



A Message from Paul Raboud, Chair of the Board

The construction industry plays a key role in the building of climate-resilient societies. Among the core requirements for achieving a sustainable future is addressing the infrastructure needs to realize Canada's electrification and decarbonization goals, from building the facilities that produce cleaner energy to expanding the transportation networks in and between communities, to name just a few. The ambitious 2030 Emissions Reduction Plan by the Government of Canada outlines a path to reach 40% below 2005 national emissions levels by 2030, and includes scenario modelling that indicates priority areas for further action. The progress report released in 2023 lists action items that will help prepare Canadians for a low-carbon future and that support the expansion of renewable energy to decarbonize Canada's electrical grid.

Bird's role is to execute the vision of the key players in this space, serving as a trusted long-term partner for the clients who manage the energy systems that power the country, from energy generators to the distribution partners to the procurement of critical minerals essential for the energy transition. The exceptional work being done by our teams, as highlighted in this Sustainability Overview, shows the progress being made and the possibilities that are created when motivated and engaged people work collaboratively to bring life to vision.

The consideration of strategic and operational risks within the context of broader climate shifts is an important topic for discussion as Bird prepares

its 2025-2027 Strategic Plan. Bird's active work programs in a diverse range of high-demand sectors, increased self-perform scopes, and the continued expansion of recurring revenue streams, all provide a strong foundation for the continued strength and resilience of Bird's financial performance. Bird's role in supporting the energy transition as well as the construction of resilient infrastructure is likely to expand, and forms part of the mitigation actions for some key climate risks for clients across the country. A consideration of Bird's climate-related risks is included in the Commitment to Governance section of this Sustainability Overview. The role of the Board of Directors, and the roles of each of the Board Committees with respect to ESG, can also be found in this section.¹

Monitoring national and international trends and developments is a central responsibility for all Board members, as we proactively oversee and guide the continued maturation of the Bird ESG Program, and its intersection with the broader strategic objectives of the company. Maintaining a pragmatic and collaborative approach aligned to the core values of the company enables support for client objectives and empowers teams to continue developing and implementing innovative solutions. The Board has confidence in the ability of the Bird team to continue to provide the exceptional value and customer satisfaction the company is known for while maintaining an unwavering commitment to safety, excellence, and collaborative execution.

Paul Raboud
Chairman of the Board