation in digital feedback channels. From April 1 to May 15, 2025, the program generated 3,282 four- and five-star Google reviews, compared with 787 in the comparable 2024 period, with approximately 90% of reviews being positive.

UDR expects to continue investing in its resident engagement capabilities over time, with results like average annualized resident turnover improving by just over 3% from 2024 to 2025. In 2025, UDR replaced its customer relationship management platform to improve capture of resident interactions, strengthen visibility into service trends, and support more consistent follow-up and resident communication.

RESIDENT INTERACTION

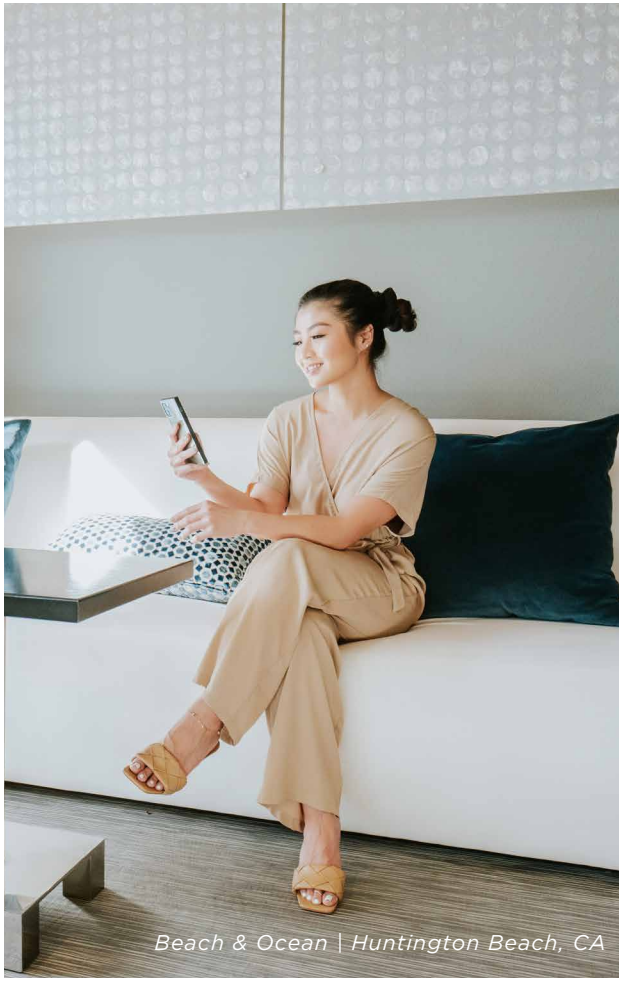
UDR monitors resident interactions across multiple channels to support timely responses, identify recurring service issues, and reduce the risk of unresolved concerns escalating. This information supports the company's efforts to understand resident concerns, respond to feedback, and improve service consistency across its communities. Onsite teams and corporate customer relationship personnel work to address issues identified through resident feedback, while the CEP helps inform communication practices, consultations, and templates intended to simplify resident outreach, support timely follow-up, and reduce the likelihood that concerns escalate. In 2025, UDR introduced digital customer experience training and related leader guides to approximately 1,200 associates to support more consistent service delivery, resident communication, and issue resolution practices.

RESIDENT APP AND SMARTHOME TECHNOLOGY
(GRI 9)

UDR has continued to invest in operating platform enhancements and SmartHome technologies to support a more digital, self-service resident experience. Between 2018 and 2025, the company built in these capabilities to streamline resident and prospect interactions, expand access to self-service tools, and support operating efficiency across its portfolio. These investments also support broader corporate responsibility objectives, including aspects of the company's long-term environmental strategy related to Scope 3 emissions reduction.

UDR's Resident App allows residents to complete a range of common transactions digitally, including rent payment, service request submission, amenity reservations, parking pass issuance, and access to community news. Self-guided tour functionality enables prospective residents to schedule and complete tours outside traditional office hours, supporting access, flexibility, and operating efficiency in the leasing process. Together, these technologies are intended to expand resident access to digital self-service capabilities, support timely completion of common resident transactions, and improve efficiency in leasing and resident service processes across the leasing and resident experience.

UDR has also integrated SmartHome technology across a substantial majority of its portfolio. As of year-end 2025, SmartHome technology had been installed in more than 97% of communities. SmartHome technologies, including SmartLocks, leak-detection sensors, smart thermostats, and smart plugs, are intended to support resident convenience, maintenance responsiveness, and more efficient resource use. Additional technology-enabled features available at many communities include package lockers, EV charging stations, property-wide WiFi, and Smart Building capabilities in common areas and amenity spaces.



Beach & Ocean | Huntington Beach, CA



CORPORATE RESPONSIBILITY REPORT

GOVERNANCE

UDR's Commitment to Strategic Leadership

Beach & Ocean | Huntington Beach, CA

CORPORATE GOVERNANCE OVERVIEW

(GRI 2-9, GRI 2-23)

UDR has a history of strong corporate governance guided by three primary principles – dialogue, transparency and responsiveness. Our Board has adjusted our governance approach over time to align with evolving best practices, drive sustained shareholder value, and serve the interests of shareholders.

