

# 2021 ESG REPORT

RXR



# Table of Contents

CEO LETTER	2
ABOUT RXR	4
ABOUT THIS REPORT	6
ENERGY & SUSTAINABILITY	8
BUILDING STRONGER COMMUNITIES	28
GOVERNANCE	51
LETTER OF ASSURANCE	55
GRI CONTENT INDEX	60



Scott Rechler  
CEO & Chairman

As we hopefully emerge from the worst of COVID-19, we approach this year with more clear-eyed optimism than at any other point in the pandemic. And while the increasing prevalence of the vaccine has brought some sense of normalcy, we are not returning to a world that once was. We are now experiencing one of the most significant societal and geopolitical transformations since the end of World War II.

Our ESG (Environmental, Social, and Governance) and Social Impact platform is structured to reflect this new reality while both creating long-term value for our investors and stakeholders and remaining consistent with our operational ethos of “Doing Good and Doing Well Means Doing Better.” The platform is founded on the principle that we must continually future-proof our properties and businesses, while also helping to maintain the long-term health, prosperity, and overall wellness of the communities where we operate.

Our ESG/Social Impact platform integrates and embeds ESG principles and an ongoing commitment to Social Impact throughout RXR’s portfolio of assets and related businesses. There are many important environmental issues that we seek to manage, but climate change is the most pressing and pervasive. In 2021, we incorporated throughout our entire New York City commercial portfolio (15 million gross square feet) Green E-Certified Renewable Energy Certificates. We reduced our energy consumption, increased our average ENERGY STAR ratings, and surpassed our 40% waste diversion goal. We recognize that there is no silver bullet for combatting climate change and reaching net zero—such actions require a portfolio of solutions. As a result, we are proud to implement a number of measures to enable our portfolio to become carbon neutral by 2035 and net zero by 2050.

We have long believed that we cannot solely focus on environmental sustainability at the expense of inclusive growth. Sustainability must be considered in a holistic way that goes beyond environmental impacts. For instance, we believe each of the development and operating assets we own provides catalytic investment to spur new economic opportunities for the area. This includes creating new jobs for local residents and supporting local businesses and minority- and women-owned businesses, which, in turn, create more robust and resilient communities. In 2021, we invested over \$1 billion to support the development of approximately over 2 million square feet of new space that includes over 1,000-new residential units (including 202 affordable units) in the New York metropolitan region. These developments supported over 4,500 construction jobs and will support 160 new permanent jobs. Nearly 32%

We are implementing a number of measures to enable our portfolio to become carbon neutral by 2035 and net zero by 2050.

of the work on the projects has been performed by local contractors and nearly 50% of the work is performed by union trades.

Two years ago, we built a COVID-19-focused data platform, RxWell, which helped thousands of office workers navigate the “new abnormal” of COVID-19 by making our spaces safer through insights such as building occupancy and density and technological tools to help suppress the transmission of airborne diseases. In 2021, we built on this foundation to launch WorxWell, which provides further data-driven insights and digital tools to meet broader tenant and owner needs in the “new normal”—navigating hybrid work, prioritizing energy and sustainability, along with health and wellness, while enhancing maintenance and operations. By leveraging these new technological tools combined with the new public health tools developed over the course of the pandemic, we learned to safely co-exist with COVID-19. I’m proud to say that nearly 12,400 COVID-19 tests were conducted at RXR sites for our team and nearly 100% of our team – in our offices and at our development sites – are fully vaccinated.

For RXR, “Doing Good and Doing Well Means Doing Better” is not just a slogan, but the very foundation for our company. We intend to continue doing our part in ways that are measured not just in this ESG report—but in everything we represent to our employees, tenants, communities, investors, and other stakeholders.

We’re proud of what we accomplished in 2021 and we look forward to building upon this progress in 2022.



RXR is an innovative investor, developer, and place-maker committed to applying a customer and community-centered approach to building properties, services, and products that create enduring value for all stakeholders.

Headquartered in New York with a national platform strategy, RXR is a 500+ person, vertically integrated operating and development company with expertise in a wide array of value creation activities, including ground-up real estate, infrastructure, and industrial development, uncovering value in underperforming properties, repurposing well-located iconic properties, incorporating cutting-edge technologies and value-added lending.

The RXR platform manages 88 commercial real estate properties and investments with an aggregate gross asset value of \$22.6 billion, comprising approximately 30.4 million square feet of commercial properties, a multi-family residential portfolio of approximately 7,600 units under operation or development, and control of development rights for an additional approximately 3,800 multi-family and for-sale units totaling over 4.2 million square feet.



**500+**

EMPLOYEES IN THE NEW YORK METROPOLITAN AREA

**88**

COMMERCIAL REAL ESTATE PROPERTIES

**\$22.6 B**

AGGREGATE GROSS ASSET VALUE

**30.4 M**

SQUARE FEET OF COMMERCIAL PROPERTIES

**7,600**

MULTI-FAMILY RESIDENTIAL UNITS

**3,800**

MULTI-FAMILY AND FOR-SALE UNITS



# RXR's Approach to ESG & Social Impact

RXR's 2020 ESG report described how we supported our communities during an unprecedented global pandemic. We found ways to safely co-exist with the virus and move forward. We continued our efforts to lower our carbon footprint even as we moved critical projects forward.

In this year's report, which relates to our performance in 2021 unless stated otherwise, we expand upon our efforts to further embed and integrate our ESG and commitment to social impact. This report covers RXR's entire portfolio holdings, including RXR's New York City and Long Island portfolios. This includes multi-family assets, and logistics facilities in the following key business areas: operations, development, investments, and corporate business activities including philanthropy, human resources, and overall corporate governance.



## FUTURE PROOFING RXR PROPERTIES & COMMUNITIES

RXR's operational philosophy of "Doing Good and Doing Well means Doing Better" is effectuated by embedding RXR's ESG and Social Impact platforms throughout its investment, development, and operational strategies.

Our platform is based on the foundation that climate change is a critical challenge for our business and our communities; and that RXR is stronger when its internal and broader communities are stronger, more sustainable, and more inclusive.

To mitigate the negative impacts of climate change and support a transition to a low-carbon economy, we are aggressively implementing carbon emission reduction strategies, technology-based energy-efficient solutions, and, informed and bolstered by comprehensive data collection, monitoring, and reporting tools and frameworks.

We are deeply engaged in the communities where RXR operates, both internally and externally, by creating diverse and inclusive environments; and seeding catalytic and economically sustainable investments in underserved areas to provide new opportunities.

Our ESG/Social Impact platform is fortified with a corporate governance structure that includes strong ethical standards, as well as processes and controls that support transparency and accountability.



# Energy & Sustainability



Climate Change is an existential threat that can only be confronted and addressed through collective action at all levels of government, the private sector, and everyday citizens. There is no silver bullet when it comes to combatting climate change and reaching net zero.

RXR's Energy and Sustainability platform is designed to future-proof our properties and our communities through measures that reduce our energy and water consumption while increasing our waste diversion rate, to reduce our overall carbon footprint. The bulk of our portfolio is located in the State of New York, which has set a number of ambitious climate and sustainability goals, including 100 percent zero-emission electricity by 2040 and achieving a net-zero economy by 2050.

With a comprehensive master plan for our operating properties to reach carbon neutrality by 2035 and net zero by 2050, each asset is governed by an individual business plan. These plans position our assets to be fully electric and fueled by a zero-emission electric power source, whether this source is on-site renewables, energy storage, or off-site renewables as soon as the market provides the opportunities to connect to a cleaner grid. At the same time, we're exploring thermal recapturing and cooling optimization, tenant-focused strategies, and more to reduce each asset's energy usage and overall carbon footprint. Additional examples of how RXR manages our energy and sustainability initiatives are included throughout this section.

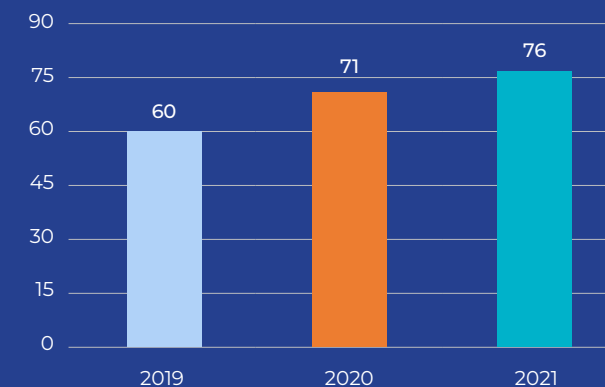
We have also deployed enhanced real-time energy management and tenant energy monitoring software platforms throughout our portfolio to ensure granular energy and Green House Gas monitoring. This software provides data-driven analytics to allow RXR to improve building operational efficiencies, increase tenant engagement, identify potential energy-use outliers, as well as optimally reduce energy and GHG consumption without impacting tenant services. RXR has engaged two teams of on-site energy managers (OsEM) to ensure proper benchmarking, identify energy conservation measures, and provide program management to efficiently implement feasible measures throughout our portfolio.

In addition to reducing energy usage and carbon emissions, we are also dedicated to improving waste diversion and water usage reductions. In 2021, we achieved an average 40 percent waste diversion rate across the New York City commercial portfolio.

by engaging with ThinkZero® to help us manage our tenant waste. We continue to install low-flow water fixtures to reduce our water usage on our properties, as well as inserting measures to reduce water usage on our construction sites by installing highly efficient water irrigation systems.



## AVERAGE ENERGY STAR RATINGS



## 2021 HIGHLIGHTS

NYC COMMERCIAL PORTFOLIO

**15 Million GSF**

HAS INCORPORATED GREEN E-CERTIFIED RENEWABLE ENERGY CREDITS (RECS) to 100% of the portfolio's electricity purchasing

SURPASSED

**40% Waste Diversion Goal**

AS MEASURED IN RXR'S ANNUAL WASTE AUDIT (validated by ThinkZero, a certified Minority- and Women-Owned Business Enterprise)



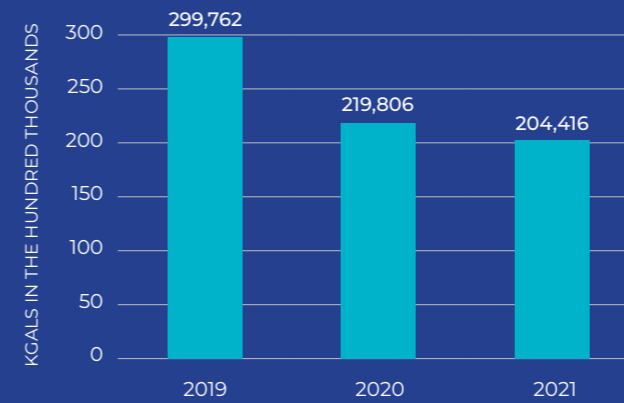
## ENERGY CONSUMPTION

	2019	2020	2021
Energy Consumption	392,734,000 ekWh	318,109,316 ekWh	316,146,374 ekWh
Electric	N/a	225,385,004	219,203,190
Steam	N/a	65,679,227	69,536,183
Natural Gas	N/a	21,387,424	22,019,866
Fuel Oil	N/a	5,657,662	5,387,134

