

JOB DESCRIPTION

Manager Approval: _____
Date Signed: _____
HR Approval: _____

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| Job Title: | Sr. Vice President – Land Assets and Strategic Planning |
| Division: | Executive Team |
| Reports to: | President/CEO |
| FLSA Status: | Exempt-Salaried |
| Last Revised: | 11/2023 DW |

ROLE OVERVIEW:

This role will support Lykes Bros. Inc (LBI). to build upon its expertise and assets to create value for shareholders in an enduring, family-owned business by improving and repositioning our land assets while honoring the heritage of good land stewardship and community involvement.

ROOTED IN FAMILY AND WITH RESPECT FOR THE LAND, WE PIONEER GROWTH TO NOURISH OUR COMMUNITIES AND SEED FUTURE GENERATIONS.

The family shareholders and board of directors for Lykes Bros. Inc. have challenged the CEO and Executive team to grow the balance sheet while also increasing dividends to the family. To accomplish this growth, the company must develop a best-use, long-term plan for all lands owned by Lykes Bros. Inc. and systematically analyze short term opportunities for changing land use. Opportunities must be carefully vetted to balance sustainability with growth, within the mission, vision, and values of the company.

ROLE SUMMARY:

The ideal candidate for this role will develop and implement a comprehensive long-term plan for every acre of ownership in coordination with the Executive Team and Board of Directors. Candidate should balance the various potential uses for all lands between competing internal and external interests; a strong consideration for the long-term conservation and environmental sustainability of the land must be always considered. The candidate will also lead strategic planning efforts and incorporate long-term land planning into the overall strategic plan for LBI. In fulfillment of this role, the Sr. VP. will manage and lead any effort to seek governmental approval for land use changes.

DUTIES / RESPONSIBILITIES

- Think and act like a long-term farmland and real estate investor on behalf of the shareholders of LBI.
- Lead the effort to develop a coordinated long-term plan for all parcels of land owned by LBI in coordination with the various business unit leaders within LBI.
- Lead the effort to identify real estate investment and income opportunities. These efforts will be completed in coordination with the Executive Team, subject matter experts and business unit leaders inside LBI.
- Lead land investment evaluations and land acquisition and divestitures across the company, including 1031 exchanges.
- Lead entitlement and early-stage infrastructure development opportunities across the land portfolio when appropriate
- Coordinate with the Ranch team on negotiations and discussions with third parties as it relates to use of lands owned by LBI such as water projects, mining leases, gopher tortoise recipient sites, conservation easements and conservation banking.
- Serve as LBI point contact for evaluation of conservation and sustainability opportunities such as, carbon credits and sequestration, and exploration of ESG programming.
- Coordinate with Government Affairs and Lead communications with various elected local officials and staff on land planning and entitlement efforts.
- Coordinate with the Ranch and Executive teams on surface specific activities on Ranch, including:
 - Siting and construction of new oil and gas and energy/communications related surface infrastructure: pipelines, compressor stations, booster stations, sub- stations, communications towers, power, and communications lines
 - Planning, siting and construction of new and expanded public roadways.
 - Coordinate and assist business unit leaders regarding new internal roads and gates or removal of existing roads and gates
 - Assist in boundary related matters (fences, title, and property disputes)
- Coordinate and assist business unit leaders, with governmental agencies and third-party companies regarding Ranch access and surface activities, including:
 - US Border Patrol
 - US Army Corp of Engineers
 - Universities/State/Federal research

Continued

ESSENTIAL FUNCTIONS

- Attend all Board Committee and Board of Directors meetings. Coordinate the preparation of appropriate notices, agendas, minutes, and other supporting documentation.
- Prepare and maintain corporate records of parent, subsidiaries, and affiliates. Ensure compliance with corporate governance procedures. Communicate regulations to Board members and Corporation’s officers and managers.
- Coordinate and conduct shareholder transactions and maintain shareholder records.

OTHER DUTIES

- Assist with any operations, as required to maintain workflow

QUALIFICATIONS:

A. Required Skills/Abilities:

- Strong collaborative and leadership skills with a high level of emotional intelligence
- Outstanding verbal and written communication skills
- Exceptional interpersonal and conflict resolution skills
- Excellent organizational skills and attention to detail
- Thorough knowledge of real estate related laws, zoning, and regulations
- Promote a positive image of the family and business by adhering to a high level of professional standards and ethics

B. Education/Experience:

- Minimum of 15 years of multi-disciplinary real-estate industry experience, with at least five years of executive level experience
- BS/BA degree from an accredited college/university; MBA/MURP or other relevant professional degree
- Experience working within a privately held family-owned business desired

C. Additional Information:

- This role will require travel within the United States
- May reside anywhere in Florida but will need to spend appropriate time at LBI Ranch headquarters in Brighton, FL
- Must be a team player who is willing to cooperate with others
- Must be willing to take on a variety of assignments as assigned by management on an as- needed basis within the department and within other areas of LBI if necessary

JOB DESCRIPTION ACKNOWLEDGEMENT:

I have received, reviewed, and fully understand the job description. I further understand that I am responsible for the satisfactory execution of the essential function described therein, under all conditions as described.

Employee: Print Name

Employee: Signature