We enhance our policies and procedures when our Board determines that it would benefit our Company and shareholders to do so. We maintain a page on our website that includes key information about UDR's corporate governance, including our:

- Audit and Risk Management Committee;
- Compensation and Management Development Committee Charter;
- Nominating and Governance Committee Charter;
- Amended and Restated Insider Trading Compliance Program;
- Executive Stock Ownership Guidelines;
- Amended and Restated Policy and Procedures With Respect to Related Person Transactions;
- Statement on Corporate Governance;
- Recoupment Policy;
- Charitable Donations and Political Contributions Policy;
- Code of Ethics for Senior Financial Officers; and
- Code of Business Conduct and Ethics.

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



Cirrus | Denver, CO

BOARD COMPOSITION AND EXPERTISE

(GRI 2-9)

UDR's Board of Directors is composed of individuals with a diverse mix of backgrounds, experiences, and skillsets that align with the Company's strategic priorities and governance responsibilities. Board composition and diversity are actively considered as part of an ongoing refreshment process. Over the past five years, the Company has appointed three of the Company's seven current independent Directors, enhancing the Board's range of perspectives and expertise.

As part of its most recent refreshment efforts, UDR appointed Kevin C. Nickelberry (2021), Richard B. Clark (2025), and Ellen M. Goitia (2026). Following the retirement of Lead Independent Director James Klingbeil in 2025, the Board appointed Jon Grove to serve in that role. All Directors are elected annually and serve until the next annual meeting of shareholders or until their successors are duly elected and qualified.

The Board maintains oversight of the Company in accordance with its fiduciary duties of care and loyalty and pursuant to UDR's Statement on Corporate Governance. Key responsibilities include oversight of management's performance, executive compensation, leadership development, and enterprise risks, including cybersecurity, operational, societal, environmental, and other emerging risks. The Board performs this oversight while supporting management's ability to execute the Company's business strategy effectively.

To facilitate effective governance and risk oversight, the Board delegates specific responsibilities to its standing committees:

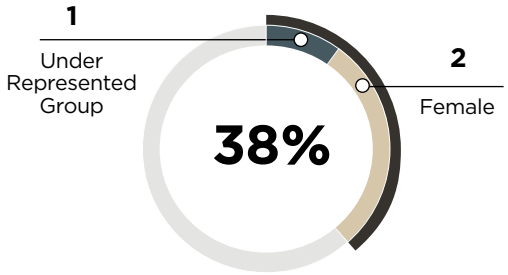
- Audit and Risk Management Committee
- Compensation and Management Development Committee
- Nominating and Governance Committee
- Executive Committee

Each committee operates under a defined charter and supports the Board in fulfilling its oversight responsibilities across critical governance, risk, and strategic areas.

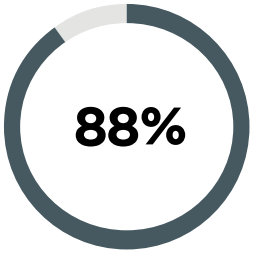
The Audit and Risk Management Committee, Compensation and Management Development Committee, and Nominating and Governance Committee are composed entirely of independent Directors, as defined by NYSE listing standards and UDR's Director independence standards. These independent committees support the Board in exercising objective oversight across key governance, risk, and compensation matters.

Additional information regarding Board composition, committee structure, and leadership roles is publicly available on the Company's Investor Relations website at ir.udr.com under "Financials" and "Annual Reports & Proxy." The Board demographic data presented in this report reflects the composition of the Board as of May 2026.

BOARD INCLUSIVE REPRESENTATION



INDEPENDENCE



AGE

50-59 yrs

66-70 yrs

60-65 yrs

>70 yrs

Average Age

68 yrs

TENURE

0-6 yrs

7-16 yrs

>16 yrs

Average Tenure

11.6 yrs

SKILLS AND ATTRIBUTES

Accounting/Financial Literacy	8/8
C-Level Management Experience	6/8
Capital Market Experience	8/8
Corporate Governance	8/8
Multifamily Experience	5/8
Non-UDR Board Experience	6/8
Property Management and Operations	4/8
Public Company CEO Experience	3/8
Real Estate Industry Experience	7/8
Sales and Marketing Experience	5/8
Stakehold Advocacy	8/8
Stategic Oversight	8/8
Technology, Cybersecurity and Innovation	7/8



1301 Thomas Circle | Washington DC

SUCCESSION PLANNING

(GRI 2-9)

The Board of Directors oversees succession planning to ensure the Company maintains the leadership capabilities necessary to execute its strategy and support long-term performance. In accordance with UDR's Statement on Corporate Governance, the Board is responsible for the appointment and succession planning of the Chief Executive Officer, as well as succession planning for other executive officers.

Under the oversight of the Compensation and Management Development Committee, senior management maintains a structured succession planning process designed to identify, assess, and develop candidates for key executive roles. This process includes engagement with third-party advisors and the use of formal leadership assessment and development programs to evaluate competencies, readiness, and executive potential.

These efforts are intended to support leadership continuity, mitigate key person risk, and align talent development with the Company's strategic objectives.

EXECUTIVE COMPENSATION PROGRAM

(GRI 2-9)

UDR's executive compensation program includes base salary and short- and long-term incentive compensation and is designed to align with quantifiable performance, total shareholder return, and successful execution of the Company's strategy. Compensation outcomes are subject to annual advisory shareholder approval and ongoing oversight by the Compensation Committee.

