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Housing & Jobs

The ongoing housing crisis represents one of the most pressing challenges facing the US today. Limited supply, escalating costs, and demographic shifts have made access to safe, affordable housing increasingly difficult.

RXR’s residential strategy is multi-dimensional, combining development, adaptive reuse, value-add repositioning, flexible capital, and operating capabilities to expand and improve housing stock in markets with durable demand drivers.

RXR is committed to being a part of the solution by creating additional housing units in major markets throughout the country through our equity investments in standing assets and ground-up developments, as well as through financing projects through our Capital Solutions platform. RXR understands that

creating additional housing demands a unique approach for each market. While developing new buildings from the ground up is a solution in suburban locations, RXR employs office-to-residential conversions in densely populated and developed metropolitan areas, including New York City.

At RXR, public-private partnerships are also a core investment strategy. These collaborations can advance housing, infrastructure, jobs, resilience, and long-term value. Projects such as 61 Broadway, Veridea, and Clinton Park illustrate this strategic approach.



61 Broadway

Residential Conversions



61 Broadway is a 33-story tower in Manhattan’s Financial District. Purchased in 2014, the building was once a bustling hub for law firms and financial services companies. Like many office buildings in New York City, occupancy decreased during the COVID-19 pandemic. Recognizing the evolving market demands, RXR announced plans to reposition the property through a large-scale conversion from approximately 788k square feet of office space to 807 multifamily units, including 200 designated affordable units. The project is intended to support New York City’s critical demand for housing while revitalizing an underutilized commercial asset.

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807	200
Multifamily Units	Designated Affordable Units

Currently preparing for construction, RXR is leveraging the conversion as an opportunity to enhance the building’s overall energy performance and reduce greenhouse gas emissions in compliance with local regulations. Planned improvements include upgrades to HVAC systems as well as enhancements to the building’s façade and envelope to improve efficiency, durability, and long-term performance. Together, these measures are expected to contribute to a more sustainable, resilient asset while supporting the delivery of much-needed housing.

Veridea

Veridea is a 1,100-acre, master-planned mixed-use community in Apex, North Carolina, governed by a custom sustainability zoning framework that concentrates development in walkable village and urban core areas while permanently preserving more than 250 acres of open space, recreation, and civic land.

This zoning supports a long term mix of residential, retail, office, healthcare, education, and life sciences uses, enabling residents to live close to jobs and services while reducing sprawl and infrastructure strain.

RXR’s development approach leverages this existing framework to deliver a people centered, resilient project

while maintaining flexibility across the years-long buildout. By 2035, Veridea is expected to include up to 8,000 residential units, 3.5 million square feet of retail, hospitality, and civic space, 12 million square feet of commercial space, a new public elementary school and a new community college, supporting sustained housing demand and employment growth in a high growth market.

8,000

Residential Units

12M sq ft

Commercial Space

1,560

Annual Construction Jobs

8,000

Permanent Jobs



Over an anticipated 10 year buildout, construction at Veridea is expected to support approximately 1,560 on site construction jobs annually, or 2,300 total jobs per year regionally when indirect and induced impacts are included. At full buildout, the project is projected to support more than 5,100 permanent on-site jobs and approximately 14,000 permanent jobs countywide across office, healthcare, life sciences, advanced manufacturing, retail, hospitality, and education.

A key anchor for long-term employment is the North Carolina Children’s Campus, selected by Duke Health and UNC Health to locate at Veridea. The campus is expected to support approximately 8,000 permanent jobs, positioning Veridea as a major healthcare and life sciences hub and reinforcing the project’s role as a durable, long-term economic engine.



RXR plans to create a livable, walkable community that brings schools, retail, industry, parks, and housing and jobs to the area.





Plant-Based Charcuterie Board Event at Maven



Precycle Event at the Willoughby



Kinka Plant Sale at Sawyer Place

Tenant Engagement

Tenant and community engagement is a core component of RXR’s sustainability approach and a key contributor to the long-term value of our residential portfolio.

RXR views tenant and resident engagement as part of a broader hospitality-driven operating model, creating stronger feedback loops, deeper customer relationships, and more resilient asset performance over time. Our properties are designed to serve not only as places to live and work, but as active contributors to the neighborhoods in which we operate. Through thoughtful programming that integrates environmental awareness, social connection, and local partnerships, RXR enhances quality of life for residents while strengthening ties with surrounding communities. This focus helps create vibrant, inclusive spaces and reinforces the premium residential experience across the portfolio.

We typically host three to four tenant engagement events annually, with programming tailored to residents' interests

and the local community. Events emphasize health and wellness, environmental stewardship, and community building, and often extend beyond traditional social gatherings to include hands-on, educational experiences. These initiatives have included sustainability-focused vendor engagements, farmers markets, zero-waste pop-ups, plant-based cooking demonstrations, e-waste recycling, and community donation programs. We have found that environmentally focused programming often drives higher participation and deeper engagement than conventional events, underscoring residents’ interest in purposeful, values-driven experiences. Many programs are family- and pet-friendly, and several are designed to bring together residents, local businesses, and municipal partners, further embedding our properties within their neighborhoods.

