



2022

BIRD CONSTRUCTION INC.
ANNUAL INFORMATION FORM

For the year ended December 31, 2022

Dated March 7, 2023

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General Matters

Unless the context otherwise requires, all references to the “Company” or “Bird” include Bird Construction Inc., its predecessors and subsidiaries and unless otherwise expressly indicated, all references to “\$” or “dollars” are to Canadian dollars.

The industry and other statistical data presented in this annual information form (the “**Annual Information Form**” or “**AIF**”), except where otherwise noted, have been compiled from sources and participants which, although not independently verified by the Company, are considered by the Company to be reliable sources of information.

Bird’s website is located at www.bird.ca. The contents of Bird’s website are expressly not incorporated by reference into this AIF.

Caution Concerning Forward-looking Information

This Annual Information Form contains forward-looking statements and information within the meaning of applicable Canadian securities laws. The forward looking-statements contained in this Annual Information Form are based on the expectations, estimates and projections of management of Bird as of the date of this document unless otherwise stated. The use of the words “believe”, “expect”, “could”, “anticipate”, “contemplate”, “target”, “plan”, “intends”, and similar expressions identify forward-looking information.

Forward-looking information is necessarily based upon a number of estimates and assumptions that, while considered reasonable by management, are inherently subject to significant business, economic and competitive uncertainties and contingencies. In particular, this AIF includes forward-looking information concerning anticipated commencement and completion dates for certain projects, and anticipated levels of investment in infrastructure.

The Company cautions the reader that such forward-looking information involves known and unknown risks, uncertainties and other factors that may cause the actual financial results, performance or achievements of the Company to be materially different from the Company’s estimated future results, performance or achievements expressed or implied by the forward-looking information. The forward-looking information is not a guarantee of future performance. Risks that may impact the Company’s future results, performance or achievements include those described under “Risks Relating to the Business” in this AIF and in the Company’s MD&A dated March 7, 2023 filed and available on SEDAR. The Company expressly disclaims any intention or obligation to update or revise any forward-looking information whether as a result of new information, events or otherwise, except as required by applicable law.

Terminology

Throughout this report, management uses the following terms that may not be comparable with similar terms presented by other companies and require definition:

- **“Backlog”** is the total value of all contracts awarded to the Company, less the total value of work completed on these contracts as of the date of the most recently completed quarter. This includes all contracts that have been awarded to the Company whether the work has commenced or will commence in the normal course. It includes all the Company’s remaining performance obligations in its contracts with its clients, including work orders and other formal documents to proceed issued in connection with multi-year recurring revenue contracts such as Master Service Agreements (“MSAs”), maintenance, task order and similar contractual arrangements. It does not include amounts for variable consideration that are constrained, agency relationship construction management projects, and estimated future work orders or other formal documents to proceed to be performed as part of recurring revenue agreements. The Company’s Backlog equates to the Company’s remaining performance obligations as at December 31, 2022 and December 31, 2021; refer to Note 10 of the December 31, 2022 consolidated financial statements.

1. CORPORATE STRUCTURE

1.1 Name, Address and Incorporation

Bird Construction Inc. (the "Company" or "Bird") was incorporated on March 5, 2010 under the *Business Corporations Act* (Ontario) for purposes of converting the former Bird Construction Income Fund to a corporate structure. The Company's common shares are listed on the Toronto Stock Exchange under the trading symbol BDT.

The Company's registered and principal office is located at 5700 Explorer Drive, Suite 400, Mississauga, Ontario, L4W 0C6.

1.2 Inter-corporate Relationships

Most of the Company's business is conducted through subsidiary entities, including those entities which hold project assets. As of December 31, 2022, its most recent financial year end, the Company conducted its business principally through the following subsidiary entities:

Subsidiary entity	Jurisdiction	Ownership %
Bird Construction Company Limited	Saskatchewan	100%
Bird Construction Company	Ontario	100%
Bird Management Ltd.	Ontario	100%
Bird Design-Build Construction Inc.	Alberta	100%
Bird Construction Group	Ontario	100%
Bird Construction Group Ltd.	Ontario	100%
Bird Construction Industrial Services Ltd.	Alberta	100%
Bird General Contractors Ltd.	Canada	100%
Stuart Olson Inc.	Alberta	100%
Stuart Olson Buildings Ltd.	Alberta	100%
Stuart Olson Construction Ltd.	Alberta	100%
Stuart Olson Industrial Inc.	Alberta	100%
Stuart Olson Industrial Services Ltd.	Alberta	100%
Stuart Olson Industrial Projects Inc.	Alberta	100%
Stuart Olson Industrial Constructors Inc.	Alberta	100%
Canem Systems Ltd.	British Columbia	100%
The Churchill Corporation	Alberta	100%
Dagmar Construction Inc.	Ontario	100%

2. GENERAL DEVELOPMENT OF THE BUSINESS

2.1 Three-Year History

The following is a description of the general development of the business of the Company over the last three fiscal years, other than significant project awards which are described separately.

On March 31, 2020, Bird proudly marked its centenary year of building Canada 100 years after commencing its first job on March 29, 1920. Hubert John Bird founded the Company in Moose Jaw, Saskatchewan with two partners, after returning from World War I as a Captain in the Canadian Engineers. Bird Construction has since grown into one of the leading builders in Canada, with offices coast-to-coast.

On July 6, 2020, the Company announced the sale of Bird Capital Limited's 20 per cent interest in the PPP concessions responsible for eighteen schools and nine childcare facilities in Saskatchewan to its project partner, Concert Infrastructure. Developed as the Saskatchewan Joint-Use Schools Project I (SJUSP I) and Saskatchewan Joint-Use

Schools Project II (SJUSP II), the projects made up the largest school construction program in the history of the province at the time of construction.

On July 29, 2020, the Company and Stuart Olson Inc. (“Stuart Olson”), announced that they had entered into a definitive arrangement agreement (the “Arrangement Agreement”) under which Bird would acquire Stuart Olson, pursuant to an arrangement under the Business Corporations Act (Alberta).

On September 25, 2020, the Company successfully completed the previously announced transaction to acquire Stuart Olson. The completion of the transaction resulted in Bird having a total of 53,038,929 common shares issued and outstanding.

On December 7, 2020, the Company announced that it had entered into a three-year, \$200 million committed, Syndicated Credit Facility (the “Credit Facility”) with Bank of Montreal (“BMO”) as the lead arranger, bookrunner and administrative agent, and included The Toronto-Dominion Bank, ATB Financial and Canadian Imperial Bank of Commerce as syndicate lenders (the “Lenders”). Under the terms of the Credit Facility, the Lenders provided Bird with a \$165 million committed, revolving credit facility and a \$35 million committed, non-revolving term debt facility. This Credit Facility replaced the Company’s previous \$100 million committed, revolving credit facility and \$35 million committed, term debt facility.

