

2020 ESG REPORT



RXR

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SCOTT RECHLER
CEO & Chairman

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RXR’s core values are based on the philosophy of: “Doing Good and Doing Well Means Doing Better.” We know we are more successful as a company when the communities where we operate also succeed. Whether it is called corporate responsibility, a business philosophy or an ESG strategy, we also know that a guiding theory can only be demonstrated through practice. It must be intentional, measured, and continuously improved.

At no time in RXR’s history has our approach been tested as strenuously as it was in 2020. From a catastrophic pandemic that froze the global economy and greatly exacerbated long-standing racial inequities in the US, 2020 was a year of unprecedented turmoil and change. The multitude of crises will likely be felt for years to come – particularly in our most vulnerable communities. The immediate response demanded — and the road to recovery still requires — an unprecedented call to action. In 2020, we recalibrated our ESG strategy to reflect this new reality.

First, we developed RxWell, a new comprehensive, public health-based, data-driven platform to give our employees, tenants, and customers the tools and peace of mind to feel safer throughout the COVID-19 pandemic and beyond. These tools empower users – individuals, office managers, facility operators – to make informed decisions regarding their health while providing a new level of transparency about the overall wellness of our indoor spaces—where we spend the majority of our time together. We did not engage in widespread layoffs, and we kept our construction teams on the job in as safe a manner as possible.

We greatly increased our support for local communities, donating more than \$5 million to non-profit organizations throughout the New York metropolitan region. This included a new COVID-relief program that we launched in New Rochelle, the early epicenter of COVID-19 in New York, with a seed contribution of \$1 million. Through this new fund, we supported efforts to address food insecurity, created programs

for isolated seniors, provided support for minority-owned businesses, and implemented programs to address the growing digital divide, and more.

COVID-19 also inspired us to reimagine how we can provide direct support to our local communities. We developed a new online matchmaking platform, RXR Volunteer, that connects skill-based volunteers with local non-profits and small businesses in need. Engaging volunteers throughout the RXR universe, we were able to leverage a wide variety of skillsets to support the needs of local organizations, such as accessing federal assistance programs, Human Resource and IT-related issues, and transitioning from a physical footprint to a digital framework. This startup platform has steadily grown to more than 350 volunteers who are providing assistance to 225 organizations, creating new partnerships with local county governments, chambers of commerce, and others.

COVID-19 exposed deep fault lines within our communities, as the pandemic and economic downturn disproportionately affected low-income communities, particularly communities of color. While we’re proud of the thousands of local jobs created, hundreds of local businesses supported, and billions of dollars

invested in under-served communities by our projects, we recognized last summer that we need to do more. In addition to our existing Corporate Diversity and Inclusion Committee, we established a new Racial Equity Working group with membership from every department, including our firm’s leadership, to define how we can use our unique position as an industry leader to address structural inequality and bring about change.

Throughout 2020, we continued to expand our sustainability efforts across our existing portfolio and in our development projects. We were recognized for our efforts with awards and certifications highlighting our assets (CFAD Best in Building Health), our technology (Realcomm Digie Award), and our corporate initiatives (Fitwel Viral Response).

Across the board, 2020 challenged us to go further and do more – environmentally and socially, as well as within our own governance structure. And while we are very optimistic that 2021 will be better, we know the work is far from done.

Scott Rechler
CEO & Chairman



Building Community

RXR Realty is a 500-person, vertically integrated real estate owner, operator, developer, and innovator in the New York metropolitan region. With 74 commercial properties totaling 26.5 million square feet, for an aggregate value of \$20.8 billion, along with 7,100 residential units in various stages of operation and development, RXR takes great pride as a 21st Century firm with a first-class reputation, extensive track record, and iconic portfolio. All of this is reinforced by RXR's unwavering commitment to our overall operating philosophy of "Doing Good and Doing Well Means Doing Better."

For RXR, "doing good and doing well" is more than a slogan; it is an operational mindset embedded deep in our corporate DNA that drives and defines our ESG strategy. More than just a monetary investment, RXR's ESG strategy is integrated throughout our portfolio, both at the building and neighborhood levels. It's a commitment to initiatives that focus on building community—a core theme repeated throughout our business and product line. Simply put, RXR is stronger and more successful as a company when it helps build stronger, more sustainable, and more equitable communities



500

EMPLOYEES IN
THE NEW YORK
METROPOLITAN
AREA

26.5 MM

SQUARE FEET

\$20.8 B

AGGREGATE
VALUE

74

COMMERCIAL
PROPERTIES

7,100

RESIDENTIAL
UNITS

When it comes to sustainability, metrics are important. As the saying goes, you can't manage what you don't measure. The numbers show RXR considerably reduced energy use, emissions, water and waste in 2020. This was partly the result of the pandemic, but it was also due to our philosophy of not letting a crisis go to waste by stepping up our commitment to sustainability.

RXR's commercial buildings never closed during the pandemic, yet our energy reduction in 2020 is equivalent to the amount of energy needed to power 5,927 homes for a year. The reduction in carbon dioxide emissions amounts to the elimination of one hundred railcars worth of burned coal. And the amount of water saved equates to approximately 110 Olympic size pools.

While data points are important, some things simply can't be fully measured. Our beehive project is a case in point. We can say that approximately 350,000 bees moved into seven hives across six of our buildings in 2020. What we can't measure is the impact that a project like this has on the biodiversity of a dense urban area, or the satisfaction this brought to the employees and tenants who participated in it – especially during a challenging time. Similarly, cleaning up a former industrial waterfront site – which we did in Glen Cove on Long Island – can be measured in terms of time and money. But what can't be quantified are the multiplier effects of a cleaner environment for the community as a whole.

Another example is the work we are doing to retrofit and rejuvenate the Starrett-Lehigh building in Manhattan. The most important sustainability tool we have when it comes to the built environment is to rejuvenate older buildings and continuously keep them relevant. This saves an immeasurable amount of "embodied carbon" – the energy and materials used to erect a new building – which can far exceed the most rigorous sustainability standards for new construction.

HIGHLIGHTS



100% OF COMMERCIAL PORTFOLIO IS CERTIFIED

15.9 MM SF FITWEL CERTIFIED



ANNUAL GRESB PARTICIPANT SINCE 2016



9 PROPERTIES TO DATE HAVE QUALIFIED



5 MILLION SF OF LEED CERTIFIED SPACE

22.58%

WATER USE REDUCTION IN 2020

3,310

TONS OF WATER DIVERTED

RXR's NYC Commercial Portfolio Sustainability Metrics

ENERGY

17.68%

REDUCTION
69,449 MWh SAVED SINCE 2016

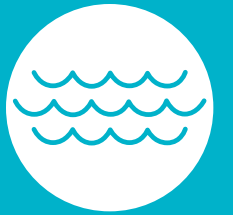


ABSOLUTE CONSUMPTION
2020: 323,285 MWh
2019: 392,734 MWh

WATER

23.24%

REDUCTION SINCE 2018



ABSOLUTE CONSUMPTION
2020: 232,070 kgals
2019: 299,762 kgals
2018: 302,342 kgals

WASTE

28%

DIVERSION RATE



2020 LANDFILLED: 2,391 Tons
2020 DIVERTED INCLUDING COMPOST: 910 Tons

EMISSIONS

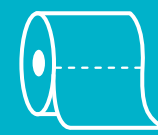
17.53%

REDUCTIONS
18,141 MTCO2E SAVED SINCE 2019



SCOPE 1: 4,793 MtCO2e
SCOPE 2: 80,579 MtCO2e
2020 TOTAL: 85,372 MtCO2e
2019 TOTAL: 103,514 MtCO2e

OTHER DIVERSION HIGHLIGHTS ACROSS RXR'S PORTFOLIO



4,135 lbs of toilet paper donated to local nonprofits



897 lbs of k-pods specialty recycled



88,663 lbs of e-waste recycled since 2019



3,315 lbs of clothes donated since 2019



47,021 lbs of food donated to local nonprofits (City Harvest, Transferration) since 2019

COVID RESPONSE

1,000+ DEVICES

DEPLOYED ACROSS 26 BUILDINGS GENERATING ALMOST 1 MILLION DATA POINTS PER DAY

986 AIR QUALITY SENSORS with 10 data points each
■ Measuring; temperature; humidity, volatile organic compounds, CO2 levels

38 THERMAL CAMERAS with 2 data points each

86 PEOPLE COUNTERS with 3 data points each
■ Providing real time occupancy for all of our multi-tenant buildings

11 CAMERAS connected to 2 Azure Stack Edge device
■ Monitoring occupancy and social distancing
■ Aggregating anonymized information

261 SOCIAL DISTANCING BADGES deployed
■ Monitor social distancing and used by human resources to identify close contacts when illness is reported

