101 N. Meridian
Tampa, FL

# 2025 Corporate Responsibility Report Summary Presentation

Opening doors to the future®

101 N. Meridian
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# SUSTAINABILITY LEADERSHIP

With sustainability an increasingly important factor to investors worldwide, UDR has taken steps to stay ahead of the curve to benefit both investors and residents alike. Below are some highlights that establish UDR as a **recognized global sustainability leader** with a commitment to further enhancing Corporate Responsibility.(1)

## Top Workplace

Named a **2025 Top Workplace** and the **2024 and 2025 Top Workplaces winner** in the Real Estate Industry

## Sustainable Development

Selected by USGBC as a LEED Homes Award recipient in the **Outstanding Developer** category

## Sector Leader

Recognized by GRESB as a **Residential Multifamily Sector Leader** twice since 2021

## SDG Alignment

Aligned with **10 United Nations Sustainable Development Goals**

## Inclusiveness Commitment

Inaugural donor to the Nareit Foundation's **Dividends Through Diversity, Equity & Inclusion** campaign

## Responsibility

Named one of **America's Most Responsible Companies** by Newsweek in three consecutive years

## Green Bonds

**Two Green Bond issuances totaling $650 million** of proceeds since 2019

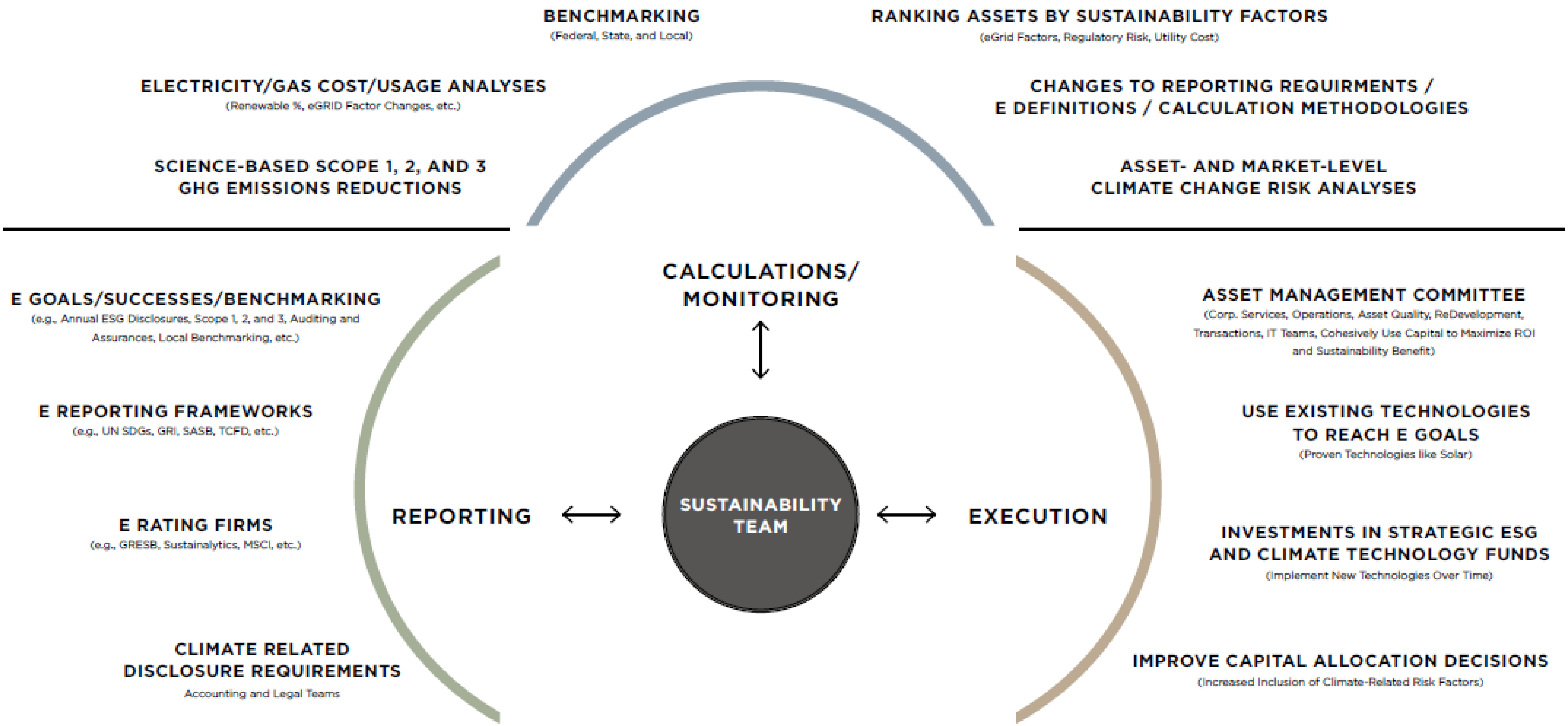
## Climate Tech Funds

Committed to invest **$35M into strategic ESG and Climate Technology Funds**

(1) For additional details on UDR's goals and progress towards these goals, please refer to the Company's Corporate Responsibility website and its 7th annual Corporate Responsibility Report.
Source: Company documents.

# ENVIRONMENTAL SUSTAINABILITY STRATEGY

UDR's 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 Return on Investment ("ROI")-accretive decarbonization initiatives and activities throughout our portfolio.



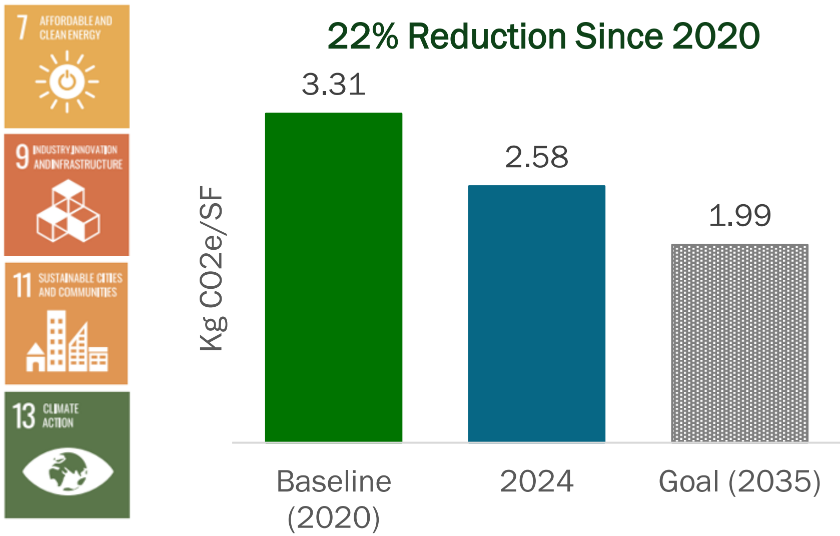



Source: Company documents.

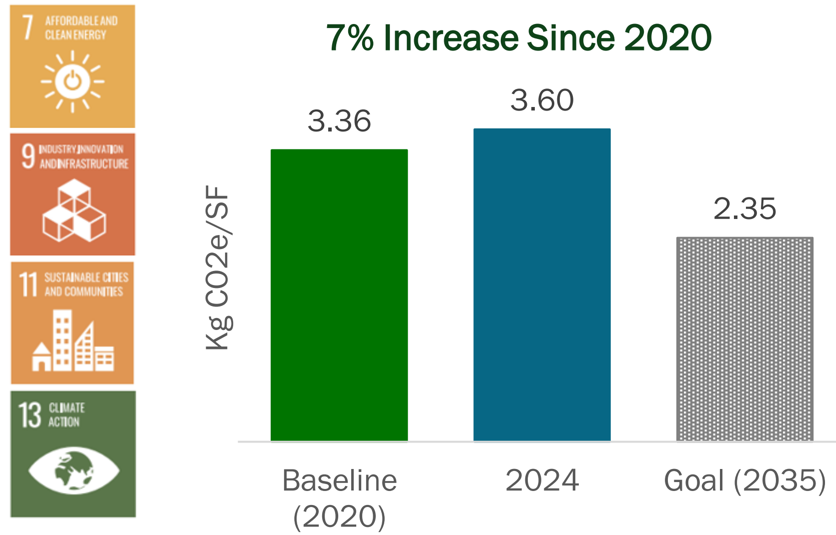
# ENVIRONMENTAL GOALS & PROGRESS

UDR's environmental goals focus on reducing usage of nonrenewable energy resources and transitioning to more sustainable outcomes.