We typically host three to four tenant engagement events annually at each property, with programming tailored to local context and residents' interests.



The RealReal Event at Maven

Harbor Landing

Harbor Landing in Glen Cove, Long Island exemplifies RXR’s approach to integrating sustainability, community engagement, and local economic support at the site level.

The property regularly hosts farmers markets that feature locally grown produce, breads, and artisan goods, celebrating regional growers and small businesses while encouraging residents to shop locally. Complementary programming has included floral arrangement workshops led by local vendors, providing residents with hands-on experiences that reinforce an environmentally conscious lifestyle and support neighborhood entrepreneurs.

In addition to these events, Harbor Landing has implemented practical, resident-driven sustainability initiatives. The property hosted an e-cycling and document shredding event at no cost to residents,

enabling the responsible disposal of electronic waste and sensitive materials. Strong tenant participation and feedback have prompted plans to repeat the program. A clothing donation bin located in the garage is consistently utilized by residents, with items redirected to individuals transitioning out of homelessness and preparing for job interviews.

Harbor Landing has also hosted reusable tote bag-painting workshops, offering residents a personalized alternative to single-use plastic bags while promoting everyday sustainability practices.



Flower Bouquet Workshop



The property hosted an e-cycling and document shredding event at no cost to residents, enabling the responsible disposal of electronic waste and sensitive materials.



Reusable Tote Painting



The Plaza at Clinton Park

RXR’s decade-long redevelopment of downtown New Rochelle demonstrates how a sustained, place-based approach to real estate investment can deliver meaningful social impact alongside long-term value creation.

Through close partnership with the City of New Rochelle and local community organizations, RXR has transformed a formerly underutilized downtown area requiring environmental remediation into a vibrant, mixed-use neighborhood centered on housing access, job creation, and inclusive public spaces.

The revitalization effort began with the remediation of a former brownfield site that once housed a deteriorating parking deck. Rather than treating the site as an isolated development opportunity, RXR approached it as the foundation for a broader urban transformation. Through phased development, RXR delivered One Clinton Park

and Two Clinton Park, high-end mixed-use, multifamily projects that together include more than 700 residential units and over 20,000 square feet of retail space. Highgarden Tower is a 219-unit affordable housing building with 8,000 square feet of community incubator space contributed by the City of New Rochelle.

The Plaza at Clinton Park is a 16,000 square foot civic gathering place in the heart of downtown that serves as a community hub.

CLINTON PARK

Climate Week Exhibition



In March 2025, RXR partnered with the City of New Rochelle and The Lincoln Park Conservancy to host a dedication ceremony in Clinton Park Plaza honoring the city’s rich Black history. The event featured poetry, local food, and remarks from elected officials, historians, artists, and community leaders. A plaque featuring “Unforget” by the poet and academic Rashaun Allen pays tribute to Black heritage.

During Climate Week, RXR supported the “Sustainable at Home” event, welcoming residents to an afternoon focused on sustainability education and everyday climate action. The event featured plant-based food vendors, hands-on workshops, health-focused building certifications, and demonstrations of shared amenities that support more sustainable living, translating environmental goals into accessible, resident-focused experiences.



Poem Dedication Ceremony

RXR hosted Kids Fun Day at Clinton Park Plaza, welcoming local families for an afternoon designed to celebrate community and connection. The event featured interactive games, youth soccer activities with the Westchester Soccer Club, and local food vendors, bringing new energy to the plaza and reinforcing its role as a welcoming, family-friendly public space. Through programming like Kids Fun Day, RXR continues to activate the spaces it creates, ensuring they serve as gathering places that foster belonging and shared experiences.

Together, these activities illustrate how RXR’s Downtown New Rochelle investment integrates housing, jobs, culture, sustainability, and community life. Through long-term partnership, intentional design, and ongoing engagement, RXR’s redevelopment continues to strengthen social resilience and create lasting value for residents, businesses, and the City of New Rochelle.



Westchester Soccer League Block Party

Rather than treating the site as an isolated development opportunity, RXR approached it as the foundation for a broader urban transformation.

Climate Week Exhibition



Employee Engagement & Recognition

At RXR, we believe that a strong, inclusive workplace where employees feel supported and empowered is fundamental to our mission of Doing Good and Doing Well.

Our approach to employee engagement emphasizes recognition, professional development, and building the capabilities needed for ongoing success.

Moving forward, we are focused on ensuring RXR remains a great place to work by continuously listening to our people and evolving in response to what matters most to them.