On March 15, 2021, the Company announced that effective May 11, 2021, Mr. Paul Charette would retire from his position as Chairman of the Board following the Company’s 2021 Annual General Meeting of Shareholders (“2021 AGM”). Mr. Charette was re-elected at the 2021 AGM and continues to serve on the Board as an Independent Director. Mr. Charette had served as the Chairman of the Board since 2001. He joined Bird in 1976 as a Project Coordinator and progressed to President and Chief Operating Officer in 1988, and to President and Chief Executive Officer in 1991, retiring from this position in September 2008 while continuing on the Board.

On May 12, 2021, the Company announced that Mr. Paul R. Raboud was appointed as Chairman of the Board immediately following the 2021 AGM. Mr. Raboud served as President and Chief Operating Officer of the Company from March 2006 until his appointment as Chief Executive Officer in September 2008. In June 2010, Mr. Raboud stepped down from his position as Chief Executive Officer into the role of Vice Chair of the Company until his retirement from that position in March 2017. Mr. Raboud was appointed as Director in 2008.

On August 31, 2021, the Company announced it had agreed to acquire Dagmar Construction Inc. (“Dagmar”) effective September 1, 2021. Dagmar was an Ontario-based construction company with extensive experience across key civil infrastructure sub-sectors. The combination of Dagmar’s capabilities and service offerings, integrated with the Company’s existing civil business, improved the Company’s competitive position nationally as well as enabled greater access to the Ontario market. In connection with the acquisition, the Company issued 656,364 common shares from treasury.

On September 1, 2021, the Company announced that it had extended its Credit Facility by an additional year to September 1, 2024 and expanded the committed Credit Facility to \$235 million. Under the terms of the Credit Facility, the Lenders provided Bird with a \$185 million committed, revolving credit facility, and a \$50 million committed, non-revolving term debt facility.

On September 9, 2021, the Company held an inaugural Virtual Investor Day featuring presentations from the Company’s senior executive leadership team. The event provided overviews of the Company, its strategic plan, operational and strategic priorities, people and culture, environmental, social and governance (“ESG”), and financial outlook. A copy of the investor presentation and full recording of the event can be accessed on the Company’s website at www.bird.ca.

On October 26, 2021, the Company announced it has entered into an Alliance Agreement with the renewable energy company, Noventa Energy Partners, to jointly pursue opportunities for wastewater energy transfer (“WET”) projects across Canada, with Bird acting as the exclusive constructor. The Alliance relationship commenced with the successful financial close of the Toronto Western Hospital WET project valued at approximately \$43 million, the world’s largest raw wastewater energy transfer project.

On May 13, 2022, the Company announced changes to the Board of Directors following the 2022 Annual and Special Meeting of Shareholders held on May 10, 2022, including the election of three new members and the retirement of two long standing directors. Mr. J. Kim Fennell, Mrs. Jennifer F. Koury, and Mr. Gary Merasty joined the Board, all being

considered independent directors and bring significant experience and expertise to complement the capabilities of the Board and drive shareholder value. Retiring from the Board was Mr. D. Greg Doyle and Mr. Ron D. Munkley. Mr. Doyle, who joined the Board in 2003, and Mr. Munkley, who joined the Board in 2011 and has served as Lead Director since 2017, made significant contributions to the Company during their tenures, including providing their expertise to the Audit, Health, Safety and Environment; and Human Resources and Governance Committees.

On June 30, 2022, the Company announced the appointment of Mr. Steven Edwards to the Board of Directors, effective August 1, 2022. Mr. Edwards is a highly respected professional with extensive global experience in engineering, procurement, and construction of infrastructure projects, with a strong focus on delivering innovative, integrated solutions for clients.

Significant Project Awards:

Over the past three fiscal years, the Company has continued to successfully pursue new contract opportunities, both with new clients and through long-term relationships with existing clients.

On May 1, 2020, Bird announced that it had been awarded the Eric Hamber Secondary School Replacement Project in Vancouver, BC for approximately \$92 million, under a design-build contract. As part of the Provincial Seismic Mitigation Program, it is the Ministry of Education's top priority to ensure all students in British Columbia attend seismically safe schools as soon as possible.

On June 2, 2020, the Company announced that it had signed a contract for an undisclosed amount for construction at an LNG Liquefaction Export Terminal Facility located in northwestern British Columbia. The contract is for the construction of concrete foundations and paving inside the battery limits of the LNG trains process area and is one of the largest concrete foundation packages ever awarded to Bird. The contract will start immediately and continue into 2022.

On January 11, 2021, the Company announced that it had been awarded the Nanaimo Correctional Centre (NCC) Replacement Project in Nanaimo, British Columbia for approximately \$154 million, under a design-build contract. The NCC Replacement Project features modernized spaces for educational, vocational and certified trades training in addition to rehabilitative and culturally responsive Indigenous programming, and includes Vancouver Island's first provincial custody capacity for women. The two local First Nations, Snuneymuxw and Snaw'Naw'As, will also have input into the design as well as job and contract opportunities during construction.

On February 8, 2021, the Company announced that it had been awarded a five-year contract valued in excess of \$550 million to provide maintenance, repair and operations ("MRO") services for a longstanding industrial customer in Alberta. Under the terms of the multi-site, multi-use agreement, the Industrial Maintenance team will deliver a multi-disciplined offering for maintenance services, turnarounds and sustaining capital construction projects, drawing on the full suite of services of both the Company and its wholly-owned subsidiary, Stuart Olson.

On March 4, 2021, the Company announced that it had been awarded a contract to build expansions at the Kenora Jail and the Thunder Bay Correctional Centre, addressing capacity pressures and providing additional space for effective programming and improved services. The expansions at Kenora Jail and Thunder Bay Correctional Centre leverage the Company's integrated conventional site construction and innovative modular construction solutions through its partnership with Stack Modular ("Stack").

On April 26, 2021, the Company announced that it had successfully negotiated a fixed price construction services contract with Concert Properties for the Sherbourne Project ("Burke") in Toronto, Ontario for approximately \$172 million. The Burke is a mixed-use residential tower consisting of 53 floors with a gross floor area of 43,300 square metres, and will be constructed to a LEED® gold standard, leveraging green building practices and environmentally sound solutions.