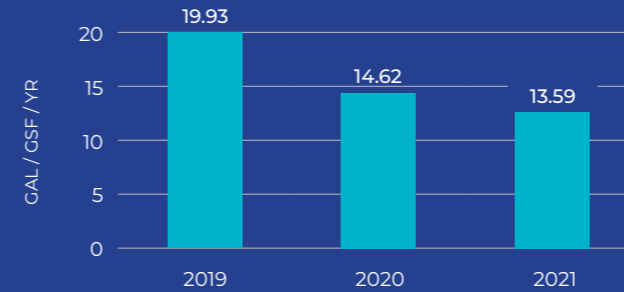
## GHG EMISSIONS

	2019	2020	2021	DELTA (2020-2021)
GHG Emissions	103,514 MtCO <sub>2</sub> e	85,216 MtCO <sub>2</sub> e	Location-Based = 84,352 MtCO <sub>2</sub> e Market-Based = 36,217 MtCO <sub>2</sub> e	Location-Based = 864 MtCO <sub>2</sub> e Reduced Market-Based = 48,999 MtCO <sub>2</sub> e Reduced
Scope 1	N/a	5,309 MtCO <sub>2</sub> e	5,355 MtCO <sub>2</sub> e	Emissions Delta = +46
Scope 2	N/a	79,907 MtCO <sub>2</sub> e	Location-Based = 78,997 MtCO <sub>2</sub> e Market-Based = 30,862 MtCO <sub>2</sub> e	Location-Based = 910 MtCO <sub>2</sub> e Reduced Market-Based = 49,045 MtCO <sub>2</sub> e Reduced

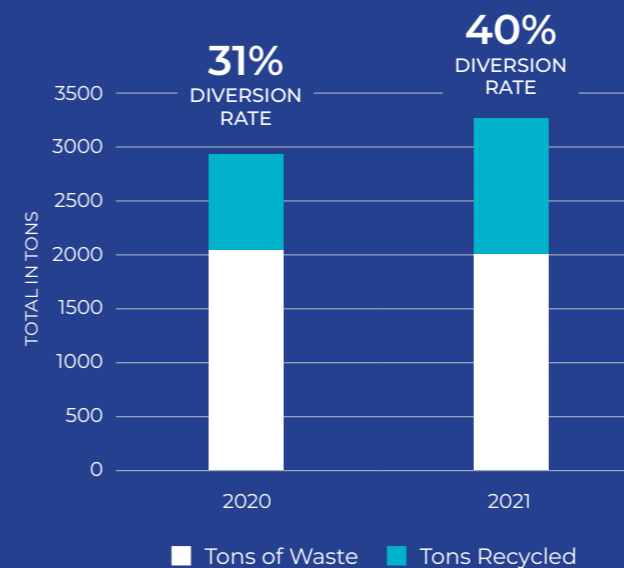
## WATER CONSUMPTION



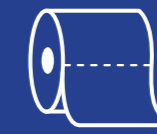
## WATER INTENSITY



## WASTE GENERATED & DIVERSION RATE



## OTHER DIVERSION HIGHLIGHTS



**2,000 LBS**  
OF TOILET PAPER DONATED TO NON-PROFITS, INCLUDING SHELTER



**1,134 LBS**  
OF CLOTHING DONATED TO NON-PROFITS



**21,380 LBS**  
OF OTHER WASTE SUCH AS INK, TONER, PALLETS, SCRAP METAL, OFFICE EQUIPMENT, AND PPE SPECIALTY RECYCLED



**2,100 LBS**  
OF TENANT FURNITURE DONATED



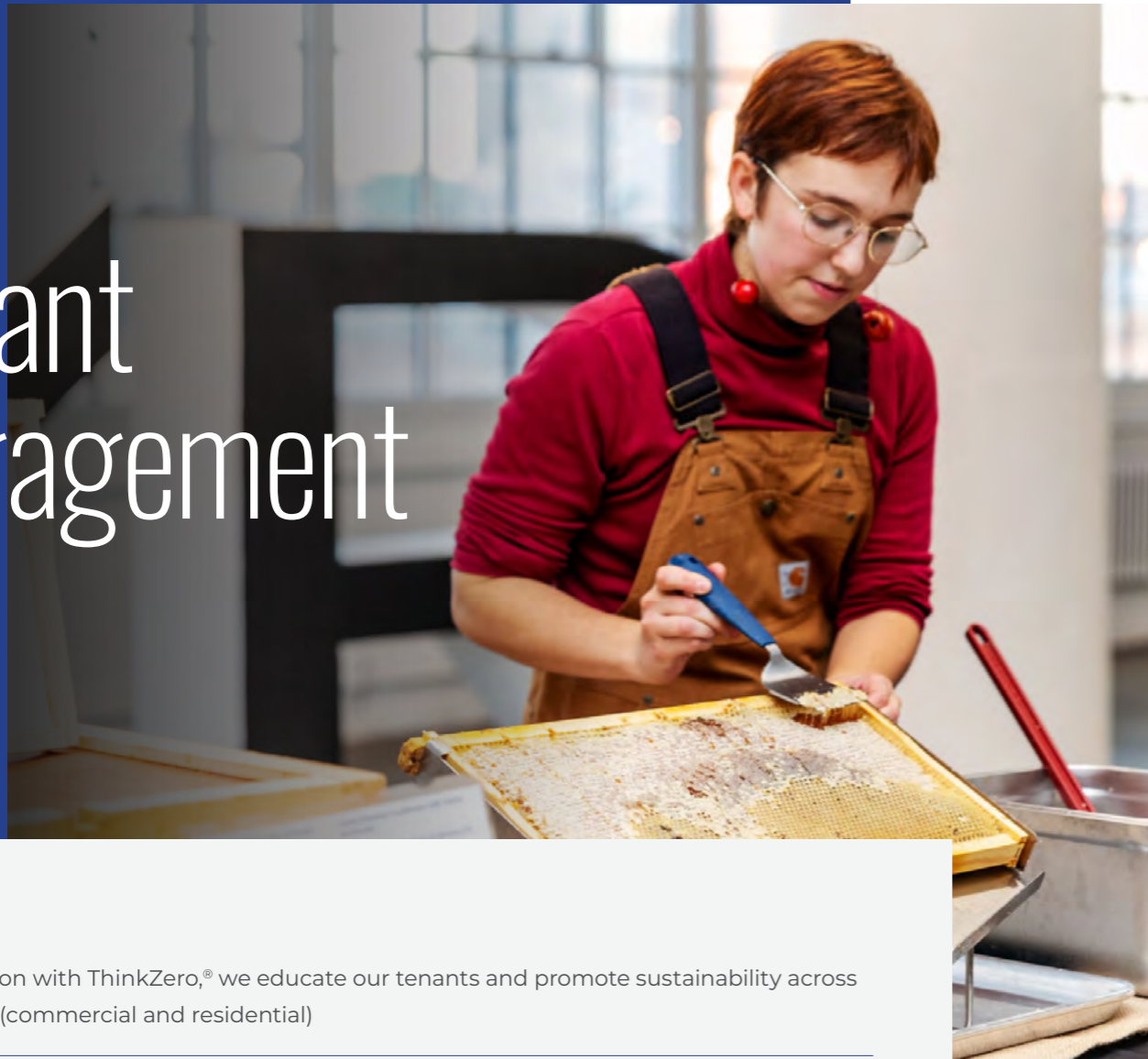
**884 LBS**  
OF KEURIG K-PODS SPECIALTY RECYCLED



**24,292 LBS**  
OF ELECTRONIC WASTE SPECIALTY RECYCLED

Reductions from 2019 may be due to impacts of COVID-19

# Tenant Engagement

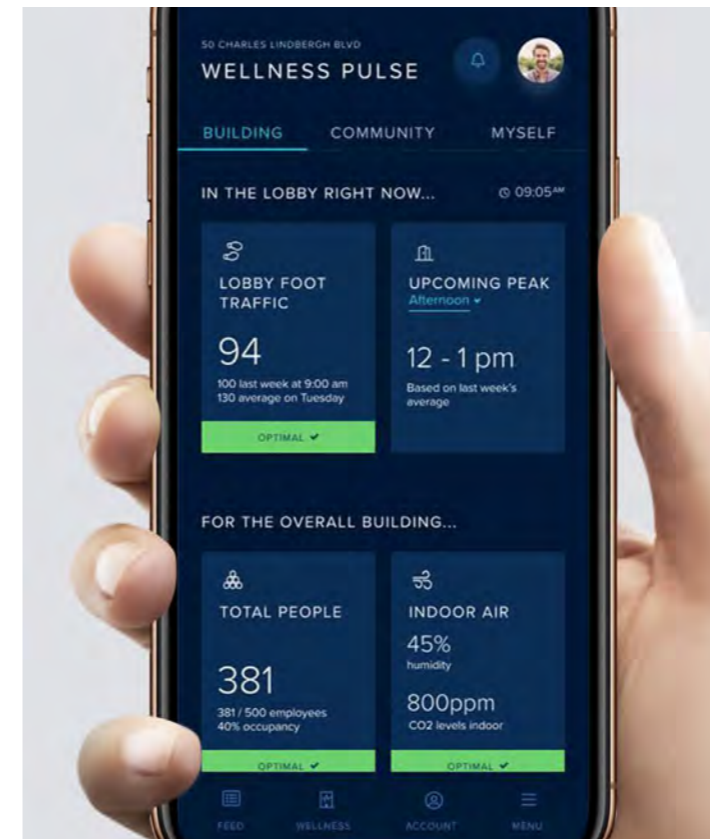


## HIGHLIGHTS

- In collaboration with ThinkZero,<sup>®</sup> we educate our tenants and promote sustainability across our portfolio (commercial and residential)
- One-on-one meetings with tenants to help audit their existing sustainability practices and suggest solutions
- Supported and helped facilitate tenants' return to office efforts through unique and innovative programming that takes into consideration individual tenant needs
- Installed honey-bee hives on several rooftops across our portfolio through a partnership with Alvéole<sup>®</sup>
- Conducted monthly thought-provoking conferences and activities that allow for deeper conversations about sustainability
- Supported Marketplace of The Future, an annual public expo showcasing products and services embodying a sustainable future. The Marketplace was officially recognized as the Closing Ceremony for Climate Week

## WELLNESS AMENITIES

	<p>NEARLY <b>40,000</b> SQUARE FEET OF TENANT GYM SPACE THROUGHOUT THE COMMERCIAL PORTFOLIO</p>		<p>BIKE CAPACITY FOR <b>OVER 600</b> INCLUDING 6 PROPERTIES WITH DIRECT ACCESS TO BIKE SHARE</p>
	<p>OVER <b>125,000</b> SQUARE FEET OF EVENT &amp; CONFERENCE SPACE</p>		<p><b>OVER HALF</b> OF THE OFFICE BUILDINGS HAVE ACCESS TO SAFE AND PRIVATE LACTATION SPACES &amp; FEMININE HYGIENE PRODUCTS</p>
	<p><b>SEVEN</b> COMMERCIAL PROPERTIES HAVE ACTIVATED ROOF SPACES FOR GREENING EFFORTS such as Beehives, Gardens &amp; Rooftop Parks</p>		<p>OVER <b>TWO-THIRDS</b> OF COMMERCIAL PORTFOLIO HAS DIRECT ACCESS TO COFFEE SHOPS, RESTAURANTS, OR FOOD VENDORS</p>



## INDOOR AIR QUALITY (IAQ)

All air filters in our commercial buildings have been replaced with a minimum of R-13 filters or maximum allowable in equipment.