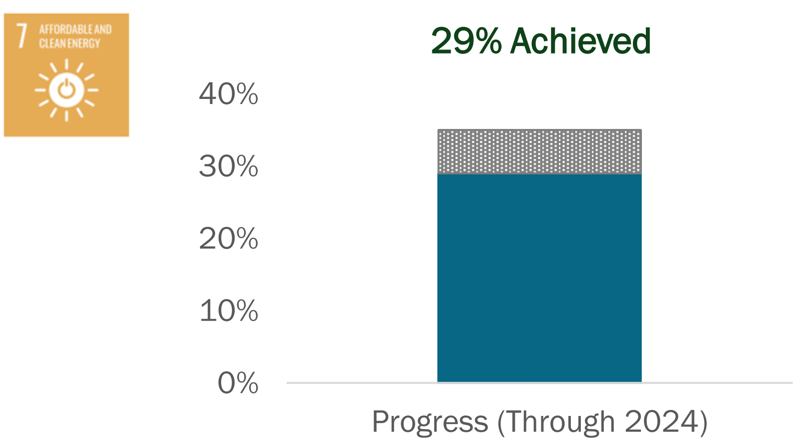
**Goal: Reduce GHG Scope 1 + 2 (Market Based) combined emissions intensity by 40% between 2020 and 2035**



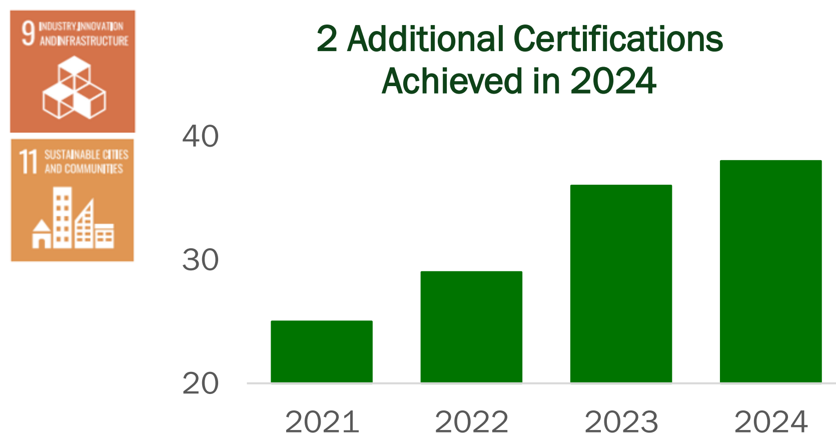

**Goal: Reduce GHG Scope 3 emissions intensity by 30% between 2020 and 2035**




**Goal: Procure 35% of operational controlled electricity through renewable energy by 2025**




**Goal: Obtain sustainability and green building certifications for new developments and existing assets**

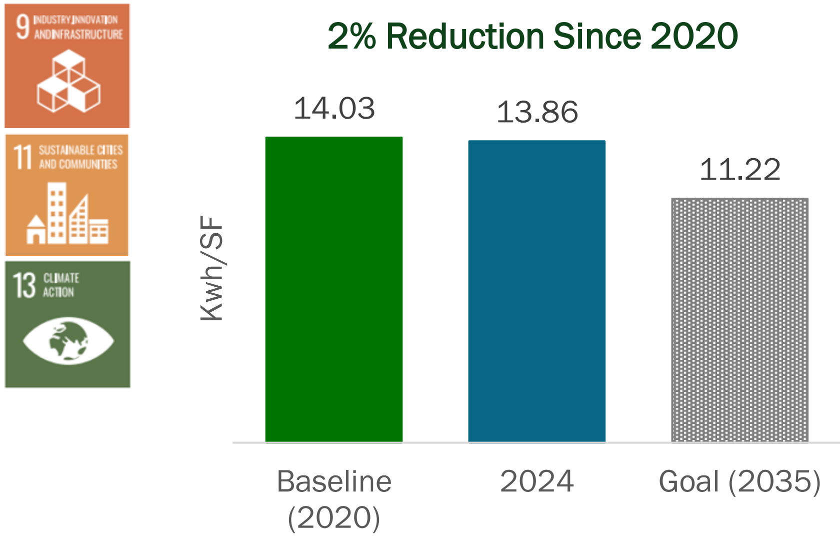



Source: Company documents.