In 2024 and 2025, the Company enhanced its short-term incentive ("STI") framework to strengthen alignment with strategic priorities and long-term value creation. The Company replaced the standalone GRESB percentile metric with a broader Sustainability Index incorporating additional factors, including sustainability disclosure, green building certifications, decarbonization initiatives, Scope 1, 2, and 3 emissions reduction planning, and vendor engagement. Human capital metrics were also refined through the introduction of a Health of the Workforce metric, incorporating diverse candidate consideration, training compliance, employee engagement, and employee turnover.

The Company updated STI weightings to reflect evolving business priorities. Transaction Index weightings were revised to 70% transaction volume and 30% transaction NOI. Operations Index weightings were updated to 40% same-store market wins, 30% revenue growth rank, and 30% expense growth rank. Relative performance metrics against apartment peers were retained to reinforce pay-for-performance alignment and support long-term shareholder value creation.

Long-term incentive compensation represents the primary component of executive compensation and consists entirely of equity-based awards, including restricted stock units, stock options, and LTIP Units. These awards align executive compensation with long-term performance, support retention of key leadership, and promote long-term ownership, mitigating risks associated with short-term decision-making.

Additional information is available in the Company's annual Proxy at **ir.udr.com.**



Broadridge | Philadelphia, PA

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

UDR is an equal opportunity employer and is committed to nondiscriminatory employment practices across all protected characteristics in accordance with applicable laws. The Company requires all associates to complete annual training on harassment prevention, diversity and inclusion, and unconscious bias. Associate diversity metrics are disclosed in alignment with GRI standards.

Following a third-party organizational assessment in 2020, UDR implemented initiatives to support equitable talent practices, including partnerships with the Colorado Diversity Council to enhance recruiting, training, and employee engagement. These initiatives span the associate lifecycle, including recruitment, development, and retention, and are integrated into the Company's broader ESG and human capital strategies.

ENTERPRISE RISK MANAGEMENT
(GRI 3-3, SASB IF-RE-450a.2, TCFD 1)

Enterprise Risk Management ("ERM") provides a structured framework for identifying, assessing, and managing risks that may materially impact the Company. The Board of Directors has oversight responsibility for risk management, while day-to-day risk management is the responsibility of senior management. To further strengthen UDR's risk governance framework and promote enterprise-wide coordination, the Company recently established an ERM Committee comprised of leaders from across UDR's business groups.

The Board's risk oversight process includes regular reporting from senior management on material risks, including operational, financial, legal, strategic, cybersecurity, and reputational risks, as well as risks related to climate change and human capital. The Audit and Risk Management Committee reviews ERM as part of its regularly scheduled quarterly meetings, with updates provided to the Board. The ERM Committee supports these efforts by facilitating cross-functional risk identification, assessment, monitoring, and reporting across the organization.

UDR APPROACH TO ERM	
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 efforts to determine sufficiency	Adjusting resources, processes, and strategies to the extent practicable to reduce risk



Currents on the Charles | Boston, MA

CYBER SECURITY PROGRAM
(GRI 3-3)

Cybersecurity is integrated into the Company's enterprise risk management framework and is overseen by the Board as a core enterprise risk. The Company's cybersecurity program is informed by recognized industry frameworks, including the National Institute of Standards and Technology (NIST) Cybersecurity Framework, and is supported by policies, standards, controls, training, monitoring, and incident response processes designed to protect Company systems, confidential information, intellectual property, and personally identifiable data. In 2025, the Company completed a successful audit of critical in-scope systems against the NIST Cybersecurity Framework and expects to continue annual NIST compliance audits.

The Company manages cybersecurity risk through a cross-functional, multilayered program that includes 24/7 threat monitoring, technical safeguards, vulnerability assessments, cybersecurity intelligence, role-based access controls, third-party risk assessments, annual associate training, phishing simulations, and specialized training for cybersecurity personnel. The Company also maintains incident response and recovery plans, requires escalation of meaningful cybersecurity incidents to the legal department, and uses established procedures to support timely disclosure and reporting decisions when required.

Management, including technology, operations, legal, risk management, internal audit, and other key business functions, coordinates cybersecurity risk oversight with third-party advisors, the Audit Committee, and the Board. The Senior Vice President – Chief Technology Officer reports quarterly to the Audit Committee on cybersecurity strategy, with Board updates provided at least annually.

The Company evaluates program effectiveness through audits, assessments, tabletop exercises, penetration testing, and independent reviews, with material results reported to the Audit Committee and Board and used to update cybersecurity policies, standards, processes, and practices as appropriate.

INTERNAL AUDIT
(GRI 2-9)

The Internal Audit function is independent and reports directly to the Audit and Risk Management Committee of the Board. The function is staffed by associates with professional backgrounds in accounting, auditing, and public accounting, including individuals holding certifications such as Certified Public Accountant, Certified Internal Auditor, and Certified Fraud Examiner.

The Internal Audit function utilizes data analytics and robotic process automation to assess and test significant operational and financial transactions across full populations. These capabilities enhance the efficiency and coverage of compliance testing and support timely reporting of audit results. Findings are summarized and reported to senior management and the Audit and Risk Management Committee on a quarterly basis.

In addition to financial assurance activities, Internal Audit performs reviews and certifications of external data submissions to third parties, including the Company's annual GRESB submission.

GOVERNMENT AFFAIRS
(GRI 2-9)

UDR's Government Affairs function monitors and analyzes regulatory developments that may impact the Company's operations at the local, state, federal, and judicial levels. Key focus areas include housing policy, environmental regulations, tax policy, and other legal and regulatory matters relevant to the Company's business.