On May 5, 2021, the Company announced that it had been awarded two contracts with a combined value of approximately \$135 million for civil works on two sites, an existing project site in northwestern British Columbia, and a site in northern Alberta.

On June 28, 2021, the Company announced a multi-year mechanical and electrical maintenance services contract with North West Redwater Partnership with a value of up to \$75 million.

On July 15, 2021, the Company announced that it had negotiated a construction services contract with the international real estate firm Hines for a 17-storey mixed-use project in the heart of Toronto, Ontario. The new building will be constructed by leveraging green building practices with sustainable solutions.

On August 23, 2021, the Company announced that Concert-Bird Partners, a consortium comprised of Bird Capital Limited Partnership, Bird Design-Build Construction Inc., Concert Infrastructure Ltd., Ainsworth Inc., BR2 Architecture and Wright Construction Western Inc., had been selected by Alberta Infrastructure as the preferred proponent for the Design, Build, Finance, and Maintain contract for five Alberta high schools. Designs for the schools will include considerations for optimized building performance, energy conservation and other sustainable building features, including achieving a LEED™ Silver Certification. The consortium achieved financial close on the contract, with a combined value in excess of \$300 million, on September 29, 2021.

On October 4, 2021, the Company announced that it had been awarded the first phase of the Engineering, Procurement, and Construction (“EPC”) contract with early collaborative contractor involvement for the Ontario Power Generation Clarington Corporate Campus Project. The project will establish a new corporate headquarters on a campus setting in the Municipality of Clarington located within the Durham Region of Ontario, with construction expected to begin in 2022.

On October 6, 2021, the Company announced that it will participate in three Integrated Project Delivery (“IPD”) contracts in Western Canada with a combined value in excess of \$150 million. The contracts include a substantial food and beverage facility expansion project, the Okanagan Indian Band water system upgrade project, and the North Okanagan Wastewater Recovery Project.

On November 29, 2021, the Company announced that in a joint venture with Chandos Construction Inc. and M. Sullivan & Son Limited, it had successfully completed the validation phase of the IPD contract for the Advanced Nuclear Materials Research Centre (“ANMRC”) for Canadian Nuclear Laboratories. With an approximate project value exceeding \$500 million, ANMRC is considered Canada’s largest IPD project. The Company’s share represents a project value of over \$220 million.

On December 22, 2021, the Company announced that it was awarded a contract for construction of Lake City Studios, by Lake City Industries Limited Partnership in Burnaby, British Columbia. The project has a contract value in excess of \$200 million.

On March 11, 2022, the Company announced that it was selected, as part of a joint venture, by the City of Barrie as General Contractor for the City’s Wastewater Treatment Facility upgrade program, to be delivered through an IPD model. The construction cost estimate for the project was valued at approximately \$125 million.

On April 5, 2022, the Company announced that it had been awarded two five-year MSA contracts for industrial maintenance services, and two industrial facilities turnaround contracts. The total value of the awarded contracts was an estimated \$90M.

On April 21, 2022, the Company announced that it had been awarded a three-year contract for mining services by a client in northeastern Ontario. The value of the work was approximately \$70 million over the life of the multi-year contract.

On April 28, 2022, the Company announced that it had been selected as a successful proponent for the Port Hope Area Initiative (“PHAI”) Master Construction Contract (“MCC”) by Canadian Nuclear Laboratories, considered one of Canada’s largest environmental remediation projects. There is close to one billion dollars in remediation work to be completed under the MCC, where Bird, as one of the three proponents has the opportunity to bid on work packages.

On May 3, 2022, the Company announced that its wholly owned subsidiary, Dagmar, had been awarded a contract for Railway Track, Signal and Station works by Metrolinx for the Kitchener GO Corridor Expansion project. The contract value is approximately \$62 million.

On May 24, 2022, the Company announced that it had been selected to lead the design and construction of a state-of-the-art, net-zero plant protein processing facility for Phyto Organix Foods Inc. in Strathmore, Alberta. The value of the progressive design-build contract is approximately \$125 million.

On September 31, 2022, the Company announced that it had been awarded Engineering, Procurement and Construction contracts for the Wild Rose 2 Wind Farm and Buffalo Atlee Wind Farm in development by Capstone Infrastructure Corporation (“Capstone”).

On September 28, 2022, the Company announced that it had been awarded a contract for construction of the Covenant Wellness Community - Community Health Centre in Edmonton, Alberta, valued at approximately \$95 million. On November 4, 2022, the Company announced that it had received a limited notice to proceed with early work (pre-mobilization) for a strategically important multi-year task order under the previously announced PHAI MCC by Canadian Nuclear Laboratories.

2.2 Significant Acquisitions

2.2.1 Stuart Olson

On September 25, 2020, Bird and Stuart Olson completed a plan of arrangement under the Business Corporations Act (Alberta) (the "Arrangement"), pursuant to which Bird acquired all of the issued and outstanding common shares of Stuart Olson ("SOX Shares") in exchange for common shares of Bird ("Bird Shares"), and completed the payout and termination of Stuart Olson's secured bank credit agreement and Stuart Olson's \$70.0 million aggregate principal amount of 7.00% convertible unsecured subordinated debentures due September 20, 2024 (the "Debentures"). Aggregate proceeds for the transaction totalled \$95.7 million, consisting of \$70.0 million cash and \$25.7 million of Bird common shares.

Stuart Olson was, prior to the completion of the Arrangement, a publicly traded construction and industrial services company in Canada that provided general contracting and electrical building systems contracting in the institutional and commercial construction markets as well as general contracting, electrical, mechanical and specialty trades, such as insulation, cladding and asbestos abatement, in the industrial construction and services market, to a wide array of clients in both the public and private sectors. Refer to section 2.1 "Three Year History" for further details pertaining to the acquisition of Stuart Olson. The Corporation filed a Form 51-102F4 Business Acquisition Report in connection with the acquisition under its profile on SEDAR on October 28, 2020.

2.2.2 Dagmar

On September 1, 2021, Bird completed the acquisition of Dagmar, an Ontario-based construction company with extensive experience across key civil infrastructure sub-sectors including road, bridge, rail, sewer and water, and commercial-institutional sites. Consideration for the acquisition totalled \$32.5 million, consisting of \$23.6 million of cash, \$6.5 million of common shares of Bird, and the remainder in holdbacks subject to finalization of working capital adjustments and indemnity provisions.

The strategic acquisition of Dagmar, integrated with Bird's existing civil business, improved Bird's competitive position nationally as well as providing immediate access to the Ontario market. The acquisition increased Bird's diversification in a growing end-market with a strong outlook bolstered by government infrastructure commitments. Refer to section 2.1 "Three Year History" for further details pertaining to the acquisition of Dagmar. The Corporation was not required to file a Form 51-102F4 Business Acquisition Report in connection with the acquisition.

