

ESG ANNUAL RECAP

20
24



BIXBY CAPITAL
MANAGEMENT

Driving Positive Change Through ESG

We are pleased to share our 2024 Annual ESG Recap. As a national real estate company, we recognize our responsibility to manage resources wisely, conduct our business with integrity, and operate in a manner that supports long-term value creation for our stakeholders.

This recap highlights the progress we have made in strengthening our environmental stewardship, advancing sound governance practices, and maintaining a workplace that supports our people and our performance. While we explore new ESG initiatives, we remain focused on continuous improvement and disciplined execution. We appreciate the confidence placed in us by our stakeholders, business partners, and vendors.



LINDSEY OLSON

DIRECTOR, INVESTOR RELATIONS AND ESG

OUR MISSION

Bixby Capital Management 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.



Bixby CARES

Bixby Capital Management gives back in ways that reflect the spirit of Bixby CARES. Guided by our values—Collaboration and Culture, Authenticity and Awareness, Receptiveness and Respect, Equity and Empowerment, and Success and Synergy—we support organizations and initiatives that make a real difference in the communities where we live and work.



Energy & Sustainability Savings

All lighting and HVAC retrofits create future energy savings and improve ROI while protecting the environment by reducing energy consumption.

At 1201 Bell Avenue in Tustin, California, we advanced our commitment to energy efficiency and operational sustainability by replacing four aging HVAC units, totaling 33.5 tons, representing 21% of the building’s total cooling capacity across 126,957 square feet of warehouse space. This proactive investment not only enhances building performance and indoor comfort but also delivers meaningful energy savings for our tenant. By extending the life of the asset and improving system efficiency, we continue to create value through responsible property management and sustainable building practices.

\$8,200 SAVINGS
ANNUAL TENANT ENERGY

127,000 KBTU
ANNUAL ENERGY REDUCTION

4% REDUCTION
EFFICIENCY IMPROVEMENT

Building Success Together

Our employees play an integral part in creating Bixby's culture and are the driving force behind our success. Their integrity, initiative, and commitment shape the way we work and strengthen the results we deliver. By fostering open communication, supporting professional growth and personal wellness, we have created an environment where every contribution is valued.



Built on Integrity, Guided by Accountability

Our approach to corporate governance is built on integrity and accountability. We hold ourselves to high standards in business ethics, financial transparency, data security, and risk management. By fostering fair competition and eliminating conflicts of interest, we create a framework that protects and supports everyone connected to our business—shareholders, employees, partners, and the communities we serve.



BOARD OF DIRECTORS

Bixby Land Company's Board of Directors consists of seven 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.