The Government Affairs function works in coordination with Legal and Operations to assess the potential impact of legislative and regulatory changes on the Company, its associates, and residents. Regular reporting on regulatory developments is provided to senior management and operating teams to inform business strategy, risk assessment, and capital allocation decisions.

UDR did not make direct political contributions to candidates in 2025. The Company maintains a Charitable Donations and Political Contributions Policy, adopted by the Board in 2023, which governs all charitable and political contributions made on behalf of the Company. Under this policy, all contributions must be approved in advance by the Company's compliance officer and are evaluated based on alignment with the Company's business interests, values, and Code of Business Conduct and Ethics. All contributions are required to comply with applicable laws and regulations and are subject to periodic review.

BUSINESS INTEGRITY

(GRI 2-23)

The UDR Code of Business Conduct and Ethics cannot cover every issue that may arise, but rather sets out general principles to be followed by all the Company's Directors, officers, and associates. Annually, the Code of Business Conduct and Ethics is acknowledged by all associates and provided to new associates during their onboarding with the Company. 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;
- Discrimination and Harassment;
- Health and Safety; and
- Illegal or Unethical Behavior.

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 are required to 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 at **ir.udr.com** by clicking on "Governance" and "Governance Documents."



101 N. Meridian | Tampa, FL

VENDOR COMPLIANCE

(GRI 2-6, GRI 2-23)

UDR maintains a vendor compliance program designed to promote ethical business practices and reduce third-party risk, including fraud and regulatory risk. The Company conducts periodic due diligence reviews to verify vendor qualifications, including licenses, tax identification, insurance, background checks, and adherence to required performance standards. These reviews support compliance with applicable federal laws, including the Patriot Act, the Money Laundering Control Act, and Executive Order 13224.

Additional due diligence procedures include bankruptcy, lien, and judgment checks; business license verification; criminal and background screenings (where permitted); and standardized cybersecurity risk assessments for vendors with access to Company systems or data.

The Company also screens vendors against the U.S. Department of the Treasury's Office of Foreign Assets Control ("OFAC") sanctions lists and other compliance databases, including anti-money laundering and terrorist watch lists. Vendors are required to comply with all applicable laws and regulations, including nondiscrimination requirements.

WHISTLEBLOWER PROGRAM

(GRI 2-29)

UDR maintains a Code of Business Conduct and Ethics that establishes expectations for ethical behavior and compliance. The Company provides multiple reporting channels to enable associates and third parties to report concerns regarding potential violations of policies, laws, or ethical standards.

Associates are encouraged to report concerns through management or Human Resources. For anonymous reporting, the Company provides access to a third-party hotline (EthicsPoint) to report potential violations and seek guidance on policies and procedures.

The Audit and Risk Management Committee oversees procedures for the receipt, retention, and review of reported concerns, including those related to accounting, internal controls, auditing matters, discrimination, and other potential violations. Reporting procedures are publicly available on the Company's Investor Relations website at **ir.udr.com**.



5421 Dublin | Dublin, CA



CORPORATE RESPONSIBILITY REPORT

APPENDICES

3033 Wilshire | Los Angeles, CA

GRI INDEX *(CONT)*

GENERAL DISCLOSURES
ORGANIZATIONAL PROFILE

GRI INDICATOR	DESCRIPTION	PAGE NUMBERS(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 stainability reporting	UDR's 2025 10-K lists UDR's standing investments, developments, and Developer Capital Program ("DCP") assets and is available at ir.udr.com/Docs
2-3	Reporting period, frequency and contact point	*Reporting Period:* Environmental, social, and governance data covers the 2025 calendar year. Financial data is current as the Q4 2025 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 2026 Corporate Responsibility 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 Forvis Mazars Independent Accountants Review Report, pages 29 – 30.
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, 2025, we owned 187 communities including 60,641 homes (and an interest in an additional 6,766 homes held by entities in our debt and preferred equity program) and had 1,420 full-time and 6 part-time associates who worked to generate in excess of $1.7 billion of revenue in 2025. 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 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 ir.udr.com/Presentations. Additional information about our activities may be found in About UDR, INC., page 6 as well as our 2025 10-K and our 4th Quarter 2025 Earnings Release, which provides revenue from operations, debt, equity, and other operational information, both available at ir.udr.com/Docs.

GRI INDEX *(CONT)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBERS(S), URL(S), AND/OR DIRECT RESPONSE
2-6 *(CONT)*	Activities, value chain, and other business relationships	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 50.
2-7	Employees	**Total Associates by Gender without Temps** Female: 536 / 37.6% Male: 889 / 62.4% Total: 1,425 / 100% **Total Associates by Gender with Temps** Female: 536 / 37.6% Male: 890 / 62.4% Total: 1,426 / 100% *Table 2-7.1 Associates by Region,* on page 54 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 Respect, Fairness, and Equal Opportunity, page 38, as well as in our 2026 Proxy, available at ir.udr.com/Docs