Environmental

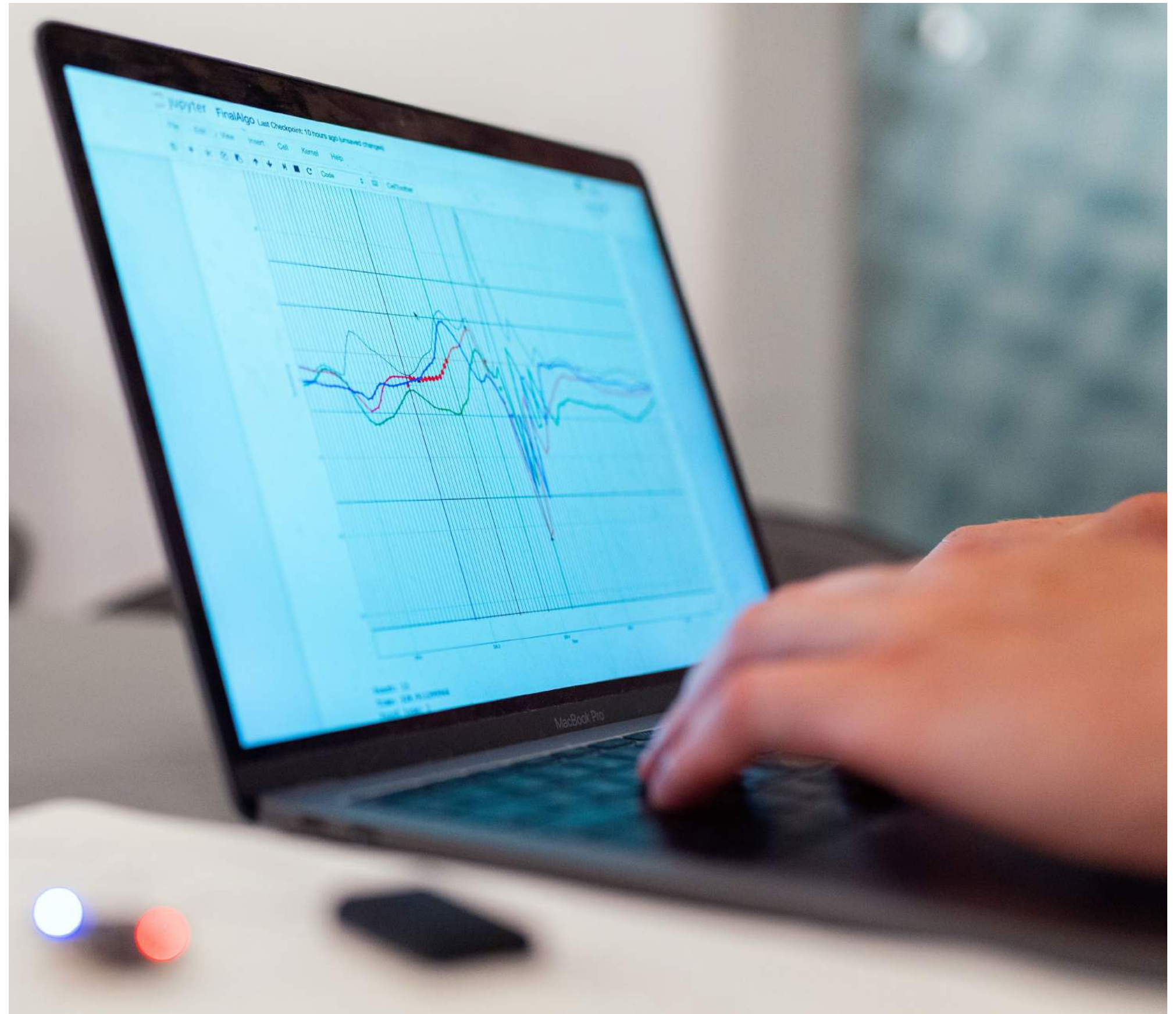
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Committed to Energy Efficiency

RXR actively manages its portfolio to drive efficient energy usage. The tools we've put in place allow us to monitor data in real time, understanding how much energy is used and the cost associated with each fuel type. More specifically, we've connected all of our properties with iES Energy Desk and MACH Energy to track demand response and instantaneous energy consumption. These resources enable us to anticipate and adapt to events that use excessive energy, ensuring that tenants operate in reliable and productive environments, collectively minimizing our carbon footprint. We've also synced all of our properties with ENERGY STAR Portfolio Manager to monitor monthly energy, water, waste, and GHG Emissions contributions.

This rigorous analysis allows us to pinpoint specific areas of success among our assets as well as highlight opportunities for improvement in energy management. These tools brought increased attention to carbon planning, which will ensure that our assets meet the benchmarks set forth by NYC's carbon reduction legislation. Our commitment to energy efficiency does not compromise our building design and development initiatives. In fact, as our carbon emissions have declined steadily over the last three years, we've simultaneously introduced design-forward, energy-efficient architecture and landscape design to enhance the cityscape.

RXR has also committed to installing an additional 95 electric vehicle charging stations in our commercial and residential portfolio over the next 24 months in addition to the 76 already operating. In addition, RXR is purchasing renewable energy certificates to support renewable energy sources based on the entirety of our electrical consumption.



Waste management and green cleaning present tremendous opportunities to improve building health and safety. In 2020, we set a diversion rate goal of 40% to ensure that our properties are reducing RXR's environmental impact. To assist tenants with recycling, we implemented training programs with follow up one-on-one meetings with our facility contacts.

Recognizing that tenant education only goes so far, we engaged our cleaning teams by partnering with ThinkZero to develop an "Environmental Ambassadors" program, which recognizes two custodial staff bi-annually for their commitment to rigorous waste management practices. The award is given to individuals who demonstrate a continued effort to maximize recycling and minimize solid waste wherever possible.

We are long-time adherents to green cleaning procedures and in 2020, this became even more important. We continued our commitment to limit exposure to harmful Volatile Organic Compounds (VOCs) while also enhancing our janitorial processes in alignment with guidance from the Centers for Disease Control (CDC) and the World Health Organization (WHO) to mitigate viral transmission.

Think[®]**ZERO**_{LLC}

Prioritizing Air Quality

RXR made a commitment to indoor air quality (IAQ) before COVID. We recognized that a key driver to health and wellness is optimizing IAQ, and in order to do that, we needed to understand how the buildings were operating. To this end, RXR partnered with Integrated Energy Service and Mach Energy to install wellstats across the portfolio to provide real time monitoring of air quality. The data was initially going to be shared only with operators but when the pandemic hit, we made IAQ information transparent to everyone through the RxWell app.



INDOOR AIR QUALITY (IAQ)

RXR has implemented the following Best Management Practices for Indoor Air Quality are as follows:

WellStats

Continuous monitoring of base building IAQ metrics alerts the property team to any anomalies in real time, while providing transparent data to our tenants.

Clear Ventilation

All air supply and exhaust registers and ducts serving tenant and base building spaces are free of any obstructions or blockages so as to maintain design airflow.

Increased Restroom Ventilation

Well above ASHRAE standards.

Source Pollutant Control

Regular disposal of garbage and other waste, hygienic storage of foods and perishable goods, and isolation of odor-intensive spaces away from normally-occupied tenant and base building space.

RXR's IAQ program empowers Property Management to initiate an appropriate response to an indoor air quality complaint. Property Management's IAQ procedure is to investigate first by interviewing and conducting a walk-through of the area with the affected occupant(s). Following the walk-through, Property Management will contact an environmental specialist to conduct an indoor air quality survey. This may include the use of monitors such as handheld multi-gas detectors or data loggers for measuring IAQ parameters, including temperature, humidity, carbon dioxide, carbon monoxide, volatile organic compounds and gases. Property Management will follow recommendations outlined in the investigation report.

CASE STUDY #1:

Garvies Point

RXR spent more than a decade cleaning up a former brownfield site, replacing it with a modernized mixed-use community with more than 27 acres of public space.

The planning and approvals process resulted in a high-level collaboration with the City of Glen Cove. We forged a deep and mutually beneficial relationship that positioned RXR as a partner with the City—evidenced by the site's proximity to public transportation. In the days beyond COVID-19, the ferry terminal at Glen Cove Harbor will reopen, providing twice-daily service to Manhattan. Our plan also includes a shuttle service to local train stations once we reach an appropriate level of resident riders.

Restoring the harbor at Glen Cove involved detailed attention to environmental stewardship. We maximized our debris recycling, including over 75% of

construction waste at Buildings "H" and "I," which made way for the Harbor Landing at Garvies Point Apartment Complex. In addition, we maintained a strong commitment to local and "hyper-local" (living within Nassau County or Glen Cove itself) contractors, to bolster the local economy and reduce emissions from commuting. As a result, we were able to support local businesses and sponsor a local workforce. We also obtained a "Beneficial Use Decree," allowing us to reuse materials from other excavation sites instead of importing new materials. Once we redeemed the site from decades of deterioration, our design team broke ground on an ambitious renewal plan that included 385 rental units, 167 condo homes and a 7,500 square foot

brewery and restaurant. Landscape architects included native plant species, while the buildings included irrigation chambers to capture stormwater and use it to irrigate the landscaped areas.

Through these initiatives, **we've restored and redeveloped a coastal environment that housed industrial facilities for several decades—creating a 26-acre park and recreational waterfront.** The rental units and condo homes within the new development were designed using ENERGY STAR appliances, LED lighting, electric car charging stations, low-flow plumbing fixtures and stormwater irrigation.

