



A MESSAGE FROM

PAUL RABOUD, CHAIRMAN OF THE BOARD

Conversations about climate change and sustainability have dominated across the world this year as we see the increasing impact of extreme weather events, economic uncertainty on a global scale, and calls for greater equity in society. Within the construction industry, we are witnessing how these macro shifts are being translated into inventive solutions that are changing what we build, how we build, and why we build. The microcosm of Bird's project pipeline tells this story, as we see an expansion in future energy projects and investment in sustainable and future-proof infrastructure, greater interest in carbon conscious building, and increased interest in Bird's sustainability journey.

The Company has continued to make progress in the implementation of its ESG Roadmap, including strengthening internal reporting and disclosure mechanisms, and further embedding sustainability into our governance structures. This is in keeping with Bird's long-standing commitment to maintaining robust governance structures that facilitate accountability and ensure compliance with current and forthcoming regulatory requirements.

The ESG Roadmap is aligned to the Company's over-arching strategic priorities and specific sustainability goals. The aforementioned expansion of Bird's future energy portfolio, particularly in the nuclear, wind, and hydrogen markets, is a reflection of this intersection between Bird's ability to deliver

on clients' visions while simultaneously contributing towards societal climate goals such as the transition to a lower carbon economy.

Another example of this is the Company's focus on diversity, equity, and inclusion. Strides have been made to further develop programs, policies, and initiatives that promote and further entrench a culture of celebration of diversity, both internally and externally. There is a deep recognition of all the benefits that can be derived from harnessing the creativity and innovation that results when people with a broad range of perspectives and experiences can truly collaborate in a safe, respectful, and equitable working environment.

The Board of Directors, through its oversight role, has an active interest in the long-term strategic positioning of Bird with respect to a range of ESG issues, considering the needs and interests of our stakeholders, clients, and communities, as well as the evolving regulatory and disclosure landscape. This role has been further formalized through the amendment of our Board charters to reflect the importance of sustainability to Bird's long-term strategic positioning and the Company's role as a leading player in the construction industry.

The Board will continue to monitor and guide the Company as it strives to create sustainable value for clients and communities, considering how to identify opportunities,

anticipate challenges, and counter the risks of the rapidly evolving landscape amid shifting markets. The Board has tremendous faith in the ability of the Bird team to deploy their depth of knowledge and experience to navigate this evolution and continue providing the exceptional value and customer satisfaction that has come to be expected of Bird.

Paul Raboud
Chairman of the Board