GRI INDEX *(CONT)*

2-7.1 ASSOCIATES BY REGION							
				FULL TIME		PART TIME	
MARKET	ALL ASSOCIATES	FULL TIME	PART TIME	MALE	FEMALE	MALE	FEMALE
Austin	29	28	1	13	15	1	-
Baltimore	28	28	-	16	12	-	-
Boston	75	74	1	56	28	1	-
Dallas	95	94	1	65	29	-	1
Denver	341	341	-	177	164	-	-
LA County	27	27	-	21	6	-	-
Metro DC	151	151	-	91	60	-	-
Monterey (Salinas)	32	32	-	24	8	-	-
Nashville	41	41	-	16	25	-	-
New York	132	132	-	118	14	-	-
Orange County	105	103	2	60	43	-	-
Orlando	53	53	-	32	21	-	-
Other Florida	7	7	-	5	2	-	-
Other SoCal	7	7	-	4	3	-	-
Philadephia	35	35	-	19	16	-	-
Portland	9	9	-	6	3	-	-
Richmond	19	19	-	11	8	-	-
San Diego County	8	7	1	5	2	1	-
Seattle	68	68	-	38	30	-	-
SF Bay Area	79	79	-	54	25	-	-
Tampa	85	85	-	54	31	-	-
TOTALS	**1,426**	**1,420**	**6**	**885**	**535**	**5**	**1**

GRI INDEX *(CONT)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBERS(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, President, and CEO Message, page 5; UDR's Corporate Responsibility Methodology, page 8; Board Composition and Expertise, page 45; Succession Planning, page 46; Internal Audit, page 48; and Government Affairs, page 48. Further information regarding UDR's governance structure and the composition of the highest governance body and its committees can be found at ir.udr.com/govdocs, including Audit and Risk Management Committee Charter, Compensation and Management Development Committee Charter, Nominating and 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 UDR's Corporate Responsibility Methodology, page 8 and the additional sources referenced in GRI 2-9.
2-22	Statement on sustainable development strategy	Chairman, President, and CEO Message, page 5; UDR's Sustainability Strategy, pages 17 – 18; and Sustainable Buildings and Green Building Certifications, page 22.
2-23	Policy commitments	Refer to Environmental Governance and Management, page 20; Highlights, Culture, and Values, pages 32 – 33; Corporate Governance Overview, page 44; Business Integrity, page 49; and Whistleblower Program, page 50. 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 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 NUMBERS(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, President, and CEO Message, page 5; UDR's Corporate Responsibility Methodology, Page 8; Stakeholder Engagement, page 9; Associate Engagement, page 35; Associate Outreach and Community Engagement, Page 41; Resident Experience, page 42; Vendor Compliance, page 53; and Whistleblower Program, page 50.
2-30	Collective bargaining agreements	7% of employees have a collective bargaining agreement
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 Corporate Responsibility Methodology, Stakeholder Engagement, Materiality Assessment, and Corporate Responsibility Measurement and Reporting on pages 8 – 10 and 13 – 15.
3-2	List of material topics	UDR's Corporate Responsibility 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 9 and within our Materiality Assessment, page 10. Material Topics: Associate and Resident Health and Safety, Associate Compensation and Benefits, 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 Corporate Responsibility Methodology, Stakeholder Engagement, Materiality Assessment, and Corporate Responsibility Measurement and Reporting on pages 8 – 10 and 13 – 15. 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 NUMBERS(S), URL(S), AND/OR DIRECT RESPONSE
SPECIFIC TOPIC DISCLOSURES		
GRI 201: ECONOMIC PERFORMANCE		
3-3	Management of material topic(s)	4th Quarter 2025 Earnings Release, pages 1-5; 2025 10-K, pages 4 – 13. ir.udr.com/Doc
201-1	Direct economic value generated and distributed	2025 10-K, page 34; 4Q25 Earnings Supplement, Attachment 1. ir.udr.com/Doc
201-2	Financial implications and other risks and opportunities due to climate change	2025 10-K, pages 1, 12 – 14, and 19 – 21. ir.udr.com/Doc Portfolio-Wide and Asset-Level Climate Risk, page 21.
GRI 302: ENERGY		
3-3	Management of material topic(s)	Materiality Assessment, page 10; UDR's Sustainability Strategy, pages 17 – 18, Environmental Governance and Management, page 20; and Portfolio-Wide and Asset-Level Climate Risk, page 21.
302-1	Energy consumption within the organization	Environmental Metrics, pages 27 – 28 ; Forvis Mazars Independent Accountants Review Report, pages 29 – 30.
302-3	Energy intensity	Environmental Metrics, pages 27 – 28.
302-4	Reduction of energy consumption	Scores, Alignments, Memberships, Awards, page 7; Corporate Responsibility Measurement and Reporting, pages 13 – 15; Progress Towards Goals, page 19; Solar and Onsite Renewable Energy, page 23; Load Shifting, page 23; Smart Building & Optimized Controls, page 24; Environmental Metrics; pages 27 – 28; and Forvis Mazars Independent Accountants Review Report, pages 29 – 30.