CASE STUDY #2:

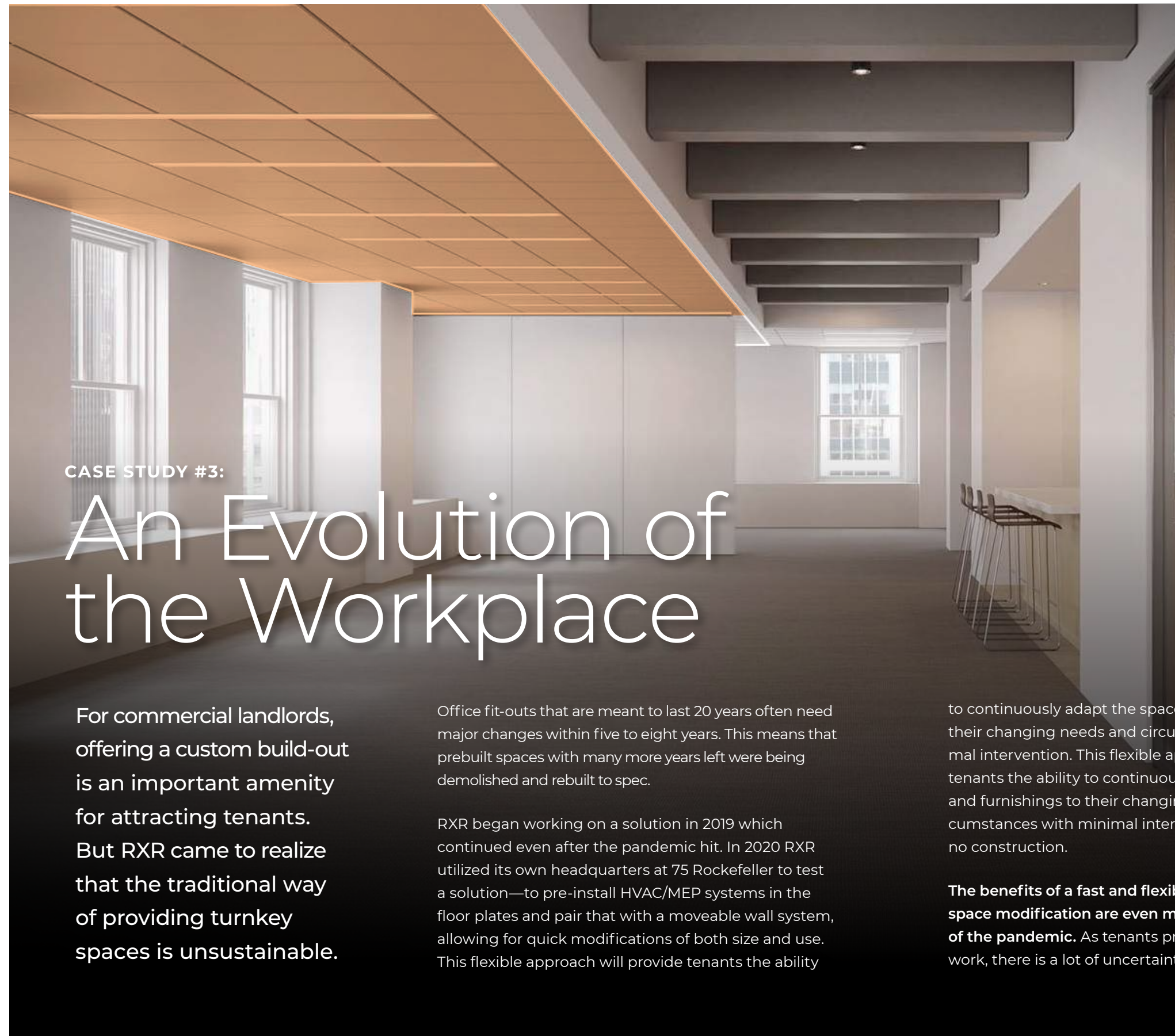
Starrett-Lehigh

Originally built in the 1930s as a freight logistics facility, Starrett-Lehigh maintains its reputation as one of Manhattan's premier landmark properties.

Over the last several decades, the building has undergone several capital improvements and renovations as it has evolved into a Class A Office Building covering 2.3 million square feet. It is a preeminent example of adaptive reuse. Following Superstorm Sandy in 2012, the building was completely retrofitted for flood resistance. The upgrades included installation of a new building management system, flood barriers, and new electrical systems, all of which promote energy efficiency within the building. All common area lighting was upgraded to LED fixtures. As a result, Starrett-Lehigh has seen a steady decline in Greenhouse Gas Emissions since 2012.

Even as Starrett-Lehigh modernized, RXR showcased our sensitivity to tradition and the district's landmark preservation. We consulted regularly with the Community Board and Landmark Preservation Commission to ensure the changes we made were appropriate and meaningful to the surrounding community. **RXR replaced over five miles' worth of inefficient steel and single pane glass windows with double-glazed windows approved by the Landmark Preservation Commission.** This effort greatly reduced energy costs and emissions, which was recognized by winning the 2020 Lucy G. Moses Preservation Award for our window replacement program.

By transforming the ground-floor loading bays into tenant amenity spaces, we've fostered a small business community, with retailers and restaurants providing products and services to the professional firms that work on the building's upper levels (for every one office worker, five service jobs are created). We are committed to assisting with the rezoning efforts that are underway for future retail, educational and community facility tenants. And last but not least, we added a rooftop vegetable and bee garden.



CASE STUDY #3:

An Evolution of the Workplace

For commercial landlords, offering a custom build-out is an important amenity for attracting tenants. But RXR came to realize that the traditional way of providing turnkey spaces is unsustainable.

Office fit-outs that are meant to last 20 years often need major changes within five to eight years. This means that prebuilt spaces with many more years left were being demolished and rebuilt to spec.

RXR began working on a solution in 2019 which continued even after the pandemic hit. In 2020 RXR utilized its own headquarters at 75 Rockefeller to test a solution—to pre-install HVAC/MEP systems in the floor plates and pair that with a moveable wall system, allowing for quick modifications of both size and use. This flexible approach will provide tenants the ability

to continuously adapt the space and furnishings to their changing needs and circumstances with minimal intervention. This flexible approach will provide tenants the ability to continuously adapt the space and furnishings to their changing needs and circumstances with minimal intervention and virtually no construction.

The benefits of a fast and flexible approach to space modification are even more clear in the wake of the pandemic. As tenants prepare to return to work, there is a lot of uncertainty about how much

space is needed and how it will be used. Being able to easily modify as things change, or move to a new space within the RXR portfolio, takes a lot of pressure off of the big decision about when and how to return to work. RXR will be rolling this pre-built option out to all of its commercial buildings in the coming years while keeping track of the savings in construction waste.

WorxWell

CASE STUDY #4:

Biodiversity is Sweet

In one of the more light-hearted moments of the spring of 2020, 350,000 bees moved into hives we built on several of our building rooftops around the New York metropolitan area.

With help from our partner organization, Alvéole, we created seven hives, spread across six of our locations. Through scientific observation, we documented how the bees went straight to work producing over 210 pounds of raw honey, which we distributed in 700 jars to tenants. Besides producing honey, the bees also pollinated over 88 square miles and traveled two miles of foraging range – a key component of protecting and

preserving New York's natural landscape. More than 300 of our tenants and staff participated in nearly a dozen workshops where they interacted with Alvéole's beekeepers and the bees themselves – useful training to become active spokespeople for the preservation of bees and other pollinator insects. **Biodiversity can and must thrive in urban environments, and every little bit counts.**

Social

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RxWell—an Award-Winning Platform & App

RXR was already in development with a digital platform to transform real estate services when the pandemic hit. Our in-house digital lab quickly pivoted to creating a comprehensive, public health-based, data-driven program that combines the physical and digital to give the RXR team and customers the confidence that they are returning to the workplace safely and responsibly. RXR partnered with Microsoft to create RxWell™, a comprehensive and robust “return to work” strategy that combined both digital and physical safety protocols, services, and measurements for RXR’s 22.5 million SF of commercial property.