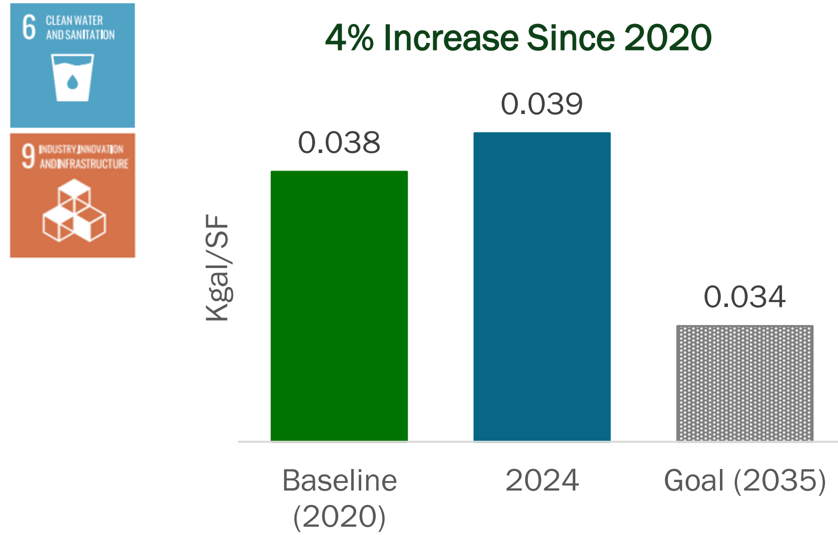
# ENVIRONMENTAL SUB-GOALS & PROGRESS

UDR's environmental goals focus on reducing usage of nonrenewable energy resources and transitioning to more sustainable outcomes.

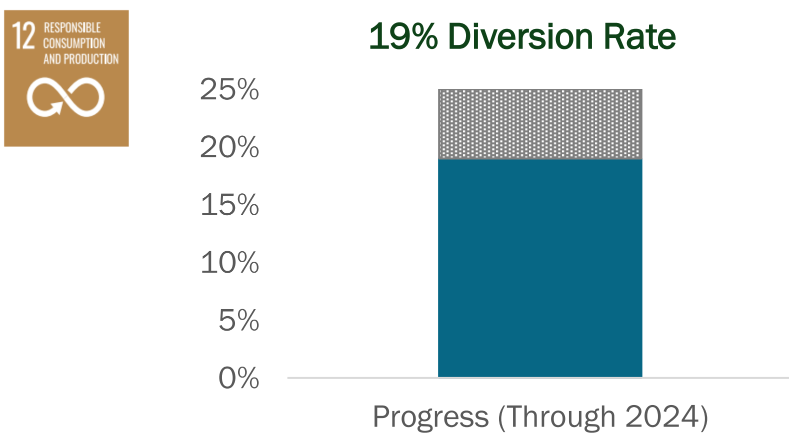
**Goal: Reduce operational controlled energy intensity by 20% between 2020 and 2035.**