GRI INDEX *(CONT)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBERS(S), URL(S), AND/OR DIRECT RESPONSE
SPECIFIC TOPIC DISCLOSURES		
GRI 303: WATER AND EFFLUENTS		
3-3	Management of material topic(s)	Materiality Assessment, page 10; UDR's Sustainability Strategy, pages 17 – 18; Environmental Governance and Management, page 20; and Portfolio-Wide and Asset Level Climate Risk, page 21.
303-1	Interactions with water as a shared resource	Environmental Metrics, pages 27 – 28; Forvis Mazars Independent Accountants Review Report, pages 29 – 30.
303-3	Water withdrawal	2025 10-K, pages 1, 12 – 14, and 19 – 21. ir.udr.com/Doc Portfolio-Wide and Asset-Level Climate Risk, page 21.
GRI 305: EMISSIONS		
3-3	Management of material topic(s)	Materiality Assessment, page 10; UDR's Sustainability Strategy, pages 17 – 18; Environmental Governance and Management, page 20; and Portfolio-Wide and Asset-Level Climate Risk, page 21.
305-1	Direct (Scope 1) GHG emissions	Environmental Metrics, pages 27 – 28; Forvis Mazars Independent Accountants Review Report, pages 29 – 30.
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Metrics, pages 27 – 28 ; Forvis Mazars Independent Accountants Review Report, pages 29 – 30.
305-4	GHG emissions intensity	Environmental Metrics, pages 27 – 28.
305-5	Reduction of GHG emissions	Scores, Alignments, Memberships, Awards, page 7; Corporate Responsibility Measurement and Reporting, pages 13 – 15; Progress Towards Goals, page 19; Solar and Onsite Renewable Energy, page 23; Load Shifting, page 23; Smart Building & Optimized Controls, page 24; Sustainable Results, page 26; Environmental Metrics, pages 27 – 28; Forvis Mazars Independent Accountants Review Report, pages 29 – 30.

GRI INDEX *(CONT)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBERS(S), URL(S), AND/OR DIRECT RESPONSE
SPECIFIC TOPIC DISCLOSURES		
GRI 306: WASTE AND EFFLUENTS		
3-3	Management of material topic(s)	Scores, Alignments, Memberships, Awards, page 7; Corporate Responsibility Measurement and Reporting, pages 13 – 15; Progress Towards Goals, page 19; Solar and Onsite Renewable Energy, page 23; Load Shifting, page 23; Smart Building & Optimized Controls, page 24; Sustainable Results, page 26; Environmental Metrics, pages 27 – 28; Forvis Mazars Independent Accountants Review Report, pages 29 – 30.
306-2	Waste by type and disposal method	Corporate Responsibility Measurement and Reporting, pages 13 –15; Progress Towards Goals, page 19; Waste and Landfill Diversion, page 25; Environmental Metrics, pages 27 – 28; and Forvis Mazars Independent Accountants Review Report, pages 29 – 30.
GRI 401: EMPLOYMENT		
3-3	Management of material topic(s)	Materiality Assessment, page 10; Highlights, Culture, and Values, page 32; 2025 Social Highlights and Progress, page 33; Associate Engagement and People Philosophy, pages 34 – 35; Associate Retention, page 36; and Associate Respect, Fairness, and Equal Opportunity, page 38.
401-1	New employee hires and employee turnover	Associate Retention, page 36.

NEW HIRES BY AGE[1]

<30	36%
30-50	51%
>50	13%

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

TURNOVER IN 2025[2]

19%

[2] *Does not includes temporary associates.*

TURNOVER BY AGE[3]

<30	28%
30-50	52%
>50	20%

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

GRI INDEX *(CONT)*

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

SPECIFIC TOPIC DISCLOSURES

GRI 401: EMPLOYMENT *(CONT)* — **Includes Temporary Associates**

401-1.1 EMPLOYMENT[1]

	NEW HIRES BY REGION			TERMS BY REGION			TURNOVER BY REGION		
MARKET	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Austin	6	4	2	10	6	4	34%	43%	27%
Baltimore	9	9	0	14	11	3	50%	69%	25%
Boston	12	9	3	14	9	5	19%	16%	28%
Dallas	27	24	3	34	22	12	34%	343	40%
Denver	95	47	48	66	33	33	19%	19%	20%
LA County	13	13	0	11	10	1	41%	48%	17%
Metro DC	43	28	15	36	24	12	24%	26%	20%
Monterey (Salinas)	12	11	1	8	8	0	25%	33%	0%
Nashville	7	7	2	6	3	3	15%	19%	12%
New York	16	11	5	13	10	3	10%	8%	21%
Orange County	37	22	15	31	20	11	30%	32%	26%
Orlando	11	10	1	7	7	0	13%	11%	0%
Other Florida	2	1	1	2	1	1	29%	20%	50%
Other SoCal	1	0	1	2	1	1	29%	25%	33%
Philidephia	16	9	7	6	3	3	17%	16%	19%
Portland	2	2	0	1	1	0	11%	17%	0%
Richmond	5	5	0	4	4	0	21%	36%	0%
San Diego County	4	2	2	6	3	3	75%	50%	150%
Seattle	17	11	6	17	10	7	25%	26%	23%
SF Bay Area	9	7	2	8	5	3	10%	9%	12%
Tampa	33	24	9	26	17	9	31%	31%	29%
TOTAL	**377**	**254**	**123**	**322**	**208**	**114**	**23%**	**23%**	**21%**

[1] *There might be slight discrepancies in data from other 2025 published reports and data within this report due to the inclusion of temporary associates.*

GRI INDEX *(CONT)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBERS(S), URL(S), AND/OR DIRECT RESPONSE
SPECIFIC TOPIC DISCLOSURES		
GRI 401: EMPLOYMENT *(CONT)*		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	UDR Health, Wellness, and Benefits, page 39.
GRI 404: TRAINING AND EDUCATION		
3-3	Management of material topic(s)	UDR 2026 Proxy, Human Capital Management, pages 13-15. ir.udr.com/Doc Materiality Assessment, page 10; Talent Development, page 37.
404-1	Average hours of training per year per employee	Talent Development, page 37.
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development, page 37.
404-3	Percentage of employees receiving regular performance and career development reviews	Talent Development, page 37.