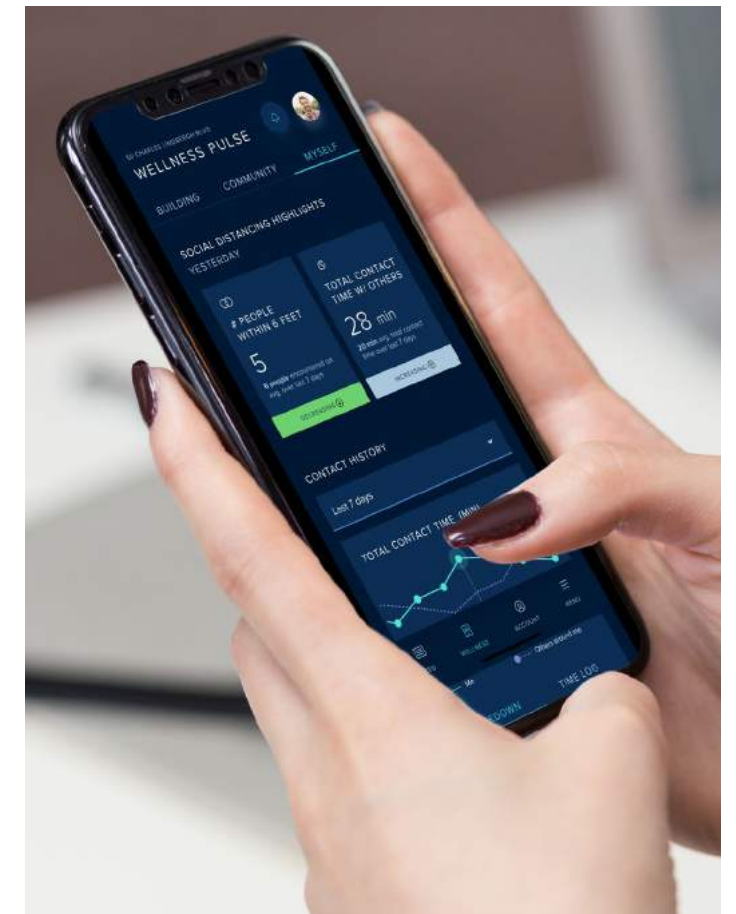
Core to this partnership was evolving Microsoft’s suite of Azure devices to bring the power of computing, storage and intelligence where data is created at building sites—the first use of Azure in a commercial property setting. RXR’s mission for a new comprehensive platform and app empowered tenants with the tools they need to manage a constantly shifting landscape. The public health-based, data-driven platform considers every aspect of the workplace experience by creating a three-tiered approach for employees, human resources, and property managers:

- For employees, the RxWell app provides a single portal for day-to-day needs, from checking in prior to arriving at the office, to updated data about air quality and occupancy rates, as well as alerts about COVID cases in the vicinity, and access to a virtual healthcare provider in the case of any illness.
- For human resource departments, RxWell platform provides a command center to meet the needs of HR teams as they bring employees back into the office safely and manage a hybrid workforce, including anonymized information about thermal scanning, facemask and social distancing compliance.
- For property managers, the RxWell command center is a central source of information about HVAC systems to maximize energy savings and reduce carbon emissions, anonymized data that helps managers understand occupancy rates and space utilization to better manage flex-time schedules, and anticipate if and when space modifications might be needed.

RXR also launched a data-driven COVID-testing program to screen for asymptomatic patients by partnering with the group, Rapid Reliable Testing (RRT), which has performed over one million tests (including on behalf of New York City and New York State). Using a combination of technology provided by the RxWell app and RRT’s best-in-class logistics, RXR conducted regular, semi-weekly tests across RXR’s building portfolio and development sites.

“We love the RxWell app. I check it multiple times a day. If I have questions from people, I can tell anyone at any point how many people are in the office, what percent of the building is occupied, and look at the indoor air quality. To have these metrics all the time is fantastic. I’ve been a facilities manager for a long time, and I can tell you that the app provides a whole new way for property owners to relate to their tenants.”

— Thomas Gillespie, *Facilities Manager*
Paul, Weiss, Rifkind, Wharton & Garrison



Coexisting with COVID-19 Safely & Responsibly

Through our patent-pending Building Wellness Index (designed in partnership with Northwell Health), RXR monitors several factors that can help prevent COVID-19 from spreading. One example is air quality, which we monitor through indoor environment sensors—particularly humidity, which when kept at certain levels is known to slow transmission of the virus, and CO2 levels, a proxy for fresh air. RXR also monitors social distancing and mask compliance through computer vision. To put it into context, we paired a Microsoft Azure “edge computing” device with existing security cameras, which allowed us to process, in real-time, incidents in common areas where

people did not observe social distancing or were not wearing a mask. While this data is anonymized, it allowed RXR to deploy day porters to the area to ask the tenant in question to comply with COVID-19 guidelines.

Finally, if an infected individual brings COVID-19 into an RXR building, it is critical to know who came into contact with that person. All RXR team members are equipped with a contact-tracing badge. The badge helps maintain social distancing – it buzzes when those wearing the badge are within six feet of someone else – but it also logs any interactions that are considered “close contact” under CDC guidelines (a function of proximity to another person and the duration of that interaction). The badges use ultra-wideband radio technology, do not track location (unlike GPS), and last for months on battery power. If an employee tests positive, RXR can immediately pull all “close contacts” and perform the necessary COVID-19 tests through our testing partner.



75 Rockefeller Plaza

Located in the heart of Manhattan, 75 Rockefeller Plaza is a 33-story, 625,000 SF Class A office building. Within walking distance of Grand Central Terminal, the building is conveniently accessible by public transportation and micromobility options, and as a result promotes sustainability. 75 Rockefeller achieved Fitwel certification in 2019, recognizing the building as an industry leader in health and wellness of its occupants.

RXR utilized 75 Rockefeller Plaza as a pilot building for many of our pandemic response initiatives. Entry to the building was made “hands free” through upgrades in our access controls and our visitor management software. Indoor air quality was improved based on operational changes that included increased humidity levels (to suppress viral transmission), increased fan power on bathroom exhausts, and increased volumes and frequencies for fresh outdoor intakes. Our lobby and bathrooms were upgraded to include occupancy monitors that reported, in real time, the actual traffic and people counts in these areas at any given time. And finally, we gathered all of this data and reported it back to our occupants using the RxWell app.

“Hands Free” Entry

IAQ was Improved Based on Operational Changes that Included Increased Humidity Levels to Suppress Viral Transmission

Increased Fan Power on Bathroom Exhausts

Increased Volumes & Frequencies for Fresh Outdoor Intakes

Occupancy Monitors that Reported Actual Traffic & People Counts

Gathered Data & Reported it Back to the RxWell App

Enhancing the Community Through Development

While occupancy across our office buildings decreased in response to the pandemic, many of our development projects reached new milestones. In New Rochelle, One Clinton Park, a new 28-story mixed-use tower topped out and made substantial progress toward a 2022 completion date. Construction completed at Long Island University's expansion of One University Plaza in Brooklyn, and in Stamford, CT at Atlantic Station West. In Queens, we broke ground at 55-15 Grand Avenue which will be home to an Amazon distribution center upon completion. Construction finished at the Beacon at Garvies Point and we broke ground at the adjacent lot for The Brewery at Glen Cove. Finally, we saw many projects transition to operations, including: 475 Clermont, 360 Huguenot, Sawyer Place, Harbor Landing and Village Square.

- These achievements transformed the cityscape while providing more than 1,500 jobs to workers in NYC and Long Island.
- 15% of these workers came from minority and women-owned business enterprise (MWBE) participants.
- 29% represented county local hires.



Introducing the RXO

RXR's Experience Officer Program

Over the past decade, RXR has pioneered a shift toward customer service in the commercial real estate industry, powered by better use of technology, data and the introduction of hotel-level amenities. These initiatives turned out to be critically important platforms for responding quickly to the COVID-19 emergency. A case in point is the RXO program. Initially this program was rolled out at our residential buildings but has become an integral part of our commercial portfolio as well.

In the best of times, RXOs develop each building's "culture" – an amalgamation of events, community connection points, tenant perks, brand partnerships and hospitality. RXOs develop a yearly curriculum, tailored to residential and commercial buildings, that spans education, entertainment, innovation, social responsibility, wellness, professional development, networking and more. This might include: Diversity, Equity and Inclusion (DEI) initiatives, culinary exploration, professional networking, speaker/podcast thought leadership series, fitness, wellness, clubs and special interest groups, arts and cultural programming, and more.

While sustainability and resilience are often thought of as related to the built and natural environment, in fact social sustainability and community resilience are even more important in a time of crisis. And like any critical skill, social sustainability and community resilience must be developed when times are good – before a crisis hits – which is exactly how our RXOs applied their everyday responsibilities during the worst of the pandemic.

RESPONSIBILITIES OF AN RXO

Acting as a Wellness Concierge
to ensure COVID related policies
and procedures are clear.

Answering Questions
to reduce anxiety and help tenants
feel safe within their building.

**Effectively Communicating
with our Customers**
and serving as a bridge to bring
insights back to all internal
departments.

Offering Insight & Innovative Ideas
to elevate the workplace and
customer experience.

Listening to Our Customers
(both directly and indirectly) and
addressing their wants and needs.

Serving as Boots on the Ground
to connect with our external
communities.

**Developing a Compelling &
Engaging Process as Tenants Re-
enter the Workplace & Emerge**
from apartments to interact with
neighbors again.

From a tenant communications perspective, we were empathetic to the number of emails and updates our tenants received during the "pause". We wanted to create a single source of information for our portfolio that included all our efforts and updates related to the COVID-19 pandemic. The solution was the development of a microsite, which aggregates our customized tenant manuals, protocols, video updates and webinar recordings for easy access for all our occupants.

To follow up on tenant outreach, we engaged PolicyPartner to produce an up-to-date model for collecting and responding to tenant feedback. With a new degree of regularity, our team is able to monitor tenant satisfaction levels for heating, cooling, cleaning, security and leasing. Tenants now receive regular Kingsley surveys, which also go a long way toward assessing how we perform from a GRESB vantage point. In turn, we can create customized action plans to improve tenant satisfaction and investors can take comfort in our steady growth toward higher overall numbers on our sustainability profile.