3. DESCRIPTION OF THE BUSINESS

3.1 The Business

3.1.1 General Information

Bird is a Canadian construction and maintenance company providing a comprehensive scope offering and a diversified portfolio of services to industrial, institutional, and commercial markets including: new construction and retrofits; industrial maintenance, repair and operations ("MRO") services, shutdowns and turnarounds; civil infrastructure construction; mine support services; utility contracting; fabrication; steel modular construction; and specialty trades.

The Company has been in operation for over 100 years, and draws upon the extensive experience of over 5,000 employees to deliver exceptional operational performance and collaborative execution across all project sizes and delivery models.

Bird executes projects and work programs with its clients using a variety of delivery models and contract types, including: Construction Management ("CM"), Integrated Project Delivery ("IPD"), Alliance, Cost-Plus, Stipulated Sum,

Unit Price, Standard Specification Design-Build, Progressive Design-Build, Complex Design-Build, Alternative Finance Projects, and Public Private Partnerships (“PPP”).

Of the delivery models and contract types, CM, IPD, Alliance, Cost-Plus, Stipulated Sum, Unit Price, Standard Specification Design-Build and Progressive Design-Build contracting types are considered low to medium risk by the Company, with the remaining contracting types representing higher levels of risk.

3.1.2 Industry Sectors

Industrial

Bird executes large and complex projects for clients primarily operating in the oil and gas, liquefied natural gas (“LNG”), mining, renewables, water and wastewater, and nuclear sectors. Additionally, Bird delivers large, complex industrial buildings including manufacturing, processing, distribution, and warehouse facilities.

Bird self-performs a range of scopes including electrical and instrumentation, high voltage testing and commissioning, as well as power line construction, structural, mechanical, and piping, including off-site metal and modular fabrication. These industrial service capabilities and capacity were significantly enhanced with the acquisition of Stuart Olson on September 25, 2020. Bird’s expanded industrial general contracting business is augmented with the industrial maintenance contracting and the additional civil and facilities maintenance services which has expanded opportunities for additional maintenance clients in a broader geographical footprint.

Bird has a strong safety program and track record of safely delivering projects, which has resulted in numerous long-standing relationships. A significant proportion of our industrial work program is self-performed. This is primarily driven by our clients in this sector, who consider subcontracting a higher risk activity, particularly as it relates to safety and quality, and as such encourage self-perform capabilities from their core contractors. Self-perform operations also provide the opportunity to realize higher margin potential, provided productivity targets can be met or exceeded.

The industrial sector and infrastructure sector, described further below, contributed a combined 42% of 2022 revenues (41% in 2021 and 41% in 2020). Historically, in western Canada the Company’s industrial work program has been focused on the oil sands where it has secured a reputation as a safe, reliable and cost-effective general contractor. Recently, the Company has been leveraging these proven capabilities to develop clients and work programs more broadly. As a result, the Company has industrial related projects across the country.

Infrastructure

Bird has a well-developed offering of civil construction capabilities including site preparation and earthworks, underground piping, utilities, and foundations and other concrete services. Bird provides support services to the mining sector and performs a full suite of scopes on greenfield and brownfield hydroelectric facilities.

The Company’s acquisition of Dagmar on September 1, 2021 provided a platform to expand Bird’s national civil capabilities, including self-perform capacity across key civil infrastructure sub-sectors including road, bridge, rail, and underground utilities installation. Dagmar’s capabilities and service offerings, integrated with Bird’s existing civil business, improves Bird’s competitive position nationally as well as provides greater access to the attractive Ontario market. Opportunities to capitalize on a higher portion of self-perform work in larger, complex projects further reinforces the future potential of the integrated business.

Institutional

Bird constructs and renovates institutional facilities, including hospitals, post-secondary education facilities, K-12 schools, recreation facilities, public transportation facilities, prisons, courthouses, government buildings, long term care facilities and senior housing.

The institutional market sector contributed 43% of 2022 revenues (44% in 2021 and 37% in 2020). In the institutional sector, investment in infrastructure by the various levels of government is expected to remain a priority. The federal government has announced a number of infrastructure funding programs resulting in an increase in activity in certain sectors such as environmental projects and public transit systems. The Company is well positioned to benefit from this increase in infrastructure investment. The Company is targeting to achieve more balance within the risk profile of its work program and is being selective in its pursuit of higher-risk contract types.

Commercial

The retail and commercial sector contributed 15% of 2022 revenues (15% in 2021 and 22% in 2020). Bird's commercial sector capabilities include new construction and retrofit of data centres, office buildings, retail facilities, film studio infrastructure, hotels and select mixed use mid- to high-rise residential buildings.

3.1.3 Competitive Conditions

The barriers to entry into the construction industry are relatively low and Bird competes with many international, national, regional and local construction firms. The expertise, capital, equipment and labour pool required to perform in the industrial market and in the institutional market are relatively greater than in the commercial market, and the pool of competitors is therefore smaller. The Company is continuously refining its processes and capabilities for the recruitment, onboarding and retention of qualified employees. Bird endeavors to distinguish itself from its competitors by expanding its self-perform capabilities to address client needs, building long-term relationships with its clients, maintaining a superior safety record and offering a high level of service. In recent years, the Company has been focused on increasing the proportion of lower-risk contracting methods in its overall work program such as CM, IPD, Alliance, Cost-Plus, Stipulated Sum, Unit Price, Standard Specification and Progressive Design-Build, and through the Company's investment and partnership with Stack, the Company is diversifying its offerings to include prefabricated modular building elements.

3.1.4 Cyclicity

Activity within the construction industry is generally tied to the state of the economy. Bird manages cyclicity through geographic and service offering diversification, sector diversification and through its relationship with large and well-financed clients who are more likely to maintain their construction programs during an economic downturn than smaller, local clients that are more subject to local economic forces.

3.1.5 Seasonality

The Company experiences more seasonality in its business in the first quarter and early second quarter as a result of the nature of its mining work program and the timing of new project starts in its industrial work program. Contracts typically extend over several quarters and often over several years. In addition, seasonal activity often increases in both the spring and fall for the Company's MRO services, related to plant turnarounds that are typically completed in this timeframe.

