

A Message from ESG Executive Sponsors

Wayne Gingrich, Chief Financial Officer, and John Wright, Senior Vice President – Strategic Development

Safety, diversity, innovation, learning, accountability, collaboration – these are all integral components of who we are as a team, and as a business. It is no surprise that these values underpin our ESG Program and inform how we approach the opportunities and challenges of transitioning to a more sustainable and equitable future.

Within the Build Green pillar of the Bird ESG Program, our teams have continued to demonstrate the potential of innovation and collaboration, finding and implementing solutions for the creation of a sustainable built environment that embraces new energy solutions, lower carbon materials, and forward-thinking construction methods. Some of the projects featured in this Sustainability Overview include the net zero carbon ready design of the University of Victoria project, and the York University Markham Centre Campus that combines environmental design considerations with a strong emphasis on community empowerment and participation. BC Housing's Permanent Supportive Housing Initiative will follow the Passive House green building design standard and utilize prefabricated modular construction methods to reduce construction waste, expedite the construction process, and reduce costs. Bird teams are contributing to the delivery of expanded transportation infrastructure across the country, including through the collaborative East Harbour Transit Hub in Ontario and the LEED®-Gold BC Transit HandyDART Centre in British Columbia. A number of nuclear projects are also noted, including the Port Hope Area Initiative, which is one of the most significant nuclear and environmental decontamination and rehabilitation

projects in North America. Bird has also disassembled, reassembled, and transported over one million pounds of tooling for the Whiteshell Decommissioning - Standpipe & Bunker Waste Retrieval System Project in Manitoba, and achieved a significant milestone at the Advanced Nuclear Materials Research Centre (ANMRC) project with the completion of the mass excavation work on the nuclear island and approval for engineered flowable backfill.

There have been significant developments in the Work Green pillar following the convergence of frameworks for ESG reporting, and the release of disclosure requirements that have continued apace in many jurisdictions. Ensuring internal readiness for the increasing demands from clients, stakeholders, and regulators is an ongoing journey as the team continues to refine data collection methodologies, internal controls, and initiatives related to emissions reductions. As part of this journey, we have committed to setting GHG emissions reduction and net zero targets by late 2025 as part of the Science Based Target Initiative (SBTi). Team members across the business have been sharing initiatives and processes that help us to work leaner and smarter, and reduce our impact on the environment, as shared in the Supply Chain Management section of this document, and throughout the case studies and feature project highlights.

Engagement was a key theme within the Live Green pillar in 2023. The inaugural Bird National Safety Week, as well as the Executive Site Tours, provided additional opportunities for lively dialogue. These ongoing and active exchanges

create a culture of complete accountability and personal responsibility, further enhancing our 'safety-first' ethos. The many Learning and Development initiatives offered at Bird continue to enjoy strong support and play an important role in empowering employees to be drivers of their learning path, whether they are taking advantage of learning opportunities or contributing to the learning of others. Among the successful programs highlighted this year are the Bird Site Management Program, the Frontline Leadership Program, and the Field Leader Foundations Program. The Career Progress Check-In process is complemented by the Mentorship Program, which provides additional opportunities for focused individual career and skills development with leaders from across the business. There were over 130 active matches in 2023, with more than 3,800 hours spent on mentoring. The Live Green pillar also incorporates Bird's commitment to being an active and positive contributor to the communities in which we work and live. This starts with creating and maintaining an inclusive, respectful, and equitable working environment for all employees, and supporting employee-led initiatives such as the Employee Resource Groups (ERGs) that bring people together based on common identities, shared characteristics, or life experiences and amplify their voices. The Indigenous Relations team has been tremendously active over the past year, building relationships with partners and communities across the country and supporting and participating in a wide range of activities, including skills development and training.

Rounding out our four pillars is Bird's Commitment to Governance. Underpinned by our core values, this commitment informs the behaviour of our team members with each other, with the communities and stakeholders we engage with every day, with clients, and with investors. This ethos is codified in our policies, which include reporting mechanisms and expectations of employees and suppliers.

As we complete our 2022-2024 Strategic Plan, we have been reflecting on the remarkable growth of the ESG Program and the deep roots that have been embedded across the organization. Some of the seeds have been nurtured since the earliest days of Bird: a core ethos of integrity and excellence, an unwavering commitment to safety, a reputation as a trusted partner. Over time, as the organization expanded and diversified, a culture of collaboration and a dedication to continuous learning and development have taken root, providing the framework within which the ESG Program has flourished. As we prepare for the 2025-2027 Strategic Plan, we will continue to pursue a pragmatic and solutions-oriented strategy that aligns with our core values, incorporates material climate-related risk and opportunities, and supports the needs of our teams, business, clients, and industry.



Wayne Gingrich
Chief Financial Officer



John Wright
Senior Vice President,
Strategic Development