



“As ESG lead at Bixby Land Company, my mission is to drive sustainable business practices that benefit both the environment and society, while also ensuring that we create long term value for our stakeholders.”

- LINDSEY ENSIGN OLSON  
DIRECTOR OF INVESTOR RELATIONS & ESG

We are pleased to present our Annual ESG Impact Report for the year 2022. As a National Real Estate company, we are committed to taking a responsible approach to our business practices, integrating environmental, social, and governance considerations into our operations.

This report provides an overview of our progress in implementing our strategy, highlighting our achievements, challenges, and ongoing efforts to improve our sustainability performance. Our goal is to provide transparency and accountability to our stakeholders, and to demonstrate our commitment to creating long-term value while also contributing to the well-being of society and the planet. We thank you for your continued support and invite you to read through this report to learn more about our initiatives and progress.

**OUR MISSION**

Bixby Land Company acquires and operates commercial real estate throughout the United States where we focus on delivering superior risk adjusted returns to our investors. Execution, discipline and integrity are the core values that define our team and determine our success.

**OUR VISION**

To be the most admired real estate company in the markets we serve.



*Environment* **LED CASE STUDY**

All lighting and HVAC retrofits create future energy savings and improve ROI while protecting the environment by reducing the consumption of energy. Motion sensors, dimmers, natural daylight, and long-lasting LED lamps also play a part in reducing energy consumption, and the company also adheres to the guidelines for the disposal of replaced materials.

At 1565 Fryar in Sumner, WA, we replaced the existing fluorescent lights with new LEDs in 206,463 SF of warehouse space extending our tenant with significant savings.



**SAVINGS EQUALS**

6.6M Phones Charged  
OR  
12.2 Gasoline-Powered  
Vehicles Driven for a Year

**112**  
LEDS INSTALLED

**6,440** KWH  
MONTHLY SAVINGS

**77,280** KWH  
ANNUAL SAVINGS

# Social GIVING BACK

Our culture is our foundation and it's reflected in everything we do. We are known for being capable and executing with integrity. We strive for open and consistent communication with both internal and external stakeholders. We expect our employees to be self-starters and solutions generators, while providing growth and advancement opportunities for all. We are passionate about our industry and approach our business with a competitive and fun disposition.

# 165

EMPLOYEE VOLUNTEER HOURS WORKED

# 25

CHARITIES RECEIVING CONTRIBUTIONS



## SEEDS FOR CHANGE

Alma Farms reconnects the lives of the formerly incarcerated back to the fabric of society. Our team has enjoyed volunteer planting at their South Compton location over the past two years. Urban Farming helps everyone involved explore the relationships between plants, animals and humans as a way of creating a profound connection to both nature and their community.

## DIVERSITY, EQUITY AND INCLUSION

We are committed to treating each other with respect, providing all individuals equal opportunities and encouraging our employees to share their perspectives.



We value each individual's Diversity, Equity and Inclusion personal history and celebrate those differences. Bixby Land Company is committed to being a catalyst of change, promoting diversity and fostering inclusion to build a lasting legacy.



# 138

HOURS OF DIVERSITY, EQUITY & INCLUSION TRAINING

# Governance GUIDED BY INTEGRITY

The combination of business ethics, financial and accounting transparency, data security, risk management, competitive behavior and elimination of conflicts of interest all encompass the internal and external factors of the company's corporate governance. These rules and processes positively impact the interests of not only the shareholders and management of the company, but all stakeholders.



## BOARD OF DIRECTORS

Bixby Land Company's Board of Directors consists of six independent directors with diverse backgrounds and professional experience that are all elected annually. The Board is committed to maintaining an optimal balance of different perspectives, skills and tenures to provide an even balance of experience, institutional knowledge, best practices and fresh perspectives.



## THIRD PARTY ANNUAL FINANCIAL AUDIT

The company conducts an annual financial and accounting audit in order to assess and provide credibility to the preparation of the financial statements as well as the financial position and performance of the company.



## CYBER SECURITY TRAINING

By implementing the NIST Cybersecurity Framework with adaptive security controls and policies we are able to identify, prevent, detect, and respond to security incidents. Our security policies cover a wide array of security related topics ranging from general standards with which every employee must comply, such as account, data, and physical security, to more specialized security standards covering internal applications and information systems.



## DEDICATED HUMAN RESOURCES

The Standard of Conduct and Ethics we establish and maintain aligns with our core values, guiding our team to adhere to our commitments, displaying honesty and integrity while reaching the company's goals. Our Director of HR and Wellness works diligently to create an environment where everyone is treated equally with dignity and respect, creating a safe and healthy workplace for our team.

## 2023 STRATEGIC *Goals*

### GREEN LEASES

Establish and implement tenant utility sustainability standards

### SUSTAINABLE INFRASTRUCTURE

Ongoing conservation efforts with LED installations, drought-tolerant landscaping, and reflective roof updates

### DEI COMMITTEE COACHING

Foster diversity, equality and inclusion opportunities and continue to invest in team training and education

### WELLNESS INITIATIVES

Develop programs and employee engagement to heighten emotional, intellectual, professional, and social wellness.



ENERGY STAR

# ESG IN ACTION

Bixby's impact strategy is more than ticking boxes. It's about creating a more sustainable, inclusive & promising future for all.



THANK YOU TO  
ALL OUR TEAM &  
STAKEHOLDERS



**OFFICES**  
Newport Beach, California  
Dallas, Texas

[BIXBYLAND.COM](http://BIXBYLAND.COM)