3.1.6 Variability in Quarterly Earnings

Construction contracts typically extend over several quarters and sometimes over several years. For purposes of quarterly financial reporting, the Company must estimate the cost required to complete each contract to assess the overall profitability of the contract and the amount of gross profit to recognize for the quarter. Such estimating includes contingencies to allow for certain known and unknown risks. The magnitude of the contingencies will depend on the nature and complexity of the work to be performed. As the contract progresses and remaining costs to be incurred and risk exposures become more certain, contingencies will typically be released to income or have been utilized, although certain risks will remain until the contract has been completed, and even beyond.

In some cases, variations in earnings may occur where costs incurred to date may be recoverable from insurance policies or claims to clients at a future date but cannot be recorded in the current quarter until certainty of the recovery is attained. As a result, earnings may fluctuate significantly from quarter-to-quarter, depending on whether large and/or complex contracts are completed or nearing completion during the quarter, or have been completed in immediately prior quarters.

Other factors that may affect the Company's revenues and profit from quarter-to-quarter include the timing of contract awards, the value of subcontractor billings and project scheduling, as well as the impact of significant acquisitions.

3.1.7 Environmental

Bird is subject to, and to the best of its knowledge, is in compliance with federal, provincial and municipal environmental legislation in all of its areas of operations. Bird recognizes that it must conduct all of its business operations in a manner so as to protect and preserve the environment. Management is not aware of any pending environmental legislation which would be likely to have a material impact on any of Bird's operations, capital expenditure requirements or competitive position. The Company is committed to prioritizing sustainability and produces an annual Sustainability Overview.

3.1.8 Employees

Bird employed approximately 1,648 full-time salaried persons and 2,827 hourly persons as at December 31, 2022. The number of hourly employees is dependent on the number, size and status of ongoing projects throughout the year and is typically higher in the second and third quarters of the year when the Company typically executes the highest volumes of work. Comparable numbers as at December 31, 2021 were approximately 1,588 full-time salaried persons and 2,877 hourly persons.

3.1.9 Geographic Markets

Bird operates across Canada, operating in all provinces and territories including the Yukon, Northwest Territories and Nunavut. Bird has offices from coast to coast covering all major markets. In 2022, Bird recorded construction revenue of \$2,377.5 million (2021 - \$2,220.0 million; 2020 - \$1,504.4 million), substantially all of which was earned in Canada.

3.1.10 Surety Support

Many clients and substantially all government clients, require general contractors with whom they conduct business to provide surety bonds. A surety bond is an instrument provided by a surety company that guarantees that a general contractor will perform its contractual obligations. Surety bonds for Bird are provided by Travelers' Guarantee Company of Canada. Bird's agreements with its surety company are on industry standard terms.

3.1.11 Working Capital and Investments

The amount of minimum working capital to be maintained by the Company is substantially determined by the amount required to maintain adequate levels of surety support and to provide other forms of security to its clients, including letters of credit to support contract performance. Bird may invest excess cash in accordance with its investment policy in a variety of instruments of varying maturities to match its cash requirements.

3.1.12 Subcontractors and Suppliers

Upon award of a construction contract where Bird will not self-perform certain scopes of the contract work, Bird will, in turn, make awards to various subcontractors and suppliers required to provide materials, labour and services for the project. These subcontractor and supplier awards are normally made on the basis of fixed-price quotations provided to Bird during the bidding phase. The quotations from the subcontractors and suppliers are typically irrevocable for the same period of time that the price submitted by Bird is open for acceptance by its client. Accordingly, for subcontracted scopes of work, the risk of any fluctuations in material or labour pricing is generally borne by Bird's subcontractors and suppliers.

The scope of the work of each subcontractor or supplier is generally defined by the same drawings and specifications that form the basis of Bird's agreement with its client. The terms of the agreements between Bird and its clients are generally replicated in the agreements between Bird and its subcontractors and suppliers. These "flow-down" provisions substantially mitigate the risk borne by Bird.

Depending on the value of the subcontractor's or supplier's work, Bird may require some form of performance security and achieves this through the use of surety bonds, subcontractor default insurance or other forms of security from the subcontractors and suppliers to mitigate Bird's exposure to the risks associated with a subcontractor or supplier default under any subcontract.

3.1.13 Specialized Skills and Knowledge

Operation of the business requires staff with specialized skills and knowledge in the management of office and field construction activities. There is generally a shortage of suitably trained and experienced staff available to the Company, which represents an impediment to growth and a risk in the event of staff turnover. There are a number of college and university programs that provide graduates with basic skills required to enter the construction industry.

For many years, the Company has relied on a strategy of hiring staff at an entry level and providing them with the additional training and experience required to move into more specialized roles. However, as the Company grows and with staff turnover, the Company also hires experienced staff available in the market.

3.2 Risks Relating to the Business

3.2.1 Ability to Hire and Retain Qualified and Capable Personnel

The success of Bird is highly influenced by the efforts of key management, technical, project and business development personnel. The loss of the services of any of Bird's key management personnel could negatively impact Bird. The future success of Bird also depends heavily on its ability to attract, retain and develop high-performing personnel in all areas of its operations.

Most firms throughout the construction industry face this challenge and, accordingly, competition for professional staff is intense. If Bird ceases to be seen by current and prospective employees as an attractive place to work, it could experience difficulty in hiring and retaining an adequate level of qualified staff. This could have an adverse effect on current operations of Bird and would limit its prospects and impair its future success.

3.2.2 Maintaining Safe Work Sites

Despite the Company's efforts to minimize the risk of safety incidents, they can occur from time to time and, if and when they do, the impact on Bird can be significant. Bird's success as a general contractor is highly dependent on its ability to keep its construction work sites and offices safe and any failure to do so can have serious impact on the personal safety of its employees and others. In addition, it can expose Bird to contract termination, fines, regulatory sanctions or even criminal prosecution.

Bird's safety record and worksite safety practices also have a direct bearing on its ability to secure work, particularly in the industrial sector. Certain clients will not engage particular contractors to perform work if their safety practices do not conform to predetermined standards or if the general contractor has an unacceptably high incidence of safety infractions or incidents.

Bird adheres to very rigorous safety policies and procedures which are continually reinforced on its work sites and offices. Management is not aware of any pending health and safety legislation or prior incidents which would be likely to have a material impact on any of Bird's operations, capital expenditure requirements, or competitive position. Nevertheless, there can be no guarantee with respect to the impact of future legislation or incidents.

3.2.3 Economy and Cyclicity

Activity within the construction industry is generally tied to the state of the economy. Thus, in periods of strong economic growth, capital spending will generally increase and there will be more and higher quality opportunities available within the construction industry. Investment decisions by our clients are based on long-term views of the economic viability of their current and future projects, sometimes based upon the clients' view of the long-term prices of commodities which are influenced by many factors. If our clients' outlook for their current and future projects is not favourable, this may lead them to delay, reduce or cancel capital project spending and may make them more sensitive to construction costs. A prolonged downturn in the economy could impact Bird's ability to generate new business or maintain a backlog of contracts with acceptable margins to sustain Bird through such downturns.