We currently have five RXOs dedicated to select commercial buildings and four for our residential portfolio. We plan to scale the program over the coming years based on the overwhelmingly positive feedback and the measurable impact of this program during COVID.

MEET THE RXOS



GABRIELLA CARUSO
Woodbury-Melville Cluster



TRACEY GREENE
Avenue of the Americas
Cluster



SHAR NIMS
Grand Central Cluster



MICHELLE STRACK
Uniondale Cluster



**LYDIA VAN
DER SWAAGH**
Helmsley Cluster



Helping Our Residents Navigate Through COVID-19

Residents of RXR properties have access to the RXO Home app, empowering them to communicate directly with staff, connect with other residents who have similar interests, and access information and amenities.

As the events of 2020 unfolded, the RXO Home app seamlessly enabled future and current residents to remain safely within their homes and provide services. This way, our residents could more easily work from home, connect with fellow residents through virtual events, access essential goods that were difficult to find in stores, and receive deliveries of food and other necessities to their door.

Additionally, RXR took great care to make the building's lobby and amenities as safe as possible, installing special filters in fitness centers, and creating a reservation system for certain amenities to ensure social distancing protocols

were followed. In addition, we perform mandatory health surveys on any third-party vendor or guest who enters the building prior to granting access.

RXR has always structured our residential portfolio to encourage community involvement and support. We've placed special emphasis on supporting the local communities where our buildings are located. We host blood drives, food drives and took donations for homeless shelters and under-resourced communities. We currently partner with Honest Networks to build new antennas on roofs of appropriate residential buildings, which will give access to high-speed internet and reduce the "digital divide" for those in need near our residential communities.

It is through these community-building efforts that RXOs became very important to our COVID response. During the pandemic, we know that our RXOs have made a difference in people's lives. For example, a resident in one of our buildings broke her leg just before her husband's birthday. She had been going to a specific bakery for 20 years to get his birthday cake. One of our RXOs checked on her regarding her broken leg and found out about the cake story, and so she ordered the cake and delivered it.

We are convinced it is because of these efforts that our retention rate during the pandemic is higher than the average. On Long Island, for example, the average retention rate is 50-55%; RXR's retention rate is 70-75%.



Ritz Carlton Residence

RXR's New Rochelle COVID Relief Fund

RXR puts its philosophy – “Doing Good and Doing Well Means Doing Better” – into action by leveraging our portfolio and our partnerships to implement a program we call “Building Community.” From curated and innovative spaces within our buildings, to serving as a catalytic investor for underserved areas, RXR takes its community leadership role seriously when times are good but more importantly when they are not.

Direct Support

In 2020, RXR contributed over \$5 million to organizations throughout the New York metropolitan region. This included a new \$1 million COVID-19-relief program for New Rochelle, an early epicenter of the pandemic in New York. Through this fund, RXR supported several efforts to address food insecurity, develop programs for isolated seniors, support for minority-owned businesses, create programs to address the growing digital divide, and more. Highlights of the New Rochelle COVID Relief Fund include:



To aid in the distribution of food, \$50,000 was awarded to the **Westchester Community Opportunity Program, Inc (WESTCOP)**, which served approximately 28,000 brown bag lunches and nearly 4,000 hot meals to over 7,000 unique households in the community.



To connect seniors suffering with mental illness to telehealth programs, \$8,000 was awarded to **The Guidance Center of Westchester** to fund 50 phones with unlimited usage for high-risk seniors and 10 additional phones with unlimited data for their group session clients. Seniors were then trained on how to use the phones.



A \$50,000 grant provided over 86,000 pounds of food for **HOPE Community Services**, which serves nearly 2,500 households and provided close to 112,000 meals per month during the height of the pandemic shutdown.



In support of essential workers in need of childcare during the pandemic, \$50,000 was awarded to the **Child Care Council of Westchester** to provide 11 children with childcare and 18 children with summer programming at the YMCA of New Rochelle. Four additional children in New Rochelle continued receiving childcare with supplemental scholarships after the state scholarship program ended.

NOURISHALL

To further reduce food insecurity in the community, **NOURISHALL** was awarded \$200,000 to provide 5,000 individuals with \$50 gift cards distributed through 8 different non-profits, two City agencies, and three low-income housing locations. The gift cards directly supported 29 local restaurants.



\$50,000 was awarded to the **New Rochelle Municipal Housing Authority** to distribute food to nearly 1,000 residents, including meal distribution to families for Thanksgiving.



ACADEMIC PATHWAYS

In partnership with Iona College, **Academic Pathways** was awarded a \$8,895 grant to launch a virtual, 4-week long STEAM camp for thirty New Rochelle students between the ages of 5 and 13 across two sessions.



Rebound New Rochelle received \$486,000 to fund local small business relief programs that included small grants to micro-enterprises and established a bilingual business liaison and consulting services through The Acceleration Project and RXR Volunteer. Funding supported 42 local business, 22 of which were Minority- and Women-owned businesses in the retail, education, restaurant or arts and recreation industries the received a total of \$284,500.



To help rising high school seniors prepare for college and career readiness, \$8,000 was awarded to the **Westchester Alphas Educational Foundation's** “Suit Up” program, which helped 10 male seniors who identify as African American, Latinx, or Asian American navigate their final year of high school and enroll in higher education or workplace opportunities. Upon completion, each student is celebrated with a new business suit.



To connect low-income families in Westchester with reliable technology, \$43,900 worth of RXR corporate devices (100 CPUs) were refurbished and distributed to 60 families in partnership with the **STEM Alliance** and the Westchester Library System, 20 devices supported the Westchester County Office of Economic Development's entrepreneurship program, and the remaining 20 devices went to low-income families in New Rochelle.



To ensure students had reliable internet access during remote learning, the **Boys and Girls Club of New Rochelle** received a \$30,000 grant to fund four virtual learning centers in New Rochelle and Mamaroneck providing on average 100 students per day with internet, adult supervision, and after-school programming in a socially distanced environment. 41 percent of the children in the virtual learning centers were in single-parent households, and 74 percent received free or reduced lunches.

RXR Volunteer

RXR was developing an online volunteer matchmaking program before the pandemic hit, which was expected to launch in September 2020. When it became clear that the pandemic was going to have such a devastating impact on small businesses and non-profits across the New York region, RXR knew it need to step up and help.

We completed the build-out of the online platform and launched it in March. The app matches skill-based volunteers with local small businesses and non-profits trying to navigate the complex world of COVID-relief and recovery. RXR Volunteer grew quickly with more than 300+ high-caliber volunteers who provided assistance with PPP loan applications and other local relief efforts.

To date, the RXR Volunteer program has assisted more than 275 NYC-based organizations of all sizes. Volunteer support has spanned a broad spectrum of critical business needs including assistance in applying for federal funding programs, human resources, IT needs, legal, marketing, social media, fundraising, transitioning from physical to digital services, and much more.

Through this initiative, RXR became one of the vetted resources of the Small Business Resource Network (Partnership for NYC) to help small

businesses/non-profits from around the city. We process daily requests for help from the network to assist with all types of needs in the community. We are also one of the main volunteer platforms for Westchester County. We also provided our platform to the Washington DC Economic Partnership so they can replicate our matching system.

We attribute the success of this effort to several important points: First, we carefully match volunteers and their skills to the specific help that is being sought. Additionally, from all the feedback we have received, we know it is very meaningful to provide local business experts a vehicle to help their own community. We also identified our local partnerships as key to reaching a fragmented small business community that would never know about RXR Volunteer otherwise. And finally, we received positive feedback about our frictionless app that facilitates the whole program.

300+
HIGH-CALIBER
VOLUNTEERS

275
NYC-BASED
ORGANIZATIONS OF
ALL SIZES RECEIVED
ASSISTANCE

RXR VOLUNTEER SUCCESS STORIES



THE WENDY HILLIARD FOUNDATION

The Wendy Hilliard Gymnastics Foundation—which empowers young people from underserved communities by improving physical and emotional health—had to cancel its annual gala due to the pandemic. We paired Wendy with a volunteer who helped her non-profit plan a virtual gala to raise more than four times her original goal of \$20,000. To date, she has raised \$95,000 via the campaign set up by an RXR volunteer.



SALVATION ARMY LONG ISLAND

Most of the Salvation Army's fundraising sources dried up due to the pandemic. An RXR Volunteer helped them create a virtual concert and online-campaign that netted more than \$45k above their goal.



BLACK BRAVADO, SHAKIRA POLITE

Black Bravado—with a mission to promote positive cultural narratives for people of color—partners with mental health professionals to help people develop their mental health literacy. Through the Queens Chamber of Commerce, Shakira found out about RXR Volunteer and sought help with marketing, strategy, and funding. Black Bravado was paired with a volunteer who helped Shakira improve her “elevator pitch,” and guided her through a mission and marketing exercise.



LGBT NETWORK OF LONG ISLAND

The LGBT Network's online presence needed a much-needed over-haul as all of their in-person events were canceled. An RXR Volunteer worked with their team to rebuild their entire web presence and allow them to host their virtual pride event/concert.