Through RXR's award-winning building operations platform and app, we can measure and report Temperature, Relative Humidity, CO2, VOCs, Particulate Matter, and Ozone to facilities managers and tenants in real time.

The IAQ sensors deployed throughout our portfolio give our customers the peace of mind that they are operating in a safe and clean environment, while giving our operations team the tools to optimize indoor air quality in real time.



RXR's development pipeline leverages our broader sustainability strategy through innovative design, cutting-edge technological tools to monitor and minimize energy consumption, and sustainable development methods to put us on a path towards carbon neutrality by 2035 and net zero by 2050 while also creating a premier experience for our customers.

WE HAVE IDENTIFIED THE FOLLOWING SUSTAINABLE ACTIONS FOR INCORPORATION WHEREVER POSSIBLE IN OUR CONSTRUCTION PROJECTS:

WATER CONSUMPTION



All residential units are equipped with low flow water fixtures and all common areas are equipped with low flow fixtures and motion sensors to conserve overall water consumption.

RESILIENCY



To reduce energy use and minimize our reliance on the electrical grid, projects now include windows with high quality glazing and smart glass technology, high quality insulation, and energy efficient and intelligent lighting.

CENTRAL SYSTEMS



Central systems are designed as an all-electric ready infrastructure, which allows for future adaptability to a 100% electric grid. These systems are also designed for higher-than-normal temperatures to accommodate rising temperatures year over year.

MATERIALS



Project materials are selected to meet high performance criteria in environmental attributes such as recycled content, cradle to cradle, and low VOC. Material selections also prioritize those which embody locally sourced raw materials and are manufactured locally.

LANDSCAPE



Projects are equipped with water efficient landscaping that provides for enhanced and increased natural sunshade, recycled and other natural building materials, and carbon and GHG offsets through the planting of trees and other sustainable measures. Projects also include higher reflectivity pavement and roofing materials.

EFFICIENCY



Projects include high-efficiency heating and cooling systems, Energy Star or equivalent appliances, increased number of operable windows for ventilation, and high-efficiency glass and glazing, as well as the implementation of smart glass technology, which uses artificial intelligence to automatically adjust in response to sun, eliminating heat and glare and lowers energy costs while reducing carbon emissions.

# Awards & Recognition



AWARD SPOTLIGHT: FITWEL

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 which is still in place for 2021.

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 repeated that milestone in 2021 at the building level for the NYC portfolio.

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 2021, we received the accolade for 15 of our properties:

NYC PORTFOLIO

- 1285 Avenue of the Americas
- 1330 Avenue of the Americas
- 230 Park Avenue
- 237 Park Avenue
- 450 Lexington Avenue
- 5 Times Square
- 530 5th Avenue
- 75 Rockefeller Plaza
- 340 Madison
- 550 Madison

LONG ISLAND PORTFOLIO

- 48 South Service Road
- 50 Charles Lindbergh Boulevard
- 625 RXR Plaza
- 58 South Service Road
- 68 South Service Road





### WELL HEALTH-SAFETY RATING

The WELL Health-Safety Rating for Facility Operations and Management Report marks an important achievement at RXR's visible commitment to supporting the health of individuals in our buildings. This milestone signifies your organization's efforts to prepare our buildings for re-entry in a post covid-19 environment, instilling confidence in occupants and the broader community.



### NYECC – ENYA LEADERSHIP AWARDED AND INNOVATION AWARD

The NYECC is committed to fostering innovation and leadership in New York's Energy Community. We recognize the critical need for vision, long-term planning, and prudent capital investment in the energy sector. Each year we honor organizations and/or individuals who have demonstrated exceptional qualities of vision, innovation, and leadership in strengthening the energy reliability, sustainability and economic competitiveness of New York by presenting them with Energy New York Awards (ENYA).



### U.S. GREEN BUILDING COUNCIL

At USGBC we're committed to transforming how our buildings are designed, constructed and operated through LEED, the world's most widely used green building system with more than 100,000 buildings participating today.

Our vision is that buildings and communities will regenerate and sustain the health and vitality of all life within a generation. Our mission is to transform the way buildings and communities are designed, built and operated, enabling an environmentally and socially responsible, healthy, and prosperous environment that improves the quality of life.

#### LEED GOLD CERTIFICATION

- 1285 Avenue of the Americas
- 75 Rockefeller Plaza
- 230 Park Avenue
- Worldwide Plaza



### ENERGY STAR

ENERGY STAR® is a joint program of the Environmental Protection Agency (EPA) and the Department of Energy (DOE). Its goal is to help consumers, businesses, and industry save money and protect the environment through the adoption of energy-efficient products and practices. The ENERGY STAR label identifies top-performing, cost-effective products, homes, and buildings.

Since inception, ENERGY STAR has shown impressive results: in 2010 Americans saved enough energy to avoid greenhouse gas emissions equivalent to those from 33 million cars, while saving nearly \$18 billion on utility bills.

#### CERTIFIED BUILDINGS

- 230 Park Avenue
- 450 Lexington Avenue
- 237 Park Avenue
- Worldwide Plaza
- 340 Madison Avenue
- 75 Rockefeller Plaza
- 1285 Avenue of Americas
- 550 Madison Avenue
- 530 5th Avenue



340 MADISON AVENUE



# 175 Park Avenue

With an anticipated height of 1,575 feet and encompassing over 2.8 million square feet, when built, 175 Park is expected to be one of the healthiest, most sustainable office buildings in New York City.

Located in the heart of midtown Manhattan directly adjacent to Grand Central Terminal at 42nd Street and Lexington Avenue, the building is planned to be directly connected to 4 different subway lines, the LIRR and Metro-North commuter rail lines, and several bus lines, making 175 Park more directly connected to public transportation than any current building in New York City.

Designed as a LEED Platinum- and WELL Platinum-certified campus, the building is expected to include 100% electric systems, multifaceted thermal storage to reduce overall energy consumption and peak energy usage, and highly filtered, fresh-air, distributed at a ventilation rate of 30 cubic feet per minute, resulting in five times more fresh-air than a typical office building.

The tower's base is planned to include more than a half-acre of landscaped terraces, with over 65,000 square feet of landscaped terraces throughout the building. Each floor design includes fundamental healthy building principles such as high ceilings, ample daylight, direct outdoor air, and contact with nature. We believe that once completed, the state-of-the-art office building should serve as the model for sustainable office buildings of the future.<sup>2</sup>

<sup>2</sup> Final design of the building is subject to change.



MASPETH, QUEENS

# Logistics Facility

We're building a cutting-edge and environmentally conscious last-mile distribution center ideally located in one of the world's largest and most densely populated markets: the borough of Queens in New York City.

Upon completion, we believe the project will stand as a sustainable model for serving customers from locations close to their homes. So far, we reduced carbon creation by over 1,110 metric tons through carbon-cured concrete and integrated the use of void slab technology, which reduces the total cubic yardage of concrete used by over 20 percent. Less concrete means fewer truck deliveries and associated emissions and costs, and void slab technology uses recycled plastic and reduces the amount of concrete in a slab up to 35 percent. The choice to utilize these technologies reduced the embodied carbon footprint of the development and resultant global warming potential by roughly 25 percent.

To support New York State's carbon emission reduction goals, we're installing an electrical infrastructure to support EV charging at over 700 spaces where delivery vans can park and charge. The building's energy usage will be 40 percent lower compared to buildings of similar proportions due to efficient mechanical and lighting systems. The site also incorporates low-water usage systems and eliminates unnecessary irrigation systems.

The project also includes Tenant Sustainability Initiatives to track recycled content and refrigerant use, reporting on steel sources and recycled content, and submitting an Environmental Product Declaration for major materials.





# Transforming 20th Century Assets to 21st Century Standards

Given the pollutants, landfill waste, and carbon emissions that come with demolishing a building, combined with the emissions of new construction, adaptive reuse, when feasible, highlights the fact that the most sustainable building is one that already exists. New York is home to several iconic buildings that were built for an era with a vastly different economic environment than the one we face today. Rather than demolishing these assets and constructing new structures, we have incorporated asset reuse into our investment strategy to reflect today's needs better.



## STARRETT-LEHIGH

Originally built in 1931 as a freight logistics facility, the building has undergone several capital improvements and renovations to evolve into a Class A office building with over 2.3 million square feet. Following Superstorm Sandy in 2012, RXR retrofitted the building to future-proof the asset from future floods and other severe weather events. The upgrades include installing a new building management system, flood barriers, new electrical systems, and upgrading all common-area lighting to LED fixtures. Over five miles' worth of inefficient steel and single pane glass windows have also been replaced with double-glazed windows. With these improvements, as of 2021, the building's energy consumption has decreased by 21 percent and its GHG emissions have by decreased by 23 percent since 2016.



## PIER 57

Constructed in 1952 and listed on the National Register of Historic Places, the project initially opened in 1954 as the terminal for Grace Line, and then in 1969, it became the Hudson Pier Depot for the New York City Transit Authority. After closing in 2003, the project had lain fallow until RXR partnered with Youngwoo & Associates and Hudson River Park Trust to transform the space into a mixed-use pier with 350,000 square feet of office space for Google, 16,000 square feet food hall, cultural and educational amenities, and public open space, including a nearly two-acre rooftop park, the largest in New York City.



## 237 PARK

237 Park is a 100-year-old building in the heart of Manhattan that has seen its share of updates over the years. Prior to RXR purchasing the building in 2013, the last update to the building occurred in the early 1980's. Through a major \$65.8 million dollar renovation that included significant upgrades to the entrances and establishing a Park Avenue presence, lobby, atrium, retail storefronts as well as an outdoor private plaza, the building went from 68% occupancy to 99% occupancy in less than two years.

With equally dated back of house facilities, RXR's in-house management and engineering teams upgraded bathroom fixtures, HVAC units, furniture, and building materials. RXR engineers also rebuilt all the bathrooms and locker rooms used by the staff and visitors. The loading dock was refreshed, and the team built a fully functional office for the dockmaster complete with upgraded HVAC, computers, and CCTV monitoring stations. Utilizing left over construction materials saved from the landfills, the RXR team built a state-of-the-art bike room in unrentable storage space and repainted the engine rooms and hallways.



**\$65.8 M**

RENOVATION THAT INCLUDED SIGNIFICANT UPGRADES

DONATED OVER

**200 LBS**

OF SURPLUS OFFICE SUPPLIES TO THE MATERIAL OF THE ARTS

ACHIEVED WASTE DIVERSION GOAL OF

**40%**

IN 2021 FOR THE SECOND YEAR IN A ROW

These upgrades were completed in house at no to low cost, while the equipment and furniture were repurposed to eliminate construction waste. Additionally, the RXR team repurposed unused tenant materials resulting in 200 pounds of surplus office supplies donated to the Material of the Arts, which were then distributed to teachers in their classrooms across New York City. These efforts and more, resulted in 237 Park achieving their waste diversion goals of 40% in 2021 for the second year in a row.