As noted above, Bird attempts to insulate itself in various ways from the effects of negative economic conditions through diversification of the sources of the Company's earnings; however, there is no assurance that these methods will be effective in insulating Bird from a downturn in the economy. Furthermore, as a result of increased demand in certain regions or industry sectors, the Company has, in the past, earned favourable margins on particular projects. There is

also no assurance that above-average margins that may have been generated on historical contracts can be generated in the future.

3.2.4 Ability to Secure Work

Bird generally secures new contracts either through a competitive bid process or through negotiation. Awards in both the public and private sectors are generally based upon price, but are also influenced and sometimes formally based on other factors, such as the level of services offered, safety record, construction schedule, design (if applicable), project personnel, the consortium, joint venture and subcontractor team, prior experience with the prospective client and/or the type of project, and financial strength including the ability to provide bonds and other contract security.

In order to be afforded an opportunity to bid for large projects, a strong balance sheet measured in terms of an adequate level of working capital and equity is typically required.

A decline in demand for Bird's services from the private sector could have an adverse impact on the Company if that business could not be replaced within the public sector. A portion of Bird's construction activity relates to government-funded institutional projects. Any reduction in demand for Bird's services by the public sector, whether as a result of funding constraints, changing political priorities or delays in projects caused by elections or other factors, could have an adverse impact on the Company if that business could not be replaced within the private sector.

3.2.5 Global Pandemics

Global pandemics, such as the recent COVID-19 pandemic, can result in widespread illnesses and deaths, can impact the health of the Company's workforce and can prevent the Company from being able to carry on its operations whether due to direct impacts, or indirect impacts through its customers and suppliers. These impacts can severely limit the Company's ability to operate and to generate revenues or cash flows, while its ability to eliminate or reduce costs during such times may be limited. Accordingly, with any threat of a pandemic or similar public health emergency, the Company could suffer significant financial losses and a deterioration in its creditworthiness and therefore have a material adverse effect on the Company.

3.2.6 Performance of Subcontractors

Successful completion of a contract by Bird depends, in large part, on the satisfactory performance and availability of its subcontractors who are engaged to complete the various components of the work. Subcontractor defaults tend to increase during downturns in overall market conditions. If subcontractors fail to satisfactorily perform their portion of the work, Bird may be required to engage alternate subcontractors to complete the work and may incur additional costs. This can result in reduced profits or, in some cases, significant losses on the contract and possible damage to Bird's reputation.

In addition, the ability of Bird to bid for and successfully complete projects is, in part, dependent on the availability of qualified subcontractors and trades people. Depending on the value of a subcontractor's work, Bird may require some form of performance security and achieves this through the use of surety bonds, subcontractor default insurance or other forms of security from the subcontractor to mitigate Bird's exposure to the risks associated with the subcontractor's performance and completion. A significant shortage of qualified subcontractors and trades people or the bankruptcy of a subcontractor could have a material impact on Bird's financial condition and results of operations.

3.2.7 Accuracy of Cost to Complete Estimates

As Bird performs each construction contract, costs are continuously monitored against the original cost estimates. On at least a quarterly basis, a detailed estimate of the costs to complete a contract is compiled by the Company. These estimates are an integral part of Bird's process for determining construction revenues and profits, and depend on cost data collected over the duration of the project as well as estimates and judgements of Bird's field and office personnel. Bird has adopted numerous internal control activities aimed at mitigating exposure to this risk, however to the extent that the costs to complete estimates are based on inaccurate or incomplete information, or on faulty judgements, the accuracy of reported construction revenues and profits can be impacted.

3.2.8 Estimating Costs and Schedules/Assessing Contract Risks

The price for most contracts performed by Bird is based, in part, on cost and schedule estimates that are subject to a number of assumptions, including assumptions as to inflationary impacts. Erroneous assumptions can result in an

incorrect assessment of risks associated with a contract or estimates of project costs and schedules that are in error, potentially resulting in lower than anticipated profit or significant loss. All significant cost and schedule estimates are reviewed by senior management prior to tender submission to help mitigate these risks.

3.2.9 Adjustments and Cancellations of Backlog

The future performance of the Company depends significantly on the contribution from projects in its backlog. There can be no assurance that the revenues or profits included in backlog at any point in time will be realized. Contract suspensions, reductions and cancellations, which are beyond the control of Bird, do occur from time-to-time in the construction industry. Customers may have the right to suspend, cancel or reduce the scope of their contracts with Bird and, though Bird generally has a contractual right to be reimbursed for certain costs, it typically has no contractual rights to the total revenue or profit that was expected to be derived from such projects. These reductions could have a material adverse impact on future revenues and profitability.

3.2.10 Work Stoppages, Strikes and Lockouts

Bird is signatory to a number of collective bargaining agreements. Future negotiation of these collective bargaining agreements could increase Bird's operating expenses and reduce profits as a result of increased wages and benefits. Failure to come to an agreement in these collective bargaining negotiations or those of its subcontractors and suppliers or government agencies could result in strikes, work stoppages, lockouts or other work action, and increased costs resulting from delays on construction projects. A strike or other work stoppage may be disruptive to Bird's operations and could adversely affect portions of its business, financial position, results of operations and cash flows.

3.2.11 Acquisition and Integration Risk

The Company has made acquisitions, and may continue to pursue acquisition opportunities to advance its strategic plan. The successful integration of an acquired business typically requires the management of the pre-transaction business strategy, including the retention and addition of customers, realization of identified cost, revenue and strategic synergies, retention of key staff and the development of a common corporate culture. Failure to adequately address differences in technology, culture, customers, projects, or other issues could negatively affect financial performance. There is no assurance that the Company will be able to successfully integrate an acquired business in order to maximize or realize the benefits associated with an acquisition.

3.2.12 Potential for Non-Payment

Before signing any construction contract, Bird conducts due diligence to satisfy itself that the potential client has adequate resources to make payments under the terms of the contract. Throughout the contract, Bird also attempts to ensure that payments are collected from clients before Bird's payments to subcontractors and suppliers for that contract fall due. However, because of the nature of Bird's contracts and occasionally because of delays in receiving customer payments, Bird may be required to utilize its working capital to temporarily fund construction costs where payment from its clients is delayed.