TAQUERIA EL CHINO

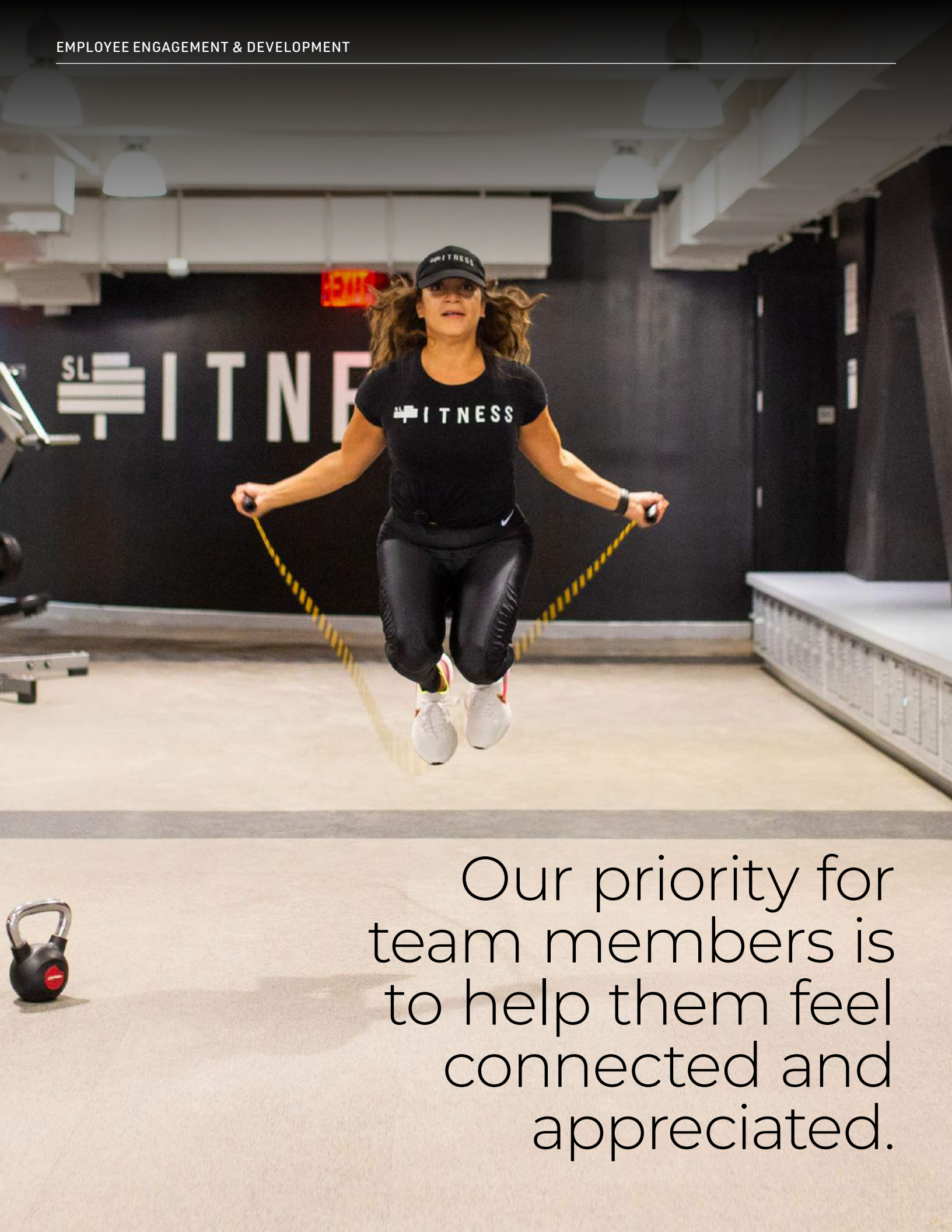
A 22-seat Mexican restaurant in business for 20 years was almost forced to close due to the pandemic. An RXR Volunteer helped them get a forgivable Paycheck Protection Program loan to save their business. CBS News featured the story.



NYC SALT, ALICIA HANSEN

With their funding in jeopardy, NYC Salt—which works with under-served youth to teach photography—needed a revised strategic and financial plan after canceling four fundraising events in the spring of 2020. An RXR Volunteer worked with them over several weeks providing financial guidance, and connected the nonprofit with a funding opportunity which allowed them to survive the pandemic.





Our priority for team members is to help them feel connected and appreciated.

Since its inception in 2007, RXR has fostered a culture that engages every single member of our team based on unique strengths and talents.

We seek opportunities to collaborate with our people, offering inclusive and inviting company activities and educational resources to support their career objectives.



Adapting to New Realities

We stepped up engagement during the pandemic, as we made the adjustment to working remotely. Our priority for team members was to help them feel connected and appreciated. Our HR team went to work creating a flexible schedule structure to adapt to new realities. Additionally, we implemented morale-building activities, such as our first ever “RXR’s Got Talent” contest and our “Friday night series.” These virtual events, featuring performances by jazz musicians, helped to bring relaxing conclusions and a sense of workplace community to busy, hectic weeks for our team.

Online Fitness & Interactions

We also understood the need to help address solitude and separation from normal social interaction. RXR began to offer daytime fitness programs online, as well as memberships to “Headspace” for guided, virtual meditation. We took this approach out to the community as well by transitioning the mentoring relationship we’d built with Brooklyn high schools online to enable “one-to-one” and “one-to-many” interactions.

Online Training & Certification Programs

The pandemic had minimal impact on opportunities for team members to pursue accreditation or certification. In 2020, we provided access to Ritz-Carlton Five-Star Customer Service Training, as well as BOMA classes for all property managers seeking the Real Property Administrator designation. In keeping with our commitment to organizational sustainability, we continue to provide LEED/WELL training and certification for all employees.

Homeworx

Our team needed access to the most up-to-date information and support for the new experience of working from home. To this end, we created “Homeworx” - an internal, interactive online community where team members could access information, and take advantage of benefits we provided to them. On Homeworx, employees can read updates of the latest changes, attend virtual “house parties” or tap into useful content, such as guided meditation practices and home cooking recipes. We thought our team deserved to hear regular updates from executive leaders, too. Between March and August of 2020, senior leaders hosted virtual “town hall” gatherings, 1-2 times per month to maintain steady communications teamwide.

Closing the Gender Gap

RXR's vision for Diversity, Equity, and Inclusion is to foster an inclusive work environment at all levels of the organization, with an emphasis on creating new opportunities for under-served communities. In addition to increasing representation of diverse candidates across the company, as well as the formation of Employee Resource Groups, RXR has established a DEI committee to oversee RXR's DEI mission, as well as internal and external goals.

- 37% of RXR's overall workforce are women.
- A quarter of our corporate executive team are women.
- Our COO of Construction & Development is a woman, and several women hold leadership roles in Construction and Development, including Development and Project Executives, Corporate Controller, Head of Residential, Project Engineers and Design and Account managers.
- Our head of Retail Leasing and Marketing is also a woman and women make up approximately 33% of the leasing team overall.
- Our Senior Director of Investor Relations is a woman, as a primary lead for the firm with investors and partners.
- 25% of our Investment Management Group are women.

37%
OF RXR'S WORKFORCE
ARE WOMEN

25%
OF OUR CORPORATE
EXECUTIVE TEAM
ARE WOMEN

33%
OF OUR LEASING
TEAM ARE WOMEN

25%
OF OUR INVESTMENT
MANAGEMENT GROUP
ARE WOMEN

Governance

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The following section highlights corporate policies that reflect our everyday standards for sustainability in the broadest sense—as a cohesive team, as a company, and as a community partner. In addition to mitigating and adapting to the myriad challenges caused by the pandemic, we are taking a close look at how to improve our operating policies beyond the threshold of the current crisis.

If nothing else, the pandemic has reinforced the fact that good governance at all levels must be practiced when times are good in order to meet the inevitable challenges that arise unexpectedly. To that end, we demonstrated commitment to our employees in this trying time by retaining the vast majority (98%) of our workforce, with no impact to security, maintenance, and cleaning roles at a time when RXR's buildings were less than 5% occupied.

RXR's ESG Committee

The ESG Committee was created in 2019, and is comprised of members from across our business units, ensuring that all perspectives are considered and represented in our ESG strategy. The committee meets quarterly to review, develop and implement policies; to oversee ESG communication between stakeholder groups; to monitor ESG performance across the organization; and to provide ESG training to employees.