**Goal: Reduce water consumption intensity by 10% between 2020 and 2035**



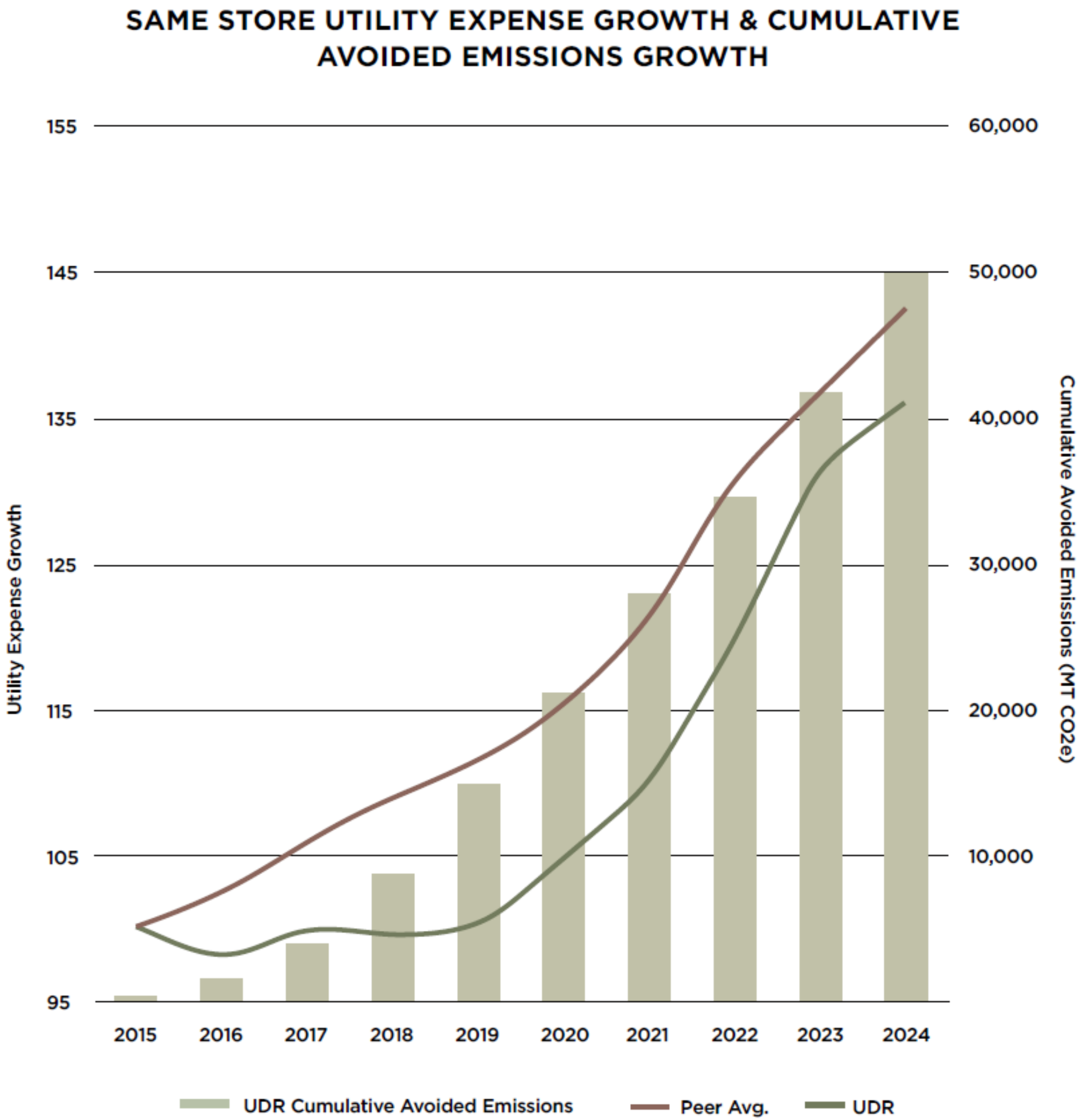

**Goal: Increase recycling diversion rate to 25% by 2035**




Source: Company documents.

# ENVIRONMENTAL PROGRESS – AVOIDED EMISSIONS

Our collective sustainability efforts, including more than 260 energy conservation projects, have resulted in estimated **cumulative avoided emissions of nearly 50,000 metric tons of carbon dioxide equivalent** and a utility expense growth rate below the peer average over the past seven years.






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

# SOCIAL GOALS & PROGRESS

Social goals, like creating inclusive and enjoyable work experiences, are key to UDR's plan for future success and innovation and include increasing the diversity of backgrounds and perspectives at every level of the organization.

## Achieved and Continuous Goals

Goal: Monitor and enhance the associate experience.

Achievement: Leveraged quarterly pulse surveys to improve communication, collaboration, and decision making.

Goal: Enhance our approach to learning, development, and succession planning.

Achievement: Introduced new customer experience training courses; facilitated in-person experiential training for over 400 associates.

Goal: Strive for excellence in associate health, wellness, and compensation.

Achievement: Upgraded Employee Assistance Program.

Goal: Strengthen our talent acquisition function.

Achievement: Enhanced careers website to attract higher-quality candidates and streamlined onboarding.

Goal: Advance inclusive culture and community engagement programs.

Achievement: 45% of promotions since 2021 have been female associates; more than 1,000 hours of paid time off to volunteer across 30 local organizations.

Source: Company documents.

# SOCIAL GOALS & PROGRESS

**UDR's associate turnover rate in 2024 was 14 percentage points lower than the industry standard.** This result was achieved through the Company's incorporation of a gender-based compensation ratio into its annual pay analysis to ensure equitable pay across its associate base, a reduction in the waiting period for benefits, added mental-health support options, and other changes.