If a customer defaults in meeting its payment obligations to Bird on a project, Bird would generally have the right to register a lien against the project. If the customer was unable or unwilling to pay the amount owing to Bird, a lien against the property will normally provide some security that Bird may collect the amounts owing to it through the enforcement of its lien. However, in these situations, Bird's ability to collect the outstanding payments is never assured. Payment default by a client could result in a financial loss to Bird that could have a material effect on Bird's operating results and financial position.

3.2.13 Litigation/Potential Litigation

In the normal course of the construction business, disputes sometimes arise between parties to construction contracts. While Bird attempts to resolve any disagreements or disputes before they escalate to litigation, in some situations this is not possible. At any given time, Bird may be involved in a number of disputes that could lead to litigation and there may be a number of disputes in various stages of litigation.

The Company makes provisions in its consolidated financial statements for any potential settlements relating to such matters and management does not believe that any existing litigation or pending litigation will ultimately result in a final judgment against Bird that would have a materially adverse impact on the operations of Bird. Litigation is, however,

inherently uncertain and, accordingly, adverse outcomes not currently provided for in any current litigation or pending litigation are possible. These potentially adverse outcomes could include financial loss, damage to Bird's reputation or a reduction in prospects for future contract awards.

3.2.14 Design Risks

While many contracts entered into by Bird are for construction or construction services only, certain contracts are undertaken on a design-build basis, under which Bird is responsible for both design and construction of the project, which adds design risk assumed by Bird. While Bird subcontracts all of the design scope in such design-build contracts to reputable designers, there is generally not a full transfer of design-related risks. These risks include design development and potential resulting scope extensions not anticipated at the outset of the project, delays in the design process that may adversely affect the overall project schedule, and design errors and omissions.

To manage these risks, Bird manages and oversees the design process, coordinates the design deliverables with the construction process and, for significant design-build projects, purchases errors and omissions insurance.

3.2.15 Information Systems and Cyber-security Risk

The Company relies on information technology to manage, process, store and transmit electronic information. Complete, accurate, available and secure information is vital to the Company's operations and any compromise in such information could result in improper decision making, inaccurate or delayed operational and/or financial reporting, delayed resolution to problems, breach of privacy and/or unintended disclosure of confidential information. Failure in the completeness, accuracy, availability or security of the Company's information systems, the risk of system interruption or failure during system upgrades or implementation, or a breach of data security could adversely affect the Company's operations and financial results. In addition, cyber-security incidents relating to the Company's information technology systems may disrupt operations and impact operating results.

Cyber-security incidents may occur from a range of techniques, from phishing or hacking attacks to sophisticated malware, hardware or network attacks. While the Company has implemented systems, policies, procedures, practices, hardware and backups designed to prevent and limit the effect of cyber-security attacks, there can be no assurance that these measures will be sufficient to prevent, detect or address the attacks in a timely matter, or at all. A successful cyber-attack may allow unauthorized interception, destruction, use or dissemination of the Company's confidential information, which could have a material adverse effect on the business.

The Company maintains a dedicated team of technology and cybersecurity professionals who manage a comprehensive program to help protect the organization against breaches and other incidents with appropriate security and operational controls in place, including the monitoring of threats. The Company also has a continual training and compliance program that all employees must adhere to. The Company's risk management activities also include ensuring sufficient information security insurance coverage is in place, and the regular engagement of third-party expertise to assess our information security systems.

3.2.16 Competitive Factors

Bird competes with many international, national, regional and local construction firms. Competitors may benefit from advantages in a particular market that Bird does not have, may have greater access to resources, or may have more experience or a better relationship with a particular client. On any given contract bid or negotiation, Bird assesses the level of real or perceived competitive advantage that its competitors have. Depending on this assessment, Bird will decide whether or not to pursue a contract, or may take other action to counteract such advantage when pursuing the work, such as adjusting the level of profit can be incorporated into its contract price and which personnel should be assigned to the contract. The accuracy of this assessment and the ability of Bird to respond to competitive factors affect Bird's success in securing new contracts and its profitability on contracts that it does secure.

3.2.17 Completion and Performance Guarantees

Under some contracts, failure to meet a project deadline or other schedule milestone may, in addition to any delay-related expenses incurred by Bird, expose Bird to liquidated damages or other financial penalties that may include cost impacts to the client resulting from any delay. The Company mitigates its exposure to these risks by managing and monitoring schedule and completion progress on its projects, as well as by transferring part of the risks to its subcontractors and suppliers.

Under design-build contracts, the work, or portions thereof, may be required to meet certain performance specifications and/or other contractually specified needs of the customer. A failure to meet these requirements could expose Bird to liability for design flaws and/or additional construction costs that may result from such failures. The Company mitigates its exposure to these risks by subcontracting design services work and by subscribing for or otherwise obtaining professional liability insurance.

If Bird fails to meet completion schedules or performance or design obligations, the total costs of the project could exceed original estimates and could result in a loss to Bird for that project. In extreme cases, such situations could have a material negative impact on the operating results and financial position of Bird.

3.2.18 Access to Capital

The Company requires working capital to support its ongoing and future work program. Bird relies on its cash position and the availability of credit and capital markets to meet these working capital demands. As the Company's businesses grow, the Company is continually seeking to enhance its access to funding in order to finance the higher working capital requirements associated with this growth. Further, instability or disruption of capital markets, or a weakening of the Company's cash position could restrict its access to, or increase the cost of obtaining, financing. Additionally, if the terms of the credit facility are not met, lenders may terminate the Company's right to use its credit facility, or may demand repayment in whole or in part of the Company's outstanding indebtedness, which could have a material adverse effect on the Company's financial position.

One or more third parties drawing on letters of credit or guarantees could have a material adverse effect on Bird's cash position and operations.

Some of Bird's clients also depend on the availability of credit to finance their projects. If clients cannot arrange financing, projects may be delayed or cancelled, which could have a material adverse effect on the Company's growth and financial position. Diminution of a client's access to credit may also affect the Company's ability to collect payments, negotiate change orders, and settle claims with clients which could have a material adverse effect on the Company's financial position.

3.2.19 Quality Assurance and Quality Control

Bird enters into contracts which specify the scope and specifications of the project to be designed and/or constructed, including quality standards. If all, or portions of the work fail to meet these standards, Bird would be exposed to additional costs for the correction of non-compliant work.

3.2.20 Access to Surety Support and Other Contract Security

On many of its construction contracts, Bird is required to provide surety bonds. Bird's ability to obtain surety bonds depends primarily upon its capitalization, working capital, past performance, capability and continuity of management, as well as its current level of activity and market conditions. As the value of Bird's backlog increases, Bird may be required to maintain higher levels of equity and working capital than it currently maintains in order to secure surety bonds.