Since renovation, 237 Park has made strides in becoming more efficient and meeting important building standards. In the last few years, the building has undergone a building management system (BMS) upgrade, IAQ monitoring system installation, as well as the installation of a real-time energy monitoring system. In 2019, 237 Park was awarded Fitwel Certification, and in 2021 was awarded Fitwel Viral Response with Distinction based on RXR's success in implementing an approach to mitigate infectious respiratory diseases.

237 Park monitors indoor air quality using 188 sensors installed in key locations throughout the building. Data from our sensors are available not only to the Property Management Office and Engineering teams but also to the tenancy using the WorxWell app. The app provides real time information regarding humidity and CO2 levels along with other key IAQ metrics. This program was one of the primary reasons 237 Park received the Fitwel Viral Response with Distinction Award.

In 2021, 237 Park was a finalist in the BOMA Pinnacle Award competition for renovated building of the year and the Chief Engineer was nominated for Operating Engineer of the Year. The work the RXR team accomplished through tenant and community engagement, improved air quality and energy usage, waste diversion, and the creative renovation of the often-overlooked areas of a building speak to every aspect of RXR'S ESG platform.



## COMMUNITY-CENTERED TRANSIT-ORIENTED DEVELOPMENT (TOD)

To encourage walking and reduce automobile dependency, we've incorporated into our developments the following design principles:

- Enhanced transit connectivity between commuter rail, buses, and other vital nodes, combined with compact, walkable neighborhood centers.
- Complete streets that include street design standards that embrace the needs of pedestrians and cyclists while lining

streets with trees and storefronts to promote pedestrian activity, commerce, and a safe, walkable environment.

- Civic and public spaces that encourage walking, gathering, and community engagement.

Through these design principles, we have transformed nearly 49 acres of single-use parking lots, brownfields, superfund sites, and other formerly blighted areas into vibrant life, work, and play communities.

### NEW ROCHELLE

RXR was selected by the City of New Rochelle to be its master developer for the City's downtown. Through a multi-month public engagement process, we developed a form-based, flexible zoning framework and entitled over 11 million square feet of development rights in downtown (3 million of which are controlled by RXR)

To date, we have committed over \$644 million to develop 1,022 multifamily units, 34,134 square feet of retail space, 10,000 square feet of community space, approximately 16,000 square feet of publicly accessible open space, on 89,263 square feet of formerly single-use parking while creating over 1,500 construction jobs and over 150 permanent jobs for the local community.



### GARVIES POINT

RXR is in the process of transforming Garvies Point in Glen Cove, Long Island from a decades-old industrial wasteland that had lain fallow for decades to a 56-acre modern and environmentally conscious mixed-use community. Working in partnership with the City of Glen Cove, we're building more than one thousand new housing units, 75,000 square feet of new commercial and retail space, and 27 acres (nearly half the entire development site) is devoted to public open space and parks, including a 1.1-mile waterfront esplanade featuring a bike path and a children's playground.



### RXR/VIEW PARTNERSHIP

In 2020, RXR developed a COVID-19-focused data platform, RxWell, which supported office workers navigate the “new abnormal” of COVID-19 by giving them the technological tools to navigate the pandemic. These tools include critical data points such as the percentage of building occupants who were masked or socially distant, humidity and CO2 levels for property managers to ensure proper levels of humidity and fresh air, both of which suppress transmission of airborne diseases.

In 2021, we built on the foundation of RxWell by launching WorxWell. WorxWell provides deeper data-driven insights and digital tools to meet broader tenant and owner needs in the “new normal”—navigating hybrid work, prioritizing energy & sustainability, along with health & wellness, while enhancing maintenance & operations. In recognition of this work, RXR was awarded Partner of the Year Finalist by Microsoft and received several mentions in Microsoft CEO Satya Nadella's keynotes at multiple major conferences.

In December 2021, to further build on our foundation and create a truly world-class product to address this once-in-a-generation phenomenon, we announced a strategic agreement with View, a Silicon Valley technology company, to combine our WorxWell platform into its operations. View is a leader in smart-building solutions, offering smart glass (windows and displays), other smart devices (such as sensors), and underlying network infrastructure. WorxWell is being combined into this technology stack to provide a unified analytics platform that pulls in data from software and sensors to provide both building analytics (such as sustainability, operations, utilization) and tenant experience analytics (such as productivity and engagement).

Through our partnership with View, we are advancing WorxWell as a solution in giving both RXR buildings and customers the tools for ESG implementation and compliance, employee experience, productivity and engagement, and optimization of real estate operations.



# Building Stronger Communities

Just as important as our environmental sustainability measures, we have long believed we are only as successful as the communities where we operate. This is why we focus not just on the “E” piece of the ESG equation, but on the “S” side, as well.

We have expressed for some time that true long-term resiliency means building stronger communities that are not just greener, but more prosperous and more equitable, as well. We view our developments as catalytic investments that spur new economic opportunities for local communities. We seek to leverage our developments and their eventual operations to create and support job training and development for local residents, supporting local businesses, particularly minority- and women-owned businesses, and other community-centric and philanthropic services, which, in turn, create more prosperous and more equitable communities where we operate.

## HIGHLIGHTS

In 2021, we invested over \$1 billion in private capital to support the development of approximately 2 million square feet of new space that includes over 1,000 new residential units (including 202 affordable units) and 13,000 Square feet of retail space.

These developments have supported over 4,500 construction jobs and will support 160 new permanent jobs. Nearly 32% of the work on the projects has been performed by contractors hired from local communities, and nearly 50% of the work is performed by union trades.

We established strategic partnerships with local trade unions to provide area residents with opportunities in the building trades via the Pathways to Apprenticeship (P2A) program and Non-Traditional Employment for Women (NEW).

**\$1 BILLION**

PRIVATE CAPITAL INVESTED TO SUPPORT DEVELOPMENT

**2 MILLION**

SQUARE FEET OF NEW SPACE INCLUDING 1,000 RESIDENTIAL UNITS & 13,000 SQUARE FEET OF RETAIL

**4,000+**

CONSTRUCTION JOBS

**160**

NEW PERMANENT JOBS CREATED

**32%**

PERFORMED BY LOCAL CONTRACTORS

**50%**

PERFORMED BY UNION TRADES

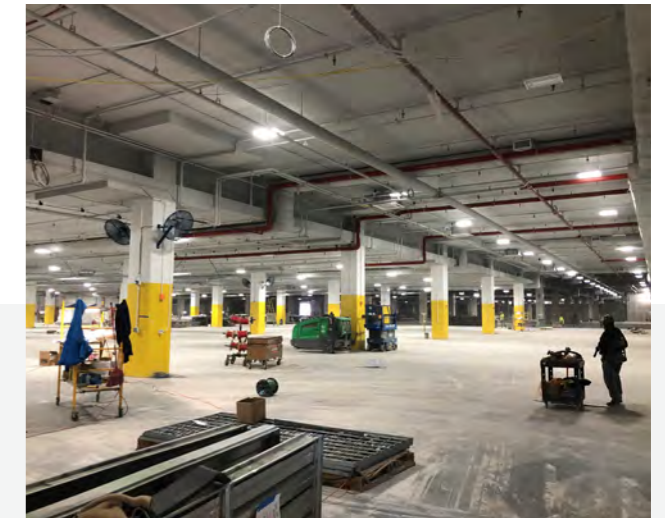
**16%**

PERFORMED BY MINORITY AND WOMEN OWNED BUSINESSES



### THE WILLOUGHBY

A new residential tower within the Long Island University Brooklyn’s campus in Downtown Brooklyn, adjacent to a new athletic field and facility funded by the project that will serve the university’s athletic program, as well as a number of partnering community organizations. The 34-story tower has a total of 476 apartments, of which 30% are rent-stabilized.



### 55-15 GRAND AVENUE

A new 1.1 million square foot logistics and last-mile distribution center in Maspeth, Queens, which will feature a fully customizable industrial complex primed for the innovation economy.



### ONE CLINTON PARK

A new 28-story mixed-use tower with 352 apartments, with more than 12,500 square feet of retail space in Downtown New Rochelle.



### 2413 THIRD AVENUE

A new 27-story, 200-unit, 60 of which are deemed affordable, residential tower in the Mott Haven neighborhood of the South Bronx.



Our development and construction services are guided by health and safety policies based on eliminating injuries, occupational illnesses, and property damage, as well as to protect the public.

All Project Management and Supervisory personnel are charged with the responsibility for planning safety into each work task and preventing the occurrence of incidents and/or controlling conditions/actions that could lead to occupational injuries or illnesses. To that end, all employees of RXR's Construction Services team (RCS) receive the OSHA 30-hour certification. Additionally, we maintain a comprehensive Health and Safety Plan that is reviewed and updated regularly.

The ultimate success of a safety and health program depends upon the full cooperation of every member of our team. If necessary, we take the appropriate actions to ensure that safety and health rules and practices are enforced, and that effective training programs are employed to the best advantage.

Our goal is the total elimination of accidents from our operations, allowing each employee to return home safely to their families.





# Philanthropic Support

In 2021, with donations of over \$5 million to over 90 different non-profit institutions, our philanthropic efforts reflect our commitment to supporting our local communities. RXR's philanthropic giving spanned all kinds of initiatives, from supporting first responders and environmental causes, to world-class educational and cultural institutions.

9/11 Memorial & Museum  
 92nd Street Y  
 The Acceleration Project Inc. (TAP)  
 The American Kennel Club -  
 Museum of the Dog  
 Association for Better New York (ABNY)  
 American Cancer Society  
 American Friends of Rabin Medical  
 Center (AFRMC)  
 American Lung Association  
 Big Brothers Big Sisters  
 Bike4Chai (Chai Lifeline)  
 Blyethedale Children's Hospital  
 Boy Scouts of America  
 Boys and Girls Club of New Rochelle  
 Brooklyn Community Services  
 Business Council of Westchester  
 Construction



9/11 MEMORIAL & MUSEUM 5K RUN WALK

Center for Urban Future  
 The Cleary Foundation for the Deaf  
 Commercial Industrial Brokers  
 Society of Long Island (CIBS)  
 City of Glen Cove July 4th Fireworks  
 City of Glen Cove National Night Out  
 Cold Spring Harbor Laboratory (CSHL)  
 Columbia University  
 Creative Artworks for Kids  
 CREtech Climate  
 Cristo Rey Brooklyn Corporate  
 Work Study Program  
 Downtown Brooklyn Partnership  
 Downtown Special Services District  
 Drum Major Institute  
 Earth Day Initiative  
 Everytown  
 Families & Children's Association (FCA)  
 FDNY Foundation  
 The Feinstein Institutes for  
 Medical Research  
 First Tee - Metropolitan New York  
 Fort Greene Park Conservancy  
 Friends of Hudson River Park  
 Friends of the High Line  
 Giffords  
 Glen Cove Baseball & Softball  
 Association  
 Glen Cove Boys and Girls Club  
 Glen Cove Downtown BID -  
 Downtown Sounds  
 Glen Cove Friends  
 of the Youth Bureau  
 Harmony Program  
 Hofstra University  
 Hospital for Special Surgery  
 I Have A Dream Foundation  
 Interfaith Nutrition Network Inc  
 (The INN)  
 Intrepid Sea, Air & Space Museum  
 James Lenox House Association  
 LI Marathon (Nassau Parks  
 Conservancy Inc)  
 Long Island Association