## ASSOCIATE DIVERSITY

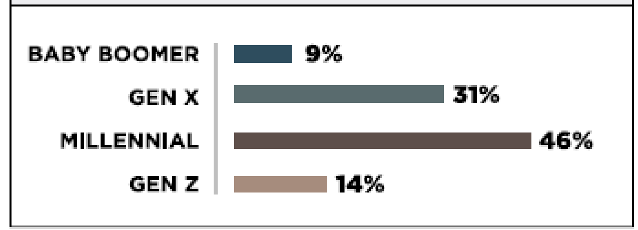
**BY GENDER**

| SALARIES COMPARED TO AVERAGE SALARY BY JOB TITLE | | WORKFORCE GENDER | | MANAGEMENT GENDER | | MANAGEMENT PROMOTIONS GENDER (2021-2024) | |
|---|---|---|---|---|---|---|---|
| **102%** Female | **103%** Male | **39%** Female | **61%** Male | **41%** Female | **59%** Male | **45%** Female | **55%** Male |

**BY ETHNICITY**

| SALARIES BY ETHNIC GROUP TO AVERAGE SALARY BY JOB TITLE | | WORKFORCE ETHNICITY | | MANAGEMENT ETHNICITY | | MANAGEMENT PROMOTIONS ETHNICITY (2014-2024) | |
|---|---|---|---|---|---|---|---|
| Asian | **106%** | Asian | **3%** | Non-white | **40%** | Asian | **2%** |
| Black | **103%** | Black | **13%** | White | **60%** | Black | **7%** |
| White | **101%** | White | **51%** | | | White | **70%** |
| Hispanic/ Latino | **101%** | Hispanic/ Latino | **27%** | | | Hispanic/ Latino | **16%** |
| Other[1] | **98%** | Other[1] | **6%** | | | Other[1] | **5%** |

**GENERATIONS**




*Baby Boomers: born approx. 1946-1964*
*Gen X: born approx. 1965-1980*
*Millennials: born approx. 1981-1996*
*Gen Z: born approx. 1997-2012*

** Data as of or for the period ending December 31, 2024.*

*•• Management is defined as Resident Service Manager and more senior job classifications.*

*[1]Other includes: American Indian, Alaska Native, Native Hawaiian, Pacific Islander, Not Specified or two or more races.*



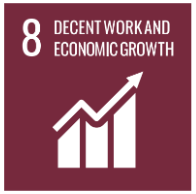
Source: Company documents.

# GOVERNANCE GOALS & PROGRESS

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

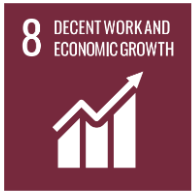
## Achieved and Continuous Goals

- [x] Perform Internal and External compliance screening for new vendors to confirm compliance with the Patriot Act, The Money Laundering Control Act, and Executive Order 13224.

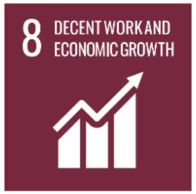



- [x] Continue to evaluate the risk of climate change as part of the Enterprise Risk Management Process. This includes using the SASB Climate Risk Categories to holistically gauge risks and opportunities.


- [x] Provide 100% of Associates training and confirm 95% or higher completion at any given time for the following training courses: Fair Housing, Diversity and Inclusion, Harassment, Business Ethics, IT Security, and Respectful Workplace.