GRI INDEX *(CONT)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBERS(S), URL(S), AND/OR DIRECT RESPONSE
SPECIFIC TOPIC DISCLOSURES		
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
3-3	Management of material topic(s)	UDR 2026 Proxy, Human Capital Management, pages 13 – 15. ir.udr.com/Doc Materiality Assessment, page 10.
405-1	Average hours of training per year per employee	Talent Development, page 37.
405-2	Ratio of basic salary and remuneration of women to men.	Associate Compensation, page 40.

2025 GENDER COMPENSATION RATIOS	
MALE	100.3%
FEMALE	99.6%

2025 DIVERSITY COMPENSATION RATIOS[1]	
ASIAN	101.7%
BLACK	100.9%
WHITE	100.4%
HISPANIC / LATINO	98.5%
OTHER[1]	101.9%

[1] Other indicates American Indian, Alaskan Native, Native Hawaiian, Pacific Islander, Not Specified, or two or more races.

GRI 406: NON-DISCRIMINATION		
3-3	Management of material topic(s)	Code of Business Conduct and Ethics, Discrimination and Harassment, page 3. ir.udr.com/govdocs UDR 2026 Proxy, Human Capital Management, pages 13 – 15. ir.udr.com/Docs
406-1	Incidents of discrimination and corrective actions taken	2025 10K, Contingencies, Litigation and Legal Matters, page F-51. ir.udr.com/Docs

GRI INDEX *(CONT)*

GRI INDICATOR	DESCRIPTION	PAGE NUMBERS(S), URL(S), AND/OR DIRECT RESPONSE
SPECIFIC TOPIC DISCLOSURES		
GRI 413: LOCAL COMMUNITIES		
3-3	Management of material topic(s)	Materiality Assessment, page 10 and Associate Outreach and Community Engagement, page 41.
413-1	Operations with local community engagement, impact assessments, and development programs	Associate Outreach and Community Engagement, page 41.

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 27 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 27 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 27 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	100% of the Company's portfolio has an energy rating and 0% of the portfolio is certified by ENERGY STAR®.

SASB INDEX

TOPIC	QUESTION	CODE	UDR RESPONSES[1]
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 26 for further discussion and our same store utility expense growth relative to the peers which supports the effectiveness of our investment analysis, approach, and execution. Refer to UDR's Corporate Responsibility Methodology, page 8. Stakeholder Engagement, page 9; Materiality Assessment, page 10; Environmental Governance and Management, page 20; Portfolio-Wide and Asset-Level Climate Risk, page 21; and Sustainable Results, page 26, for examples of energy management considerations and operational strategy.
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 27 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-140a.2	Refer to page 27 for total water consumption, data coverage, and regions with High or Extremely High Baseline Water Stress.
Water Management	Like-for-like percentage change in water withdrawn for portfolio area with data coverage by property subsector.	IF-RE-140a.3	Refer to page 27 for like-for-like water consumption (represented as water intensity) and data coverage.

SASB INDEX

TOPIC	QUESTION	CODE	UDR RESPONSES[1]
Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks.	IF-RE-140a.4	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 Corporate Responsibility 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 Corporate Responsibility 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 Corporate Responsibility Methodology, page 8; Stakeholder Engagement, page 9; Materiality Assessment, page 10; Environmental Governance and Management, page 20; Portfolio-Wide and Asset-Level Climate Risk, page 21; Sustainable Results, page 26; Resident Leak Detection, page 25; Reclaimed / Recycled Water, page 25; and Water Conservation, page 25, for examples of the our identification and mitigation practices associated water risks.
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	97.5% of homes are direct billed or separately metered for grid electric consumption. 42.9% 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.

SASB INDEX

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	6,443,561 leasable SQFT out of 64,822,358 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.
Activity Metric	Number of assets by property subsector.	IF-RE-000.A	222 assets (Represents 219 Multifamily (30 are part of our Developer Capital Program), 2 Retail, 1 Office, and does not include assets under development)
Activity Metric	Leasable floor area by property subsector.	IF-RE-000.B	64,822,358 leasable SQFT.
Activity Metric	Percentage of indirectly managed assets by property subsector.	IF-RE-000.C	17% in 2025.
Activity Metric	Average occupancy rate by property subsector.	IF-RE-000.D	96.9% was the average occupancy rate in 2025.

[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 RESPONSE
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 material risks associated with operational, financial, legal, strategy, cybersecurity, societal, and 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 actively managing challenges and risks, the Board identifies and supports initiatives that capitalize on opportunities and advance the company's strategic objectives. Refer to Board Composition and Expertise, page 45 and Enterprise Risk Management, page 47 within this report as well as our 2026 Proxy, "The Role of the Board in Risk Oversight", pages 47 – 48, and "Risk Management and Sustainability," page 48. (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 Sustainability Committee, made up of senior officers at the Company and steered by Chairman, President and CEO Tom Toomey, sets company-wide Corporate Responsibility targets and goals, as well as overall corporate resposinbility and sustainability strategy. UDR's SVP of Investment 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 support 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, as appropriate, by investing in new technologies and other sustainability related opportunities, and assessing the results achieved through our EMS processes against our environmental goals. Refer to UDR's Corporate Responsibility Methodology, page 8; UDR's Sustainability Strategy, pages 17 – 18; and Environmental Governance and Management, page 20 for additional information about our environmental governance structure as well as Portfolio-Wide and Asset-Level Climate Risk, page 21, for additional discussion around addressing and management of climate related risks and opportunities.