Current Committee Membership

Frank Pusinelli SEVP, Chief Operating Officer

Whitney Arcaro EVP, Head of Marketing & Retail Leasing

David Garten SVP, Corporate Communications, ESG, & External Affairs

Eric Schlameuss SVP, Design, Major Projects, & Capital Improvements

Gregory Clancy Executive Vice President, RXR Construction Services

Michael Aisner SVP, Property Management

Traci Wilhelm SVP, Residential

David Gise VP, Project Executive & Community Engagement

Peter Smith VP, Digital Lab

Cindy Osmundson Property Portfolio Manager

Cory Clarke VP, Product Management & Strategic Partnerships

Lauren Maturo Manager, Marketing

RXR's foundational corporate ethos starts with respect and dignity for our diverse team, which is reflected in our corporate workforce and vendor policies. RXR is committed to protecting human rights in accordance with the Human Rights Laws of New York City, as well as UN Guiding Principles on Business and Human Rights. This includes, but is not limited to, opposition to child and forced labor, fair compensation, and compliance with federal, state, and local regulations designed to protect human rights. Other initiatives include:

Employee Engagement Policies

Our employee engagement policies require performance appraisals, engagement surveys, succession planning and ongoing employee training. We have strict policies against forced or compulsory labor, and equally robust ones to ensure appropriate remuneration. We closely monitor and facilitate the health and wellness of our team, as well as workplace safety for all communities, contractors, and customers.

Human Rights, Diversity & Inclusion

RXR is proud to champion human rights, diversity and inclusion, freedom of association (working proactively with organized labor) and abide by fair labor practices and working conditions.

Security

RXR's governance policies extend to bribery and corruption, cybersecurity, data protection and privacy, fraud and fiduciary duty.

Vendor Integrity Program (VIP)

In 2020 RXR established a Vendor Integrity Program (VIP) as we redefined our approved contractor list. All vendors that meet the threshold for annual work are required to pay for, and complete a throughout survey and background check provided by a reputable third-party consultant. The reports are reviewed internally, and vendors are questioned on any red flags or concerns that are highlighted in the process. Vendors that pass through this program are added to our approved list and RXR can operate with confidence that our contractors are being held to the same high standards across the portfolio.



Given the unprecedented nature of the pandemic, engagement with our team, our investors, our tenants and residents, and the communities where we operate was more important than ever.

At the start of the pandemic, we proactively reached out to our stakeholders with a global presence to not only gather real-time COVID-related intelligence, but to also garner best practices to protect our employees and our tenants. We created a dedicated RXR COVID Taskforce comprised of senior leadership and operational leaders to monitor recommendations from public health officials and rapidly implement various safety measures. The frequency with which the Taskforce met was based on the severity of the spread of the virus. This included daily meetings during the worst of the pandemic, to bi-weekly meetings as the immediate crisis began to subside. At the same time, we established a company Steering Committee, comprised of senior leadership and senior members of each department.

THE STEERING COMMITTEE

The purpose and goals of the Steering Committee varied throughout each stage of the pandemic, consistent with the following themes:

Recalibrate

Our absolute top priority was keeping our team and tenants safe, while learning to safely and responsibly co-exist with the virus. This included the development of our RxWell program, which gave our team and tenants the tools to support a safe and responsible return to work in June of 2020, as well as critical measures that allowed our developments to continue to move forward.

Recover

In addition to adjusting our business plans and operations to reflect the new COVID world, we doubled down in supporting the communities where we operate.

Rebound

In preparation for the approval of a vaccine and a gradual emergence from the worst of the pandemic, we recalibrated our investments and operational strategies to emerge stronger on the other side of the pandemic.

Well before the unprecedented nature of COVID-19, RXR had a long track record of rigorous engagement of all stakeholders. This requires moving beyond a traditional approach to development by creating an inclusive and transparent process that builds trust and a stronger community. A critical part of this process is having open dialogue about the change and how it affects local residents. We seek to understand the concerns of the community and endeavor to show that through development, we can play a significant

role in making a community stronger for everyone. We seek to build upon the positive attributes of local communities while creating new opportunities, services, and economic activity for the benefit of local businesses and residents – those already there and those we hope to attract.

For example, the Nassau Hub project will transform almost 70-acres of barren parking lots surrounding the Nassau Coliseum into a new vibrant, walkable, mixed-use downtown in the heart of Nassau County. The development plan will leverage the region's world-renowned institutions and natural competitive advantages to attract the talent and innovation anchors needed to become a new economic engine for Nassau County. But we know it's not enough to just say this is what will happen; we have to involve the community to refine these goals and make sure we are creating benefits for the community beyond the development itself.

To that end, **the Nassau Hub Community Benefits Advisory Committee – made up of elected officials and leaders from civic, nonprofit and community organizations – is charged with bringing “meaningful investments and benefits” for neighboring communities surrounding the Nassau Coliseum property.**

The team began meeting monthly before the pandemic and continues to meet virtually. While RXR has always taken a community-building approach to its development projects, this process was significantly advanced in New Rochelle, which has earned national recognition as “development done right” by the American Planning Association. We continue to refine this approach with each new major development, such as the recently announced mixed-use development in Long Island City.

In September 2020, RXR launched an environment review for redeveloping the Titan building site in LIC – will have numerous community benefits, including the preservation and expansion of industrial space. By expanding the industrial square footage by approximately 50% compared to the existing building,



our project will support as many as 300-350 industrial/light manufacturing positions – a significant increase over Titan's 21 jobs. We have been successful in achieving 20% M/WBE contracting on other projects and we expect to meet – and hopefully exceed – a similar level at 42-11 9th Street employees.

We're also developing a robust workforce program to ensure this project creates job opportunities for local residents. In terms of construction jobs, we will be working with Urban Upbound to identify 100 local residents – with priority given to Queensbridge residents – who will receive the 30-hour OSHA training, as well as other soft skills and support through the process. We

are also going to sponsor a sub-set of these residents who will receive further skilled trades training through LaGuardia Community College. These students will receive rigorous, hands-on instruction in either electrical or plumbing to not only gain foundational skills to start a career in the skilled trades, but also begin working on our project. To ensure this, we're working with our construction partners to require all contractors and subcontractors to provide opportunities for Queensbridge residents to be part of the project team. We're starting these conversations now because we want to provide real, meaningful training opportunities for the community to contribute when we break ground and again when our building opens.

We Always Appreciate Recognition of Our Work

We always appreciate recognition of our work, especially when an award honors our entire team. We regard each award of the past year as an “exclamation point” on how the company responded to the challenges and pressures we faced.

In July, the *Commercial Observer* began by ranking our **chairman and CEO, Scott Rechler, in the No. 2 spot in their “Power 100” list**—trailing only the governor of New York. Scott attributed the award to the surge in shared purpose among the entire RXR team: “These are the moments where you differentiate yourself, and get to see what people are made of,” he said.

The RXR team mobilized in the recovery effort and leveraged our extraordinary technological network to create the RxWell smartphone app. Together with a new platform for technology delivery services at 75 Rockefeller Plaza and a portfolio-wide wellness program for building managers and tenants, **RealComm selected RXR Realty for the 2020 “Digie” Award, in the category of “Best COVID Tech.”** The RxWell App received additional praise as evidenced by its **Webby Award nominations for Apps & Software: Experimental & Innovation and Apps and Software: Data Management.** This distinction is awarded by the International Academy of Digital Arts and Sciences to the top 20% of submitted projects and is deemed as one of the highest honors on the internet.

Internally, we presented our front-line staff with awards of recognition for the incredible effort they put on to keep everyone safe. Our increased cleaning and security staff, in partnership with **Think Zero**, received dual awards as “Cleaning Ambassadors” and **Security Officers Quarterly.**



Award Spotlight: Fitwel

The dramatic changes of 2020 gave RXR Realty the opportunity to lead our industry forward. For us, that meant investing in the health and wellness of our occupants through consistent indoor air quality monitoring and active design features. We became early adopters of Fitwel standards across our entire portfolio in 2019 and took our commitment to new levels in 2020, following the guidelines set forth by Fitwel’s viral response module.

The Center for Active Design recognized our portfolio for the highest amount of square footage to receive at least a 1 STAR Fitwel rating. We’re on track to repeat that milestone in 2021 at the building level, including a 2 STAR distinction at one of our flagship properties at 5 Times Square. Our COVID relief efforts scored so well that Fitwel also presented us with the 2020 Viral Award with distinction.



Award Spotlight: Kingsley Excellence Award

The Kingsley Excellence Award distinguishes properties that outperform the Kingsley Index™ industry benchmark for overall tenant satisfaction. Properties that receive this award go above and beyond to ensure their tenants are satisfied with their experience at the property. Awards are distributed each year based on the property’s current year performance. In 2020, we received the accolade for 15 of our properties, 10 of which were in the New York City portfolio.