The level of equity and working capital required to maintain ongoing surety support is subject to negotiation and other factors that cannot be determined precisely. Furthermore, the overall capacity of the surety market and claims experience of sureties will have an influence on the pricing and availability of bonds. There is no assurance that Bird will have access to surety support on favourable or commercially reasonable terms or at all for contracts it would like to pursue. Bird's agreements with its surety company are on industry standard terms.

3.2.21 Insurance Risk

In the normal course of business, Bird maintains insurance in order to satisfy the requirements of its construction contracts at a minimum, and to insure project and business risks as part of its corporate risk management policies, including risks relating to its assets. Bird places enterprise and project coverages consistent with a construction contractor of its size, complexity and breadth of operations. As a matter of business and risk assessment, Bird assesses its insurance programs routinely to ensure sufficiency of limits, breadth of coverage, and competitive pricing, all against the backdrop of a tightening insurance marketplace and restricting coverage and limits. Although Bird believes it maintains appropriate insurance coverage with sufficient limits, there can be no assurance that the Company's project-

specific and corporate insurance arrangements will be sufficient to cover claims incurred. In addition, there can be no assurance that the Company's insurers and independent third-party insurers will interpret insurance policies and evaluate and adjust claims in the Company's favour in the first instance in all cases.

3.2.22 Climate Change Risk

Risks in Transitioning to a Lower Carbon Economy

The transition to a lower-carbon economy has the potential to be disruptive to traditional business models and investment strategies. The Company's private and/or public-sector clients may shift their infrastructure priorities due to changes in project funding or public perception of sustainable projects. This risk can be mitigated to an extent by identifying changing market demands to offset lower demand in some sectors with opportunities in others, forming strategic partnerships and pursuing sustainable innovations.

Government action to address climate change may involve economic instruments such as carbon and energy consumption taxes as well as restrictions on economic sectors, such as cap-and-trade and more stringent regulation of greenhouse gas emissions that could also impact the Company's current or potential clients operating in industries that extract, distribute and transport fossil fuels, or clients in other carbon intensive industries.

Financial Risks

As new climate change measures are introduced or strengthened, the Company's cost of business, including insurance premiums, may increase, and the Company may incur expenses related to complying with environmental regulations and policies where it does business. Such costs may include purchasing new equipment to reduce emissions to comply with new regulatory standards or to mitigate the financial impact of different forms of carbon pricing. In addition, the Company may incur costs related to engaging with governments, regulators and industry organizations for new mandates on infrastructure projects, proactively and regularly monitoring regulatory trends and implementing adequate compliance processes. Although the Company actively monitors applicable climate change laws and regulations and compliance with them, and is proactive in promoting and supporting climate change mitigation actions, inadvertent compliance shortfalls could result in penalties and reputational damage that may impair the Company's future prospects.

Market and Reputational Risk

Investors and other stakeholders in Canada and worldwide are becoming more attuned to climate change action and sustainability matters, including the efforts made by issuers to reduce their carbon footprint. The Company's reputation may be harmed if it is not perceived by its stakeholders to be sincere in its sustainability commitment and its long-term results may be impacted as a result. In addition, the Company's approach to climate change issues may increasingly influence stakeholders' views of the Company in relation to its peers and their investment decisions.

Weather Related Risks

Many of the Company's construction activities are performed outdoors. The probability and unpredictability of extreme weather events and other associated incidents may continue to increase due to climate change and there may continue to be longer-term shifts in climate patterns. Although weather risk may be mitigated through contractual terms or insurance, construction projects are susceptible to delays as a result of extended periods of poor weather, which can have an adverse effect on profitability. These negative effects can arise from late completion penalties imposed by the contract, the incremental costs arising from loss of productivity, compressed schedules, overtime work utilized to offset the time lost due to adverse weather or additional costs to modify methods to perform work in unanticipated weather.

3.2.23 Joint Venture Risk

Bird sometimes forms joint ventures to pursue and execute projects. A joint venture structure can be beneficial by permitting competitive advantages, pooling of resources required to complete a project and risk sharing between the joint venture partners. The joint ventures in which Bird participates are typically formed to undertake a specific project, are jointly controlled by the partners and are dissolved upon completion of the project.

The agreements which govern these joint ventures typically require that the partners supply their proportionate share of operating funds and staff and that they share profits and losses in accordance with specified percentages. Bird

selects its joint venture partners based on a variety of criteria, including relevant expertise, past working relationships as well as analysis of the prospective partners' financial and construction capabilities.

Each joint venture party is typically liable for the obligations of the joint venture on a joint and several basis. In the event that any of Bird's joint venture partners fail to perform their obligations due to financial or other reasons, Bird may be required to provide additional resources to the project and assume responsibilities for the obligations of its joint venture partner(s) including responsibility for financial losses.

3.2.24 Ethics and Reputational Risk

One of the Company's competitive advantages rests in its relationships with its customers and its long-standing reputation as a contractor that delivers high-quality projects and services on time, and in a safe and environmentally-friendly manner. Damage to the Company's reputation can result from the occurrence of a variety of actual or perceived events. Negative publicity can arise from a number of factors including, without limitation, the quality of service provided, business ethics and integrity, health and safety record and compliance with laws or regulations.

As part of its business dealings with governmental bodies, Bird must comply with public procurement laws and regulations aimed at ensuring that public sector bodies award contracts in a transparent, competitive, efficient, ethical and non-discriminatory manner. Although the Company has adopted control measures and implemented policies and procedures to mitigate the risk of non-compliance, these control measures, policies and procedures may not always be sufficient to protect the Company from the consequences of acts prohibited by public procurement and other laws and regulations committed by its directors, officers, employees and agents. If the Company fails to comply with these laws and regulations it could be subject to administrative or civil liabilities and to mandatory or discretionary exclusion or suspension, on a permanent or temporary basis, from contracting with governmental bodies in addition to other penalties and sanctions that could be incurred by the Company.

Negative opinion concerning any of these factors could potentially have an adverse effect on current operations and could limit the Company's prospects and impair its future success. The Company depends on its reputation as a general contracting firm that abides by the highest ethical standards and has therefore implemented various policies and procedures to help mitigate this risk, including the adoption of: a comprehensive employee code of conduct; an anti-bribery and corruption policy; and a whistleblower policy. All employees are required to sign an acknowledgement of these policies, and to review and abide by them. In addition, the Company provides training to its employees regarding these policies, which include principles relating to harassment, fairness, conflicts of interest and other ethical business practices.

3.2.25 Compliance with Environmental Laws