VOLUNTEERS OF AMERICA - GREATER NEW YORK

Long Island Children's Museum  
 Long Island City Partnership  
 Lung Cancer Research Foundation  
 Lupus Research Alliance  
 March of Dimes  
 March of Dimes Fairfield County  
 The Metropolitan Museum of Art -  
 Real Estate Council  
 Mount Vernon Neighborhood  
 Health Center  
 Nassau Council of Chambers of  
 Commerce  
 National Eating Disorder Association  
 (NEDA)  
 National Jewish Health  
 National September 11 Memorial  
 The National Urban Technology  
 Center Inc  
 New Bronx Chamber of Commerce  
 New Heights New Rochelle Police  
 Department  
 New Rochelle Public Library  
 New York Restoration Project (NYRP)  
 Nontraditional Employment for  
 Women (NEW)  
 North Shore Historical Museum  
 Northwell Health Foundation  
 NY Forever (New York to Stay, Inc.)  
 NY League of Conservation Voters  
 NYC Fire Fighters Awards Dinner  
 Partnership for NYC  
 Pencil Inc.  
 The Perelman Performing Arts Center  
 The Opportunity Network  
 Real Estate Executive Council, Inc.  
 REBNY  
 Regional Plan Association (RPA)  
 Riders Alliance  
 Riverside Hawks Program  
 Run4Beigel  
 Salvadori Center  
 Sandy Hook Promise  
 Schools That Can  
 Selfhelp Community Services  
 Skyscraper Museum  
 Stamford Park Veterans Partnership  
 Tomorrow's Hope Foundation  
 Tribeca Film Institute  
 Urban Land Institute Fairfield County  
 Vision Long Island  
 Whitney Museum  
 Women In Need Inc. (WIN)  
 YM/WREA  
 Yonkers BID



# RXR Volunteer

At the start of the pandemic, RXR launched an online volunteer matchmaking platform called RXR Volunteer. Designed to match non-profits and small businesses in need with volunteers with unique skillsets, RXR Volunteer has supported over **400 small businesses and non-profits** in the NY-Metro area through both virtual and in-person volunteer opportunities organizing over **475 professionals** in RXR's vast network of professionals across all industry types. Over the course of 2021, the RXR Volunteer platform added over **125 new volunteers** to the network.



In 2021, RXR began facilitating in-person volunteer opportunities across our NYC and Long Island Portfolio, which were offered to both RXR team members, as well as tenants within the RXR portfolio.



The RXO team and RXR Volunteer led a monthly cadence of on-site donations and drives to collect clothes, toys, school supplies, electronics, holiday candy, and more, for those less privileged in our community.





In 2014, the City of New Rochelle selected RXR as the master developer for its downtown, which had untapped potential to transform into a vibrant, active business and cultural district. Following a comprehensive community engagement process in partnership with the City, RXR recommended a path forward to attract new residents, activate a downtown, and spur equitable economic growth through catalytic investment.

# New Rochelle



360 HUGUENOT

In 2019, RXR delivered **360 Huguenot**, the first of several residential developments in the downtown core. 360 Huguenot is an amenity-rich 280-unit tower (with 10 percent of units designated affordable), ground floor retail, and is within walking distance to the Metro North commuter rail station. As part of the development, RXR rehabilitated a historic black box theater to foster the City's growing arts and cultural scene that we are contributing to the City at no cost to the city to manage.

In 2019, RXR broke ground on **One Clinton Park**, a modern residential tower focused on a first-class living experience. At 352 luxury units, One Clinton Park features easy access to street level retail and public transportation, spacious outdoor terraces, tenant lounges and creative spaces, dog parks, child play areas, and a curated private food and beverage experience. And in 2021, RXR broke ground on **Two Clinton Park** – a neighboring and equally stunning 390-unit residential building that upon completion will offer the same level of tenant experience and amenities. As part of this development, RXR is constructing a 16,000 square foot public plaza and building necessary sewer infrastructure upgrades that benefit the downtown core.



ONE CLINTON PARK



Affordable housing in transit-rich areas is essential to building sustainable communities. In partnership with Georgica Green Ventures, RXR announced plans for **Highgarden Tower**, a 219-unit fully affordable development currently under construction in the downtown core and across the street from the New Rochelle Transit Center. 77 units of housing have been set aside for victims and families of domestic violence. Upon completion, the building will be steps from the Metro North commuter rail, multiple bus lines, and contain a private playground for residents, a learning center, and community incubator space.

RXR's strength is the ability to leverage our developments to support the community. We continue to partner with the City and other entities to hire local workers and Minority and Women-Owned Businesses (M/WBEs) at our developments. At One Clinton Park, 10 percent of all construction workers are local hires to New Rochelle and 12 percent of the total project budget was awarded to MWBEs. \$73 million out of a total \$111 million of direct trade awards went to contractors local to Westchester, approximately two-thirds of all direct trade awards.

In 2021, RXR partnered with Pathways to Apprenticeship, and provided twelve low-income residents from New Rochelle the opportunity to work on our New Rochelle developments with the local building and construction unions. These men and women received OSHA training in addition to gaining construction experience, and several remain with the union on local projects.

In addition, RXR partnered with PENCIL, Inc., a New York-based non-profit that connects public high school students to the private sector, for a five-week, work-based learning program where ten local students were paired with a professional mentor and engaged in skill-building activities on RXR's developments in New Rochelle.

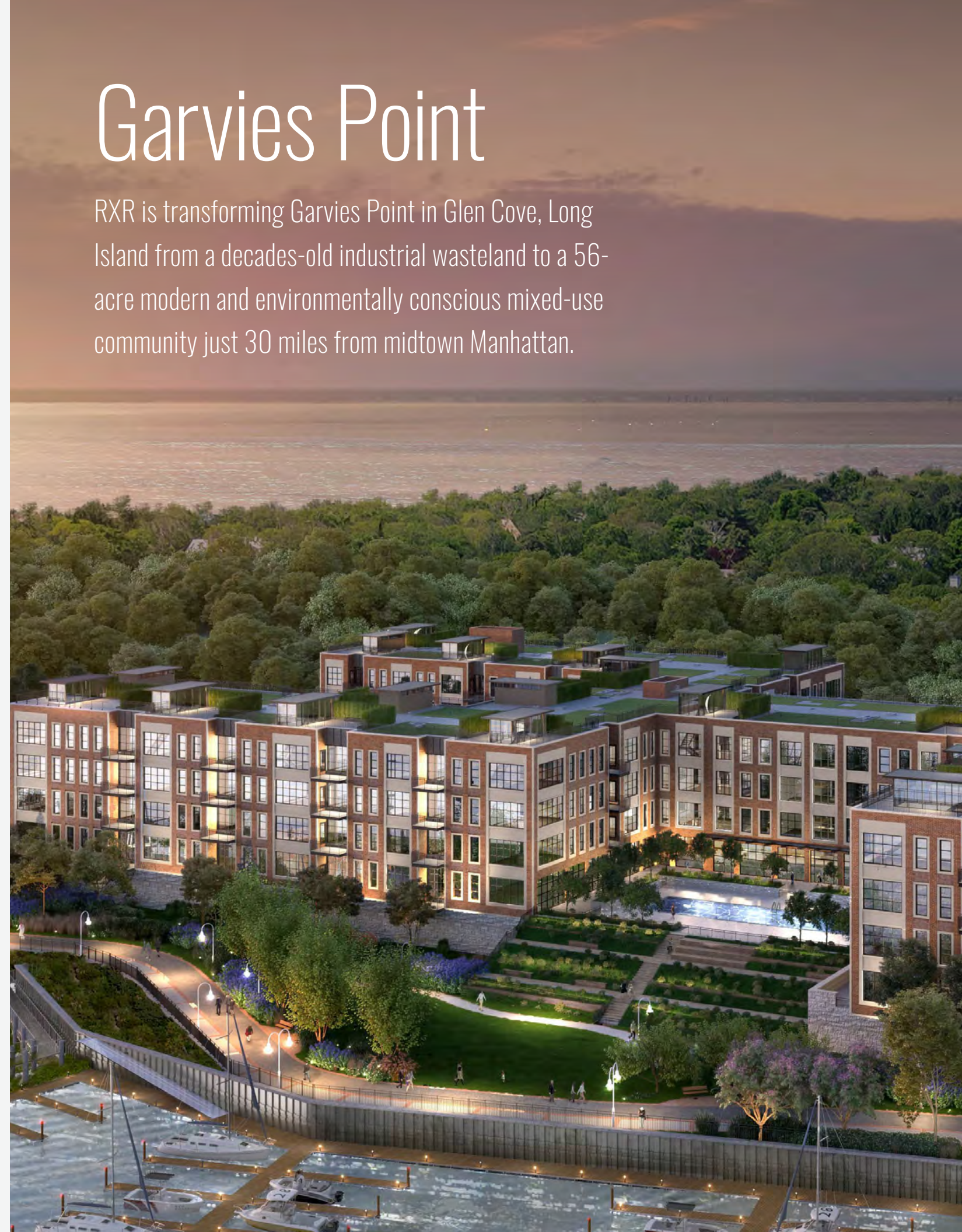
At the onset of the pandemic, when New Rochelle became the nation's COVID epicenter, RXR established a community fund and distributed over \$1 million in grants to local small businesses, community groups, and non-profits to help combat food insecurity, provide childcare to essential workers, close the digital divide, support the vaccination effort, and provide safe and enriching extracurricular activities for the City's students.

- As remote learning became the norm, RXR worked with The STEM Alliance and the Westchester Library System to provide computers, screens, webcams, and keyboards to area families impacted by Hurricane Ida.
- To address low vaccination rates amidst the Delta and Omicron variants, RXR provided incentive funds to the Mount Vernon Neighborhood Health Center, resulting in 97 newly vaccinated or boosted individuals.
- As virtual learning continued throughout the pandemic, RXR contributed \$30,000 to the Boys and Girls Club of New Rochelle for their Virtual Learning Centers, which provided care and support for students participating in virtual learning while their parents went to work.
- RXR contributed \$10,000 to the City of New Rochelle to help launch their Train Station Holiday Market, which helped activate the downtown and provide activities and services for New Rochelle families for the holiday season.

As New Rochelle enters the new normal and continues its growth, RXR is doubling down on its investment in the community, with future grant funding for innovative and impactful youth programming.

# Garvies Point

RXR is transforming Garvies Point in Glen Cove, Long Island from a decades-old industrial wasteland to a 56-acre modern and environmentally conscious mixed-use community just 30 miles from midtown Manhattan.





Working in partnership with the City of Glen Cove, we're building more than one thousand new housing units and 75,000 square feet of new of commercial and retail space, along with a public waterfront park and open space that had been closed to the public due to contamination.

**The Harbor Landing** and **The Beacon** – two residential properties that represent over half of the total units in development - are registered with the certification goal of LEED Silver®. During pre-development, both underwent thorough site selection to ensure efficient density and community connectivity, as well as accessibility to alternative forms of transportation. And, with the implementation of water efficient landscaping, we reduced water usage by 20 percent. Lastly, we maximized our debris recycling at both sites, including over 75% of construction waste.