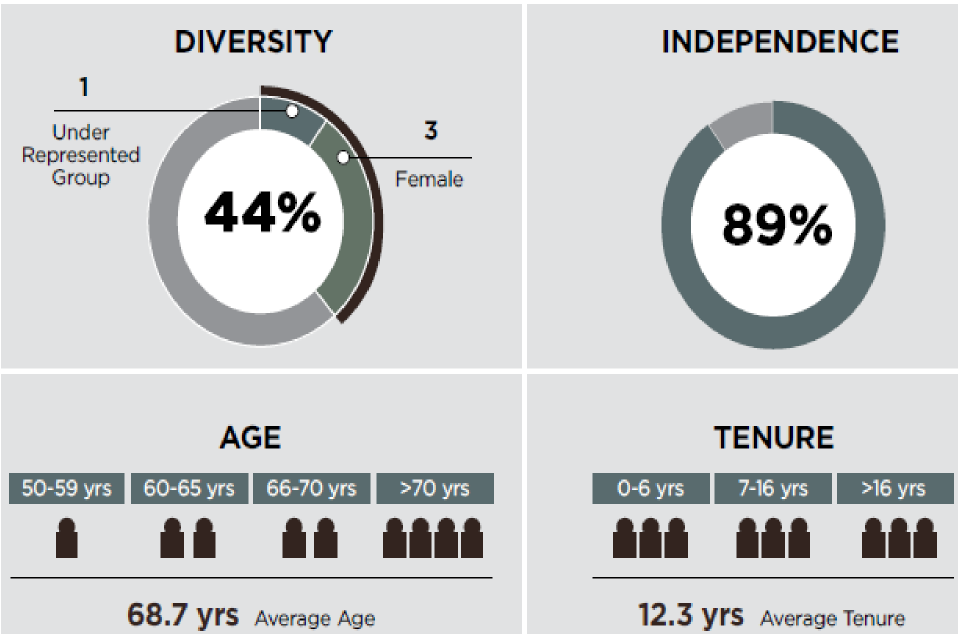

- [x] Regularly engage with key stakeholders to understand their ESG related priorities and further improve UDR's ESG disclosures. In 2024 and early 2025, we had more than 700 interactions with our investors, representing ownership of approximately 77% of our outstanding common stock.




Source: Company documents.

# GOVERNANCE GOALS & PROGRESS

UDR's Board consists of members with **diverse backgrounds, experiences, and skillsets.** Similar to our workforce, diversity of the Board is an ongoing focus. Requirements and expectations of the Board include, but are not limited to, monitoring the capabilities, compensation, various risks, leadership, and performance, without undermining management's ability to successfully operate the business.




**SKILLS AND ATTRIBUTES**

| Accounting/Financial Literacy | C-Level Management Experience | Capital Market Experience | Corporate Governance |
|---|---|---|---|
| 9/9 | 8/9 | 9/9 | 9/9 |

| Multifamily Experience | Non-UDR Board Experience | Property Management and Operations | Public Company CEO Experience |
|---|---|---|---|
| 4/9 | 6/9 | 5/9 | 3/9 |

| Real Estate Industry Experience | Sales and Marketing Experience | Stakehold Advocacy | Stategic Oversight | Technology, Cybersecurity and Innovation |
|---|---|---|---|---|
| 8/9 | 7/9 | 9/9 | 9/9 | 6/9 |

In October 2025, UDR appointed Richard B. Clark to the Company's Board of Directors. His appointment, which followed the departure of two long-tenured directors earlier in 2025, was executed under the Board of Directors' long-term succession plan with respect to director refreshment.

Source: Company documents.

# DISCLAIMERS AND FORWARD LOOKING STATEMENTS

## Disclaimers

UDR, Inc.'s annual Corporate Responsibility Report and the content in this presentation focuses on the 2024 reporting period (January 1 to December 31, 2024), and unless otherwise stated, metrics or activities discussed relate to that period.

## Forward Looking Statements

Certain statements made in this presentation may constitute "forward-looking statements." Words such as "expects," "intends," "believes," "anticipates," "plans," "likely," "will," "seeks," "outlook," "guidance," "estimates," and variations of such words and similar expressions are intended to identify such forward-looking statements. Forward-looking statements, by their nature, involve estimates, projections, goals, forecasts and assumptions and are subject to risks and uncertainties that could cause actual results or outcomes to differ materially from those expressed in a forward-looking statement, due to a number of factors, which include, but are not limited to, general market and economic conditions, unfavorable changes in the apartment market and economic conditions that could adversely affect occupancy levels and rental rates, including the impact of inflation/deflation on rental rates and property operating expenses, the availability of capital and the stability of the capital markets, the impact of tariffs, geopolitical tensions, and changes in immigration, elevated interest rates, the impact of competition and competitive pricing, acquisitions, developments and redevelopments not achieving anticipated results, delays in completing developments, redevelopments and lease-ups on schedule or at expected rent and occupancy levels, changes in job growth, home affordability and demand/supply ratio for multifamily housing, development and construction risks that may impact profitability, risks that joint ventures with third parties and Debt and Preferred Equity Program investments do not perform as expected, the failure of automation or technology to help grow net operating income, and other risk factors discussed in documents filed by the Company with the SEC from time to time, including the Company's Annual Report on Form 10-K and the Company's Quarterly Reports on Form 10-Q. Actual results may differ materially from those described in the forward-looking statements. These forward-looking statements and such risks, uncertainties and other factors speak only as of the date of this presentation, and the Company expressly disclaims any obligation or undertaking to update or revise any forward-looking statement contained herein, to reflect any change in the Company's expectations with regard thereto, or any other change in events, conditions or circumstances on which any such statement is based, except to the extent otherwise required under the U.S. securities laws.

Definitions and reconciliations can be found in the attached appendix and on UDR's investor relations website at http://ir.udr.com/ under the News and Presentations heading.

UDR®

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