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QUESTION #	SECTION	QUESTION	UDR RESPONSE
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 Corporate Responsibility 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 corporate responsibility and sustainability strategy that are considered in the Company's Enterprise Risk Management Process over the short, medium, and long term, which receives oversight from the Sustainability Committee and the Board. Refer to UDR's Sustainability Strategy, pages 17 – 18; Environmental Governance and Management, page 20; and Portfolio-Wide and Asset-Level Climate Risk, page 21, for additional discussion.

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QUESTION #	SECTION	QUESTION	UDR RESPONSE
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 are discussed by senior management, UDR's Sustainability 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 Corporate Responsibility-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, amongst others. Refer to UDR's Corporate Responsibility Methodology, page 8; Materiality Assessment, page 10; UDR's Sustainability Strategy, pages 17 – 18; Environmental Governance and Management, page 20; Portfolio-Wide and Asset-Level Climate Risk, page 21; and Enterprise Risk Management, page 47 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.	Our environmental goals were refreshed in 2023, including the introduction of science-based Scope 1, 2, and 3 emissions intensity reduction targets 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% from 2020-2035, and our Scope 3 emissions intensity by 30% over the same timeframe. With these goals in mind, we utilize our asset- and market-level sustainability risk rankings to identify UDR properties with higher/lower near- and longer-term climate-related risks and opportunities that could impact our operations and capital uses as well as developing mitigants to these risks, which will be integrated into our business strategy and decisions and contribute to the overall resilience of the Company. Refer to UDR's Sustainability Strategy, pages 17 – 18, and Progress Towards Goals, page 19, for additional discussion.

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QUESTION #	SECTION	QUESTION	UDR RESPONSE
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, as appropriate, 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 Sustainability 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. • Working with our Governmental Affairs team to monitor any changes to current or proposed benchmarking requirements as well as BPS. Regulatory risk for each UDR asset can be assessed by comparing current environmental performance to future prescribed performance standard requirements. • Monitoring utility costs, energy transition impacts, 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). • 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 Corporate Responsibility Methodology, page 8; Materiality Assessment, page 10; UDR's Sustainability Strategy, pages 17 – 18; Environmental Governance and Management, page 20; Portfolio-Wide and Asset-Level Climate Risk, page 21; and Enterprise Risk Management, page 47 for additional discussion.

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QUESTION #	SECTION	QUESTION	UDR RESPONSE
7	**Risk Management**	Describe the organization's process for managing climate-related risks.	Our Sustainability Strategy focuses on (1) reinforcing our long-standing commitment to being a sustainability leader in the REIT space, (2) maintaining and incrementally enhancing, when applicable, our compliance and reporting framework, and (3) more programmatically utilizing capital to engage in ROI-accretive decarbonization initiatives and activities throughout our portfolio. Key components of our strategy to manage climate-related risks and opportunities include: • Maintaining and enhancing, when applicable, our status as a robust reporter of our environmental performance data through our reporting framework, monitoring our progress towards achieving our science-based Scope 1, 2, and 3 GHG emissions intensity reduction targets (i.e., reduce our Scope 1 and 2 emissions intensity by 40% and our Scope 3 emissions intensity by 30% from 2020-2035) as well as energy and water intensity reduction, renewable energy procurement, and waste diversion targets at regular intervals; • Proactively addressing regulatory risks like BPS including conducting asset-level energy assessments and project implementation strategies in specific markets to better plan for longterm portfolio decarbonization; • Searching for ways to mitigate risk from potential utility cost increases, transition risk, and other impacts from the ongoing energy transition away from fossil fuel emissions sources; • Measuring and programmatically addressing physical climate risk; • Increased collaboration across our Asset Quality, Redevelopment, Development, and Operations teams to more strategically and cohesively implement sustainability projects into their scopes of work and, thereby, integrate this implementation into our existing business strategy; and, • Remaining flexible and adaptive as sustainability-focused stakeholder expectations change, regulatory requirements further evolve, and new sustainability technologies are introduced. Refer to UDR's Sustainability Strategy, pages 17 – 18; Progress Towards Goals, page 19; Environmental Governance and Management, page 20; as well as the Execution and Reporting sections, pages 22 – 30 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.

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QUESTION #	SECTION	QUESTION	UDR RESPONSE
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 Corporate Responsibility, ERM, and strategic business plan processes.
10	**Metrics & Targets**	Disclose Scope 1 and Scope 2 and if appropriate Scope 3 greenhouse gas emissions and the related risks.	Refer to Progress Towards Goals, page 19 and Environmental Metrics, pages 27 – 28; as well as our Independent Accountant's Review Report, pages 29 – 30, 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 Sustainability Committee and the Board of Directors. Refer to UDR's Corporate Responsibility Methodology, page 8; UN Sustainable Development Goals, pages 11 – 12; Corporate Responsibility Measurement and Reporting, pages 13 – 15; UDR's Sustainability Strategy, pages 17 – 18; and Progress Towards Goals, page 19, for additional discussion.