In addition to Harbor Landing and The Beacon, our other rental units and condo homes within Garvies Point were designed to incorporate ENERGY STAR appliances, LED lighting, electric car charging stations, low-flow plumbing fixtures and storm water irrigation. In 2022, we are working towards incorporating additional



sustainability measures, including utilizing low-emitting materials for paints, flooring systems and adhesives, as well as introduce measures to improve air quality during construction. Further, we aim to improve our construction waste management and increase our diversion rate to at least fifty percent.

Across the entire Garvies Point development, 27 acres (nearly half the entire development site) is devoted to public open space and parks, including a 1.1-mile waterfront esplanade featuring a bike path and a children's playground.

With 30,500 square feet of new retail space already introduced in Garvies Point, the economic benefits are already being felt in the community. New businesses, such as the Garvies Point Craft Brewery and Restaurant, are opening and retail tenants are filling spaces in nearby Village Square. We believe the development of formerly contaminated and vacant land and new business activity will generate millions in new tax revenue for the City of Glen Cove. Plus, the development has created approximately 150 permanent jobs, in addition to over 1,300 construction jobs, and generated \$4.5 million in local tax revenue resulting from an over \$500 million investment in the community.



**56 Acres**

RE-ENVISIONED FORMERLY CONTAMINATED, BLIGHTED SITE THAT SAT DORMANT FOR DECADES

**27 Acres**

OF LAND WAS CONVERTED INTO PUBLIC SPACE WITH AMENITIES THAT ARE OPEN TO RESIDENTS & THE PUBLIC

**1,332**

CONSTRUCTION JOBS CREATED AND APPROXIMATELY 150 PERMANENT JOBS

**531**

MARKET-RATE AND AFFORDABLE UNITS PROVIDED

**569**

HOUSING UNITS IN THE DEVELOPMENT PIPELINE

**\$5.5 Million**

EXPECTED TO BE GENERATED IN TAX REVENUES FROM VACANT PARCELS IN 2022



# RXR Experience Officer



Gone are the days when beautiful buildings alone are enough to attract and retain tenants. Today's customer has grown to expect a truly elevated and differentiated experience at every touchpoint, from the beginning of their day to the end, in both the physical and the digital worlds.

Anchoring our approach to activation is our “RXR Experience Officer” (RXO) team of customer-centric specialists dedicated 100 percent to tenant experience.



We see RXOs as the conductors of an organic symphony that deftly integrates concierge-level service, programming and events. This includes internal and external community engagement, thoughtfully curated perks and partnerships, and all the little “extras” that create a truly elevated and differentiated experience. From the beginning of the day to the end, in both the physical and digital worlds, RXOs design in-building activations to inspire, educate, and engage our tenants. They provide monthly bespoke programming events (in-person and virtual) designed to engage our entire community; create social impact through volunteer opportunities; curate a suite of exclusive perks, partnerships and amenities; and offer personalized program design in collaboration with our tenants to build their own engaging workplaces and refine their return-to-office strategy.





RXOs are conductors of an organic symphony that deftly integrates concierge level service, programming and events, internal and external community engagement, thoughtfully curated perks and partnerships, and all the little extras that create a truly elevated and differentiated experience at every touchpoint, from the beginning of their day to the end, in both the physical and the digital worlds.

### RXOs ARE COMMITTED TO:

- Creating experiences that resonate with our tenants, their employees and the external community
- Fostering both internal and external community engagement
- Making a direct social impact in our communities through external partnerships and events and providing opportunities for our tenants and residents to do the same
- Improving the work-life experience by providing a full suite of thoughtfully curated perks, partnerships and amenities
- Establishing clear and accessible feedback loops to fuel our commitment to elevated customer service and hospitality

### RXOS DELIVER ON THESE COMMITMENTS THROUGH THE FOLLOWING BUCKETS:

	<h4>IN BUILDING ACTIVATIONS</h4> <p>CREATIVE INSTALLATIONS DESIGNED TO INSPIRE, EDUCATE, AND ENGAGE.</p>
	<h4>MONTHLY EVENTS &amp; PROGRAMMING</h4> <p>THOUGHTFULLY PRODUCED IN-PERSON AND VIRTUAL EXPERIENCES DESIGNED TO ENGAGE OUR INTERNAL AND EXTERNAL COMMUNITIES.</p>
	<h4>SOCIAL IMPACT</h4> <p>VOLUNTEER OPPORTUNITIES THAT SUPPORT OUR LOCAL COMMUNITIES.</p>
	<h4>EXCLUSIVE PERKS</h4> <p>EXCLUSIVE OFFERS FROM LOCAL AND NATIONAL PARTNERS ON PRODUCTS AND SERVICES</p>
	<h4>PARTNERSHIPS &amp; AMENITIES</h4> <p>A THOUGHTFULLY CURATED SUITE OF PARTNERSHIPS AND AMENITIES TO HELP IMPROVE THE WORKPLACE EXPERIENCE.</p>

### Drives & Donations in 2021

The RXO Team hosted **11 donation drives** throughout the year at several participating Long Island and NYC properties.

<p>NEW YORK CITY</p> <p>JANUARY 2021 Green Tree Textiles Clothing Drive</p> <hr/> <p><b>778 lbs</b></p> <p>of clothing was collected</p>	<p>NEW YORK CITY &amp; LONG ISLAND</p> <p>FEBRUARY 2021 Wendy Hilliard Gymnastics Card Drive</p> <hr/> <p><b>140</b></p> <p>cards sold to benefit the foundation</p>	
<p>Bethany House Women &amp; Children's Shelter</p>	<p>LONG ISLAND</p> <p>MARCH 2021 Bethany House Women &amp; Children's Shelter</p> <hr/> <p><b>2</b></p> <p>carloads of household essentials collected</p>	<p>LONG ISLAND</p> <p>AUGUST 2021 United Way of Long Island Stuff-A-Bus</p> <hr/> <p><b>1,000+</b></p> <p>children benefitted and 20+ boxes of school supplies were donated</p>
<p>LONG ISLAND</p> <p>OCTOBER 2021 United Way Halloween Candy &amp; Costume Drive</p> <hr/> <p><b>9</b></p> <p>boxes of assorted candy and costumes collected</p>	<p>NEW YORK CITY</p> <p>OCTOBER 2021 Halloween Candy Drive with VOA-GNY</p> <hr/> <p><b>40</b></p> <p>bags of candy collected</p>	<p>LONG ISLAND</p> <p>NOVEMBER 2021 Island Harvest Food Drive</p> <hr/> <p><b>1,346 lbs</b></p> <p>of food donated</p>
<p>Toys for Tots Holiday Toy Drive</p>	<p>LONG ISLAND</p> <p>DECEMBER 2021 Toys for Tots Holiday Toy Drive</p> <hr/> <p><b>17</b></p> <p>full boxes of toys donated</p>	<p>NEW YORK CITY</p> <p>DECEMBER 2021 Holiday Toy &amp; Winter Accessory Drive</p> <hr/> <p><b>50</b></p> <p>toys and 15 coats were donated</p>



RECALIBRATE REALITY

# THE FUTURE OF NY

WITH SCOTT RECHLER

RXR IN COLLABORATION WITH 92Y



Last year, RXR's Chairman and CEO, Scott Rechler, launched a new conversational series with the 92nd Street Y, one of New York's preeminent cultural institutions, to engage leaders from a diverse array of industries and sectors to discuss how we can recalibrate reality to create a more prosperous, more sustainable, and more equitable world post-COVID-19.

In the first season, Scott interviewed over 30 guests throughout 2021, speaking on a variety of topics impacting the greater New York region and garnering over 270,000 views. In the upcoming 2022 season, the show will focus on recalibrating reality with a national and international lens when adapting to a new normal, recognizing that we must safely co-exist with COVID-19 and move forward.

## Guest Highlights from the 2021 Season



**DAVID ROCKWELL**  
Award-Winning Architect



**JON GRAY**  
President & Chief Operating Officer  
*The Blackstone Group*



**GENERAL STANLEY MCCHRISTAL**  
Retired Four-Star General  
Former Commander of the  
U.S. Forces in Afghanistan



**BRIAN CHESKY**  
CEO & Co-Founder  
*Airbnb*



**REPRESENTATIVE RITCHIE TORRES**  
New York's 15th  
Congressional District



**MARTIN LUTHER KING III  
& ARNDREA WATERS KING**  
Drum Major Institute



**MARGARET ANADU**  
Global Head of Sustainability &  
Impact for Asset Management  
*Goldman Sachs*



**MARCUS SAMUELSSON**  
Internationally Acclaimed  
Chef and Restaurateur



**MARY ANN TIGHE**  
C.E.O.  
*CBRE, New York Tri-State Region*



**RICHARD FLORIDA**  
University Professor at the University  
of Toronto's School of Cities &  
Rotman School of Management,  
Distinguished Fellow at NYU's  
Schack School of Real Estate



**DAVID ARENA**  
Head of Global Real Estate  
*JPMorgan Chase*



**CHARLES SCHUMER**  
U.S. Senator and  
U.S. Senate Majority Leader



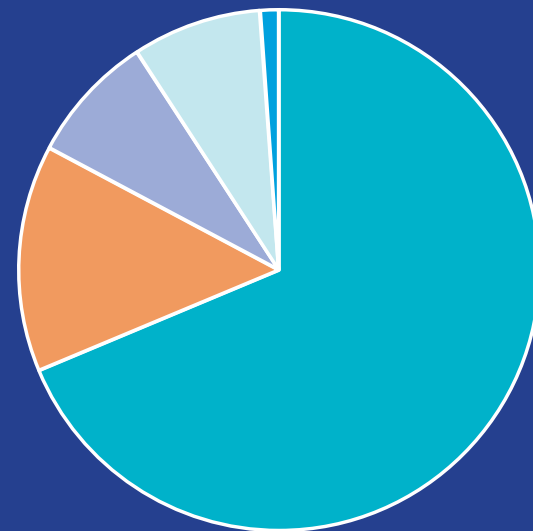
# Building a Stronger RXR Team

RXR is committed to fostering a healthy workplace and culture through talent acquisition, professional development, and prioritizing diversity, equity, and inclusion. Our goal is to create an environment where every RXR team member is well-positioned and empowered to achieve success.

We're proud to be an Equal Opportunity Employer, and our commitment to diversity reflects who we are and the communities we serve.