NYC Portfolio

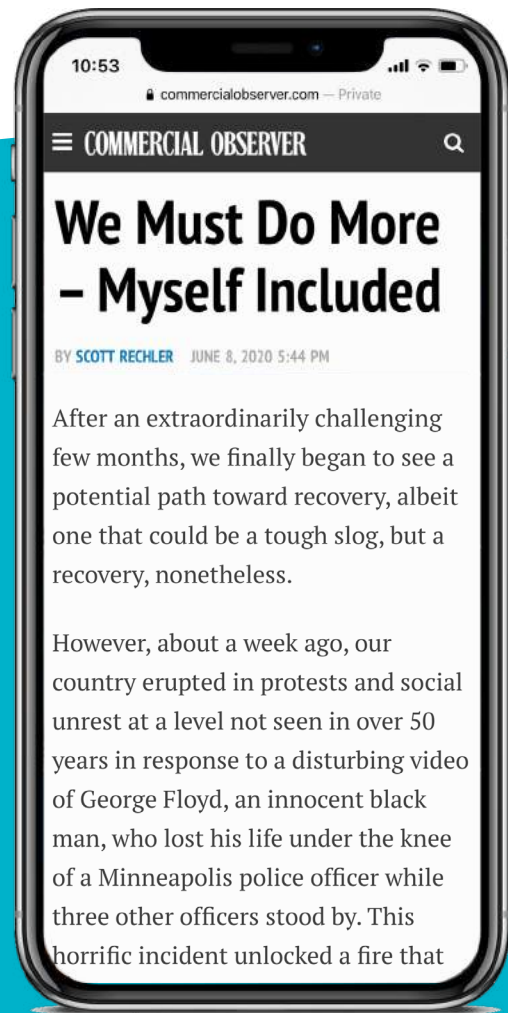
- 1285 Avenue of the Americas
- 1330 Avenue of the Americas
- 230 Park Avenue
- 237 Park Avenue
- 32 Old Slip
- 450 Lexington Avenue
- 530 5th Avenue
- 620 Avenue of the Americas
- 75 Rockefeller Plaza
- Worldwide Plaza

Long Island Portfolio

- RXR Plaza
- 48 South Service Road
- 58 South Service Road
- 68 South Service Road
- 88 Froehlich Farm Blvd



RXR Realty Provides Reassurance During Challenging Times



RXR has always been civically engaged in meaningful ways. This commitment to community building continued through the pandemic.

At the start of 2021, in Scott Rechler's role as Chair issued a series of videos to the RXR community and beyond to help guide the team and others through a difficult time. In the most recent video, he made this critical point: "While we were staying at home to flatten the curve, it was the essential workers that were maintaining our healthcare system and keeping our city afloat during the worst of times. Now we're the essential workers. The baton is being handed to us. And it's our responsibility to reopen our city's economy so that these same essential workers have a livelihood to go back to, so that the small businesses can survive, so our transit system can function."

In a variety of media appearances, Scott used the opportunity to explain how issues affected RXR and the broader real estate industry, and also call attention to issues affecting small businesses and local communities. In the aftermath of George Floyd's murder, Scott published a piece in the *Commercial Observer* titled, "We Must Do More - Myself Included." In this op-ed, Scott wrote, "We will examine and evaluate the number of actions that we have already taken both internally to support diversity and inclusion and externally in supporting our local communities. More importantly, we will seek to create a series of best practices and our own playbook that positions RXR as an industry leader for economic growth and development in our surrounding communities while supporting efforts to eliminate systemic racism, structural inequality, and ensuring equal opportunity for African Americans and people of color in the communities where we operate."

In September, after various pronouncements in the media that New York City is dead, Scott published another op-ed in the *New York Daily News* titled, "New York City, Alive and Kicking." Published on September 11, 2020, Rechler wrote, "Let's remember



that New York has faced challenges before, unthinkable challenges. We came through them, rising to the occasion. Let us remember the resiliency and strength that we demonstrated in the days following the attacks. At the time, we didn't back down. We bravely went back to our daily lives to reenergize and reinvent our city. Like then, if we come together and do our civic duty now, we, and the city that we all love, will get through this current challenge and emerge stronger than ever."

In Scott Rechler's role as Chair of the Regional Plan Association and in collaboration with the 92nd Street Y, a new initiative was launched to bring leaders from a broad array of industries to help answer the question – how to recalibrate reality to create a better, brighter future for New York? The new, **Recalibrate Reality: The Future of New York** is a weekly video series that seeks to find pragmatic, forward-thinking solutions to our region's most complicated challenges through conversations with cultural, business, and elected leaders.

GRI 102: General Disclosures		
102-1	Name of the Organization	About RXR
102-2	Activities, Brands, Products, Services	About RXR
102-3	Location of Headquarters	About RXR
102-4	Location of Operations	About RXR
102-5	Ownership & Legal Form	Private entity
102-6	Markets Served	About RXR
102-7	Scale of the Organization	About RXR
102-8	Information on Employees & Other Workers	
102-9	Supply Chain	Governance
102-10	Significant Changes to the Organization and its Supply Chain	No Significant Change
102-11	Precautionary Principle or Approach	Diversity, Equity & Inclusion
102-12	External Initiatives	The Power of Community
102-13	Membership of Associations	Building Owners and Managers Association, NyE Communities Coalition, Real Estate Board of NY, Center for Active Design, US Green Building Council
102-14	Statement from Senior Decision-Maker	Letter from our CEO
102-15	Key Impacts, Risks & Opportunities	
102-16	Values, Principles, Standards & Norms of Behavior	Thought Leadership
102-17	Mechanisms for Advice & Concerns About Ethics	Diversity, Equity & Inclusion
102-18	Governance Structure	
102-40	List of Stakeholder Groups	Diversity, Equity & Inclusion
102-41	Collective Bargaining Agreements	
102-42	Identifying & Selecting Stakeholders	Stakeholder Engagement
102-43	Approach to Stakeholder Engagement	Stakeholder Engagement
102-46	Defining Report Content & Topic Boundaries	This report includes key performance data for the following properties in Manhattan: 1285 Avenue of the Americas, 1330 Avenue of the Americas, 230 Park Avenue, 237 Park Avenue, 32 Old Slip, 450 Lexington Avenue, 470 Vanderbilt Avenue, 5 Times Square, 530 Fifth Avenue, 61 Broadway, 620 Avenue of the Americas, 75 Rockefeller Plaza, 825 8th Avenue, 340 Madison Avenue, 37-18 Northern Blvd (Standard Motor Products), 601 West 26th Street (Starrett Lehigh), and 550 Madison Avenue
	<i>Energy Performance Metrics Applies Only to New York City Commercial Properties</i>	
102-48	Restatements of Information	No Restatements
102-49	Changes in Reporting	No Significant Changes
102-50	Reporting Period	January 2020-December 2020
102-51	Date of Most Recent Report	2018 ESG Report
102-52	Reporting Cycle	Annual
102-53	Contact Point for Questions Regarding the Report	Michael Aisner, Portfolio Property Manager

102-54	Claims of Reporting in Accordance with the GRI Standards	This report references the GRI standards
102-55	GRI Content Index	This report references the GRI standards
102-56	External assurance	External Assurance has been performed on reported environmental data.

GRI 302: Energy		
302-1	Energy Consumption Within the Organization	Environmental
302-3	Energy Intensity	Environmental
302-4	Reduction of Energy Consumption	Environmental

GRI 303: Water and Effluents		
303-5	Water Consumption	Environmental

GRI 305: Emissions		
305-1	Direct Greenhouse Gas (GHG) Emissions (Scope 1)	Environmental
305-2	Energy Indirect Greenhouse Gas (GHG) Emissions (Scope 2)	Environmental
305-5	Reduction of Greenhouse Gas (GHG) Emissions	Environmental

GRI 306: Effluents & Waste		
306-2	Waste by Type & Disposal Method	Environmental

GRI 401: Employment		
401-1	Total Number & Rates of New Employee Hires and Turnover	Environmental
401-2	Full-time Employee Benefits that are not Provided to Temporary or Part-time Employees	Environmental
305-5	Reduction of Greenhouse Gas (GHG) Emissions	Environmental

GRI 404: Training & Education		
404-1	Average Employee Training Hours	

GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of Governance Bodies & Employees	

GRI 413: Local Communities		
413-1	Operations with Local Community Engagement, Impact Assessments & Development Programs	The Power of Community



April 22, 2021

External Verification and Assurance of 2020 Environmental Performance Data for RXR Realty

To whom it may concern,

Sustainable Investment Group (SIG) has conducted a third-party verification and external assurance of RXR Realty's 2020 energy, emissions, water, and waste data being reported for environmental data disclosure. The scope of our review included a review of the water and energy consumption, waste, and diversion, and GHG emissions from RXR Realty's Manhattan Office Properties. The scope was comprised of three specific parts:

- Collection of data to assess energy, water, waste, and emissions
- A review to determine whether the process followed the methodology described in ISO 14064-3: 2019, and
- A review to determine whether any measurement of the energy, emissions, water, and waste data is faulty.

Summary

Upon the completion of our review of RXR Realty's Environmental Performance data for the 2020 calendar year, SIG has externally verified and assured the environmental data disclosure. Our additional findings regarding the data and supplementary comments are as follows:

- The boundaries of the scope were clearly defined and included as part of the sustainability reporting
- Assumptions and estimations made are appropriate

Based on the process and procedures conducted, there is no evidence that the environmental data with regards to energy, water, waste, and emissions are not materially correct or is not a fair representation of this data. The report has been prepared in accordance with ISO 14064-3: 2019 for quantification, monitoring, and reporting.

Findings

In our opinion, RXR Realty's assertion that the specified metrics found in the environmental data disclosure for the year ending December 31, 2020 are presented in accordance with ISO 14064-3: 2019 is fairly stated in all material respects. We can confidently make this claim after examination of supporting documentation.

Sincerely,

Charlie Cichetti, LEED AP BD+C, ID+C, O+M, ND, Homes, WELL AP

CEO + Co-Founder | SIG