“I appreciate all of the hard work that went into the event. It was great to catch up with so many women in the company I don't get to see often.”

- Employee from Women’s History Month Event

Women's History Month Event



Employee Awards - The Rexys

As part of our ongoing recognition efforts, we honored standout team members across departments with values-driven awards that reflect our culture and commitment to growth:

Property Management Awards

Staying Humble and Hungry
Awarded to the team members who display high levels of ambition while remaining respectful in their day-to-day role

Doing the Right Thing
Recognizes the individuals who showcase values-driven actions and decision-making

Cultivating Trusted Relationships
Celebrates the team members who cultivate enduring partnerships at their properties

Acting like an Owner
Awarded to the individuals who hold themselves and their team accountable

Leading with Bold Ideas
Celebrates the team members who showcase exemplary innovation

Striving for Excellence
Recognizes the team members who go above and beyond in their role

“Wonderful to come together as a group and recognize team members for their achievements and hard work in their fields/properties.”

- Employee from Property Management Offsite

Corporate Awards

Aspiring Learner
Recognizes individuals who show exceptional promise and dedication in their journey toward leadership excellence

Building Up Others
Awarded to the individuals who consistently go above and beyond to support those around them

Doing Good and Doing Well
Celebrates the individuals who excel professionally while positively contributing to society

Fierce Communication
Recognizes individuals who excel in the art of assertive and transparent communication

Spirit
Awarded to individuals who embody the essence of positivity, resilience, and inspiration



Employee Committees

Our Employee Committees provide dedicated spaces for employees to connect, share experiences, and support one another’s growth.

We have three such committees: the Women's Committee, which was established in 2022, and the Mosaic and Veterans' Committees, which were established in 2023. Membership and events are open to all corporate employees, regardless of identity. Ten events were held across the three groups in 2025, ranging from celebrating the Lunar New Year to remembering the sacrifices made on 9/11.

Black History Month Event



“I think the team does a great job of diverse events. Well done!”

- Employee from *Black History Month Event*



Women's History Month Event

“It was a brilliant half-day session, and I look forward to attending again.”

- Employee from *Women's History Month Event*

Aromatherapy Event



Employee Health & Wellness Program

At RXR, we view employee well-being as a strategic priority that is integral to both individual fulfillment and long-term organizational performance.

We are intentional in cultivating a workplace culture that not only supports but actively advances physical, mental, and emotional health. Through thoughtful wellness programs and initiatives, RXR empowers employees to build sustainable habits, enhance resilience, and maintain balance across all aspects of their lives.

Our commitment goes beyond programming to embedding well-being into the employee experience by fostering a culture where people feel supported, engaged, and able to perform at their best. This approach has earned RXR the Cigna Healthy Workforce Designation each year since 2023, recognizing the strength, innovation, and measurable impact of our wellness strategy.

In 2025, our physical and mental health programming included:

- Monthly on-site massage services at our corporate offices, providing employees with accessible opportunities to relax and recharge
- A self-defense workshop to build confidence and personal safety skills
- Guided meditation, Tai Chi, and yoga sessions to encourage stress management
- A series of wellness-focused webinars covering topics such as goal setting, using AI to support personal wellness, and overall healthy living practices
- Year-round raffle prize opportunities for wellness participation to encourage healthy habits
- Dedicated webinars for Military Appreciation Month and Mental Health Awareness Month, reinforcing our commitment to awareness, inclusion, and holistic well-being



Aromatherapy Event

“Keep up the great work fostering team connection! It’s wonderful to see everyone learning, growing, and enjoying the opportunity to build stronger relationships with colleagues. Experiences link these truly bring teams closer together.”

- Employee from *Engagement Event*





RXR in the Community

Guided by our belief that “Doing Good and Doing Well means Doing Better,” RXR recognizes that our responsibility extends beyond the assets we manage to the communities that surround them. For RXR, community engagement and sustainability are not separate from investment performance—they are part of our operating philosophy: stronger communities, better customer experiences, and more resilient assets can reinforce long-term value creation.

By building strong local relationships and supporting the health and vibrancy of nearby neighborhoods, we help cultivate resilient, thriving environments that benefit both our commercial tenants and multifamily residents. Strong communities contribute directly to the long-term performance, desirability, and value of our portfolio.

RXR prioritizes local hiring throughout the development of projects and intentionally incorporates retail opportunities that enable small, locally owned businesses to grow and succeed. We also focus our philanthropic activities on nonprofits that operate in our communities. Through these efforts, RXR seeks to generate shared value, strengthening communities while enhancing the sustainability and appeal of our assets.

Philanthropic Initiatives

- National September 11th Memorial
- Northwell Health Foundation (Advancing Women in Science)
- Friends of Hudson River Park
- enCourage Kids Foundation
- Diabetes Research Institute

\$3M

Donated in 2025