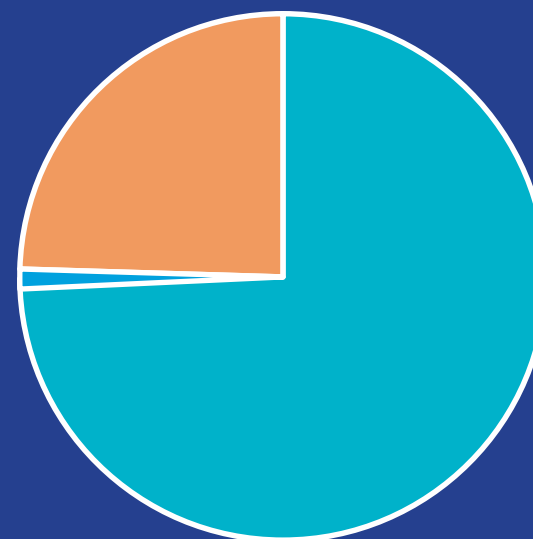
## WORKFORCE DEMOGRAPHICS

### EMPLOYEE BREAKDOWN BY RACE



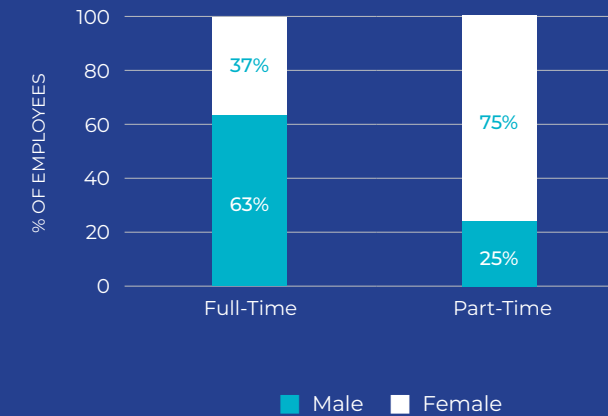
- White = 68.69%
- Hispanic or Latino = 14.09%
- Black or African American = 8.02%
- Asian = 8.02%
- Other = 1.17%

### EMPLOYEE BREAKDOWN BY EMPLOYMENT

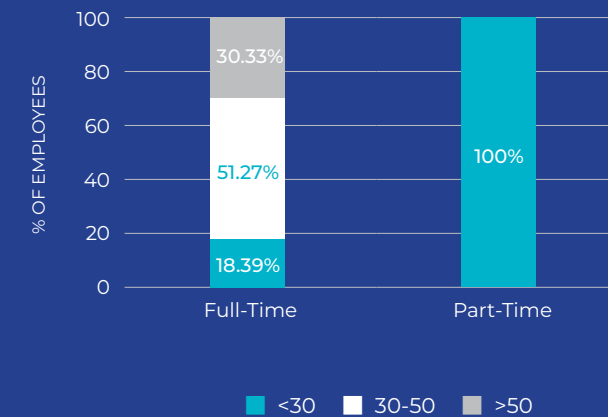


- Full-Time Employees = 51
- Part-Time Employees = 4
- Racial Minorities by % of Total Personnel = 166

### EMPLOYEE BREAKDOWN BY GENDER



### EMPLOYEE BREAKDOWN BY AGE



## EDUCATION AND TRAINING

### Preventing Discrimination & Harassment Training

#### Code of Conduct:

- All new hires sign off on the employee handbook which includes the code of conduct
- RXR team members attest to the Code of Conduct annually.

#### Whistleblower Protection:

- Training to Construction team members about psychological safety and whistleblower protection.

## PERFORMANCE MANAGEMENT

RXR's Performance Management process is a year-long cycle that includes goal setting, career and development planning, ongoing feedback, mid-year discussions, and a comprehensive year-end performance review.

Managers and employees have a shared accountability to set goals and assess progress throughout the year.

## VOLUNTEERISM

Team members are granted two days (or 16 hours) of paid time off to volunteer and invest in local communities through recognized charities and community service organizations.



## EMPLOYEE BENEFITS

### Philosophy

- Increase employee overall financial, physical, and emotional well being
- Empower employees with information and skills to help them achieve best possible health
- Positively affect employee engagement and job satisfaction
- Provide valued employee benefits

### Health & Wellness

- Medical, Dental, and Vision
- Health Savings Account with company contribution
- Flexible Spending Account
- Flu Shots, COVID-19 vaccine & testing
- Complementary gym access at RXR Plaza
- Planned 2022 Health and Wellness Fair

### Mental Health

- Mental Health resources in partnership with Cigna and Anthem
- Emotional well-being tools to help employees become aware and build resiliency
- Seminars, tips, tools, resources
- Virtual as well as local providers

### Parental Benefits

- Paid Parental leave (birth mother, fathers, same-sex partners, and adoptive parents) at 100% base weekly salary/wage
- Paid leave for Prenatal Care
- Paid leave for appointments related to the adoption process
- Lactation rooms available in each RXR HQ Location

### Financial Resources

- Financial and legal assistance
- 401K plan with RXR contribution
- Commuter benefits

### Paid Time Off

- At least 18 days of paid time off
- 11 paid holidays annually
- Paid Jury Duty
- Paid Military Leave
- 100% Paid Community Service days

### Employee Assistance Program (EAP) Resources

- Childcare and Eldercare network of providers
- Online webinars/seminars on various employee assistance subjects
- Toll-free 24/7 telephone consultations and up to three face to face counselor visits per employee and household member per issue (alcohol or drug abuse, family problems, depression, stress, crisis, grief)
- Financial consultation: unlimited telephone consultation with a certified consumer credit counselor
- Legal referrals and discounted fees

### Additional Benefits:

- Short- and Long-term disability
- RXR Paid Life/Accidental Death and Dismemberment Insurance
- Illness, hospital, and accidental insurance available
- Pet Insurance
- Quarterly financial wellness seminars
- Career support

# Governance

We've implemented a strong corporate governance and risk management framework to ensure that we maintain the highest moral, legal, and ethical standards. We believe that we are only as strong as our reputation and our values, which is why we encourage every RXR team member to "act like owner."

RXR maintains a Risk Assessment and Governance Framework to evaluate, monitor, and mitigate both financial and nonfinancial risk throughout the company. RXR's Chief Accounting and Risk Management Officer (CARMO) performs regular risk assessments to provide senior management and other stakeholders an understanding of the risks we face in the various business and community building activities that RXR leads and participates in.

Led by our Chief Compliance Officer, RXR's corporate compliance activities reflect our belief in operating with dignity and respect for our entire team. Maintaining our corporate integrity is the responsibility of all RXR employees. To demonstrate our commitment to these principles, we maintain a whistleblower hotline available to the entire company and provide a detailed

Code of Conduct that addresses many potential situations involving our stakeholders, from internal issues to conflicts of interest. RXR is also proud to champion human rights, diversity and inclusion, freedom of association, fair labor practices, and strict policies against compulsory and child labor.

Our corporate integrity initiatives are more than just compliance – it's also about setting a standard of employee engagement, security, and vendor integrity. RXR's governance policies extend to bribery and corruption, cyber security, data protection and privacy, fraud, and fiduciary duty. Additionally, we established a comprehensive Vendor Integrity Program to assess all potential partners for conflicts of interest and adherence to appropriate governance standards.





Our dedicated ESG and Social Impact task force, comprised of senior members of the RXR team, ensures that our ESG principles are infused throughout our investment, asset management, portfolio operations, and development and construction teams.

To enable proper tracking, our digital toolkits provide our employees and tenants with the hardware and digital solutions needed to monitor energy management. Hardware that is installed throughout our portfolio ensures data centralization and real-time monitoring and allows RXR to glean insights to further improve building efficiency and energy usage. For instance, we have an actionable understanding of the sources and interdependencies of energy usage within our buildings, allowing us to track not only holistic building performance but also granular tenant consumption, which is particularly important given that tenant consumption accounts for the majority of power usage in a typical office building.

The task force is charged with establishing thoughtful targets, collecting, and monitoring all relevant data, and holding ourselves accountable to meeting our interim and long-term objectives.

Through this data collection and monitoring, we can improve building operational efficiencies, increase tenant engagement, identify potential energy-use outliers, and reduce our energy consumption and GHG emissions.

**CORPORATE GOVERNANCE HIGHLIGHTS**

**Whistleblower**

- Whistleblower hotline and protection available to all RXR team members

**Code of Conduct and Ethics**

- Code of Conduct handbook with training for every RXR team member covering a broad range of principles and issues

**Diversity, Equity, and Inclusion**

- Mandatory Diversity, Equity, and Inclusion training, which also encompasses micro-aggressions in the workplace and unconscious biases

**Anti-Harassment and Anti-Discrimination**

- Mandatory trainings on preventing discrimination and harassment

**Oversight**

- Direct partner and executive oversight of ESG and Social Impact

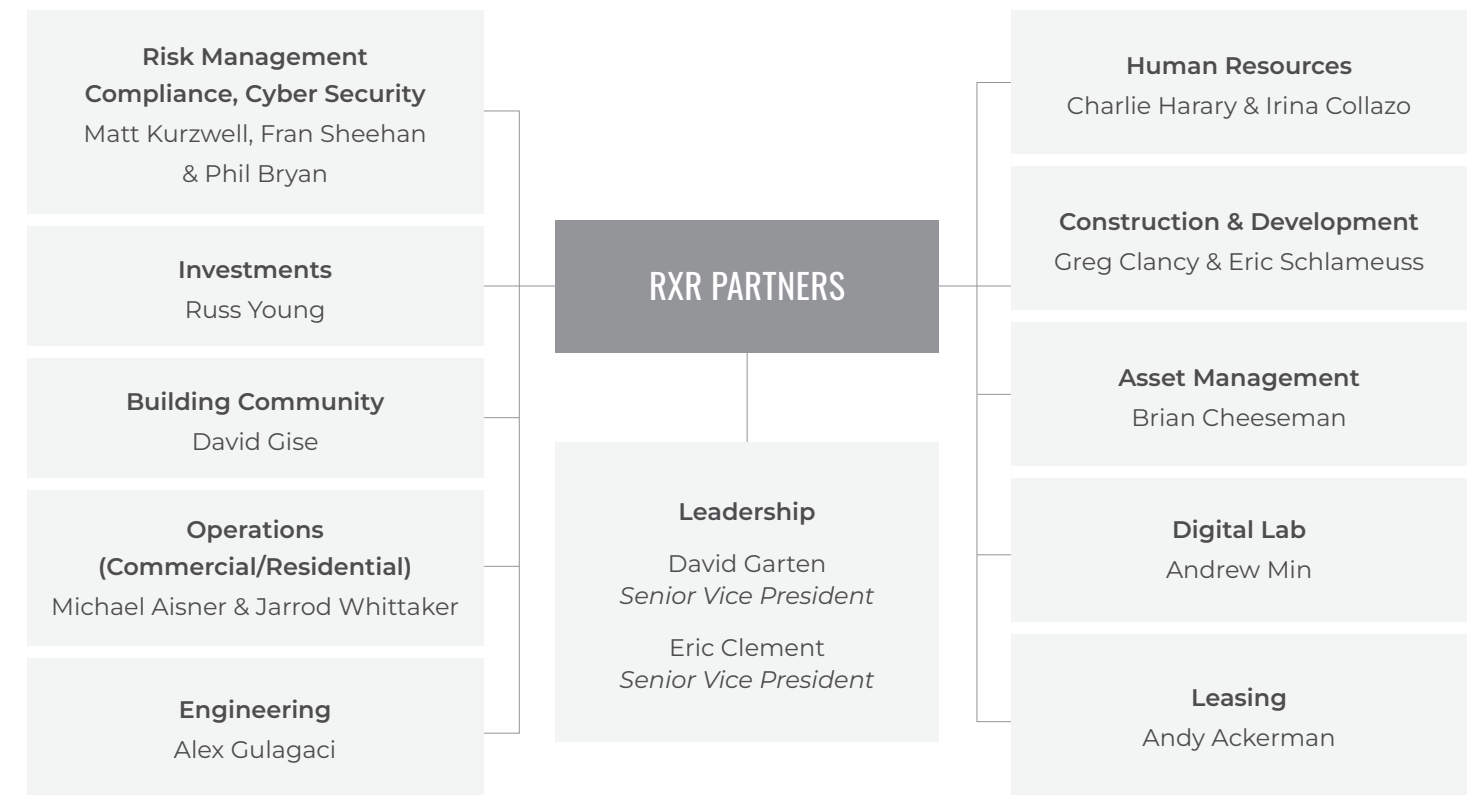
**Environmental, Social, Governance**

- Dedicated task force ensures executive and partner-level prioritization, accountability, and uniform guidance and controls

**Stakeholder Engagement**

- All RXR team members participate monthly company-wide meeting updates
- Frequent and regular communication with all tenants and residents

**ESG / SOCIAL IMPACT TASK FORCE**





# Cybersecurity

With the dynamic cyber threat landscape, emerging threat sophistication, and increasing attack vectors, the need to implement innovative cybersecurity measures to protect network infrastructure has grown exponentially.

Recognizing this escalating threat, RXR's Director of Information Technology, has implemented a multi-faceted, multi-layered, diverse mesh strategy in the procurement and implementation of cybersecurity solutions.

Every RXR team member is given regular training on cybersecurity, phishing awareness, and threat management. These trainings are followed by routine communications and reminders for all employees.

To ensure confidentiality and data integrity within RXR's network environment, we maintain a variety of security measures and cybersecurity defenses, including:

- Email Protection with machine learning detection to identify and block phishing and imposter threats
- Targeted Attack Protection (TAP) to block advanced threats
- Email Fraud Defense and Email continuity
- Physical and virtual server protection with regularly scheduled incremental backup schedule, including ransomware detection
- AI technology to proactively block Zero Day attacks
- Behavioral Analytics to identify anomalies that indicate a compromise
- Adaptive Multifactor Authentication
- User and Device Identity Management
- Centralized cloud platform for mobile device management
- Automated firmware and patching of all system vulnerabilities
- Compliance management and Cybersecurity framework library
- Realtime alerts and monitoring of core systems, service providers, applications, and critical online sites
- Agentless network threat detection solution
- Cloud detection and response
- Continuous hardening and threat detection

## Letter of Assurance & GRI Content Index





June 28, 2022

## External Assurance of 2021 Environmental Performance Data for RXR Realty Portfolios: New York City, Long Island and Residential

### Introduction

Sustainable Investment Group (SIG) has conducted a third-party verification and external assurance of RXR Realty's (RXR) New York City (NYC), Long Island (LI), and Residential (Resi) portfolios for the 2021 reporting year.

### Assurance Team

Role	Name
Project Manager	Amy D'Angelo
Lead Verifier	Tiana Nguyen
Lead Quality Assurer	Nick Kassanis
Support Verifier	Amritpal Virdee

### Scope of Assurance

The scope of our review includes:

- Collection of data to assess energy, water, waste, and emissions for the following period – January 1 to December 31, 2021 (the reporting year).
- A review to determine whether the process followed the methodology described in ISO 14064-3: 2019.
- A review to determine whether any measurement of the energy, emissions, water, and waste data is faulty.
- Organizational boundaries for the environmental data inventory are as follows:
  - Whole building energy data for each building.
  - Aggregate water data for each building.
  - Waste haul data from the waste and recycling haulers serving the properties.

### Level of Assurance

SIG applied a limited level of assurance to this verification exercise to meet the intended use of public disclosure of environmental performance data.

This level of assurance assesses the environmental data disclosure including energy, water and emissions data and determines its material correctness.

The report has been prepared in accordance with ISO 14064-3: 2019 for quantification, monitoring, and reporting.



June 28, 2022

### Assurance Opinion and Summary

Upon the completion of SIG's review of RXR's NYC, LI, and Residential Environmental Performance data for the 2021 calendar year, we have externally assured the data for environmental data disclosure. We apply an unmodified opinion in accordance with ISO 14064-3: 2019 and assert that there is no evidence that the environmental data disclosure including energy, water, waste and emissions data are not materially correct or are not a fair representation of consumption details.

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.

RXR Realty Assets		
New York City	Long Island	Residential
1330 Avenue of the Americas 340 Madison 530 5 <sup>th</sup> 75 Rockefeller Plaza 5 Times Square 1285 Avenue of the Americas 825 8th Avenue (Worldwide Plaza) 237 Park 230 Park Avenue 32 Old Sip 61 Broadway Starrett Lehigh 450 Lexington Avenue 620 Avenue of Americas 3718 Northern Boulevard (Standard Motor Products) 470 Vanderbilt Ave	325 RXR Plaza 333 Earle Ovington Boulevard 50 Charles Lindbergh Boulevard 48 South Service Road 58 South Service Road 68 South Service Road 100 Crossways Park West 20 Crossways Park North 1000 Woodbury Road 88 Froelich Farm Boulevard	585 Main Street 475 Clermont Avenue 405 Atlantic Street 355 Atlantic Street Village Square Harbor Landing Sawyer Place

Sincerely,

Nick Kassanis, PE, CBCP, LEED AP BD+C  
 Sustainable Investment Group (SIG)  
 President  
 (415)823 - 3442





June 28, 2022

### Methodology

As part of the review and data assurance process, RXR provided the following data for 2021:

1. Whole building energy data for each building
2. Aggregate water data for each building
3. Waste haul data from the waste and recycling haulers serving the properties

The data and information supporting the assertion were actual values for energy and water consumption.

Our verification strategy used a data sampling and controls testing approach. Evidence-gathering procedures included but were not limited to:

- Inspect the completeness of the inventory.
- Coordinate with and perform access controls to data management controls utilized by the entity: WatchWire and Energy Star Portfolio Manager (ESPM).
- Analyze electricity, fuel, water, and waste records to confirm accuracy of source data into calculations:
  1. During our analysis of electricity, fuel, and water we followed usage data from the invoice management system, Watchwire, to Energy Star Portfolio Manager. Where data was not available in Watchwire, we obtained invoices directly from the entity.
  2. We calculated percent differences between each platform's aggregate totals for each data point: electricity, fuel, water and waste.
  3. We set an allowance threshold of 5.0% difference to account for differences in conversion methods between each platform as well as to capture deviations from source data.
    - a. Watchwire metrics are: kWh, therms, mlbs, HCFs for electricity, natural gas, steam, and water respectively.
    - b. Invoice metrics are: kWh, therms, mlbs, and CCFs or gallons for electricity, natural gas, steam and water respectively.
    - c. Energy Star metrics are: kBtu, kBtu , kBtu and kGals for electricity, natural gas, steam, and water respectively.
- For data that falls within the set threshold, we assert an "Unmodified Opinion" for assurance.
  1. In accordance with ISO 14064-3:2019, in order to draft an "Unmodified Opinion", the verifier shall ensure that:
    - a. there is sufficient and appropriate evidence to support material emissions, removals or storage;
    - b. the criteria are applied appropriately for material emissions, removals or storage;
    - c. the effectiveness of controls has been evaluated when the verifier intends to rely on those controls.
- For data that exceed the set threshold, we assert a "Modified Opinion" for assurance.
  1. In accordance with ISO 14064-3:2019, in order to draft an "Modified Opinion", the verifier shall ensure that there is no material misstatement at the level of the GHG statement, and shall consider:
    - a. the degree to which the matter impairs the usefulness of the GHG statement;



June 28, 2022

- b. The extent to which the effects of the matter on the GHG statement can be determined;
  - c. whether the GHG statement is, or could be understood to be, misleading even when read in conjunction with the verifier's opinion.
2. A modified verification opinion, when read in conjunction with the GHG statement, normally will serve adequately to inform the intended user(s) of any deficiencies or possible deficiencies in the GHG statement.



# GRI Content Index

**Statement of Use:** RXR Realty has reported the information cited in this GRI content index for the period of January to December 2021 with reference to the GRI Standards.

**GRI 1 Used:** GRI 1: Foundation 2021;  
GRI 102: General Disclosures 2016

## GRI 102: GENERAL DISCLOSURES 2016

102-1	Name of the Organization	About RXR	4
102-2	Activities, Brands, Products, Services	About RXR	4
102-3	Location of Headquarters	About RXR	4
102-4	Location of Operations	About RXR	4
102-5	Ownership & Legal Form	Private entity	N/a
102-6	Markets Served	About RXR	4
102-7	Scale of the Organization	About RXR	5
102-8	Information on Employees & Other Workers	Workforce Demographics	48-49
102-10	Significant Changes to the Organization and its Supply Chain	No Significant Changes	N/a
102-12	External Initiatives	RXR Volunteer	34-35
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	N/a
102-14	Statement from Senior Decision-Maker	Chairman and CEO letter	2-3
102-16	Values, Principles, Standards & Norms of Behavior	RXR's approach to ESG and Social Impact	7
102-17	Mechanisms for Advice & Concerns About Ethics	Governance	51
102-18	Governance Structure	Governance	52
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance	52
102-40	List of Stakeholder Groups	Chairman and CEO letter	2
102-43	Approach to Stakeholder Engagement	Governance	51
102-48	Restatements of Information	No Restatements	N/a
102-49	Changes in Reporting	No Significant Changes	N/a
102-50	Reporting Period	January 2021 – December 2021	N/a
102-51	Date of Most Recent Report	2020 ESG Report	N/a
102-52	Reporting Cycle	Annual	N/a
102-53	Contact Point for Questions Regarding the Report	Michael Aisner, Portfolio Property Manager	N/a
102-55	GRI Content Index	GRI Content Index	60
102-56	External assurance	Letter of Assurance	56

## GRI 302: ENERGY 2016

302-1	Energy Consumption Within the Organization	Energy and Sustainability	10
302-4	Reduction of Energy Consumption	Energy and Sustainability	10

## GRI 303: WATER AND EFFLUENTS 2018

303-5	Water Consumption	Energy and Sustainability	11
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## GRI 305: EMISSIONS 2016

305-1	Direct Greenhouse Gas (GHG) Emissions (Scope 1)	Energy and Sustainability	10
305-2	Energy Indirect Greenhouse Gas (GHG) Emissions (Scope 2)	Energy and Sustainability	10
305-5	Reduction of Greenhouse Gas (GHG) Emissions	Energy and Sustainability	10

## GRI 306: WASTE 2020

306-3	Waste Generated	Energy and Sustainability	11
306-4	Waste Diverted from Disposal	Energy and Sustainability	11
306-5	Waste Directed to Disposal	Energy and Sustainability	11

## GRI 401: EMPLOYMENT 2016

401-2	Full-time Employee Benefits that are not Provided to Temporary or Part-time Employees	Building a Stronger RXR Team	48
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## GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

403-06	Promotion of Worker Health	Building a Stronger RXR Team	48-49
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## GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

405-1	Diversity of Governance Bodies & Employees	Building a Stronger RXR Team	48-49
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**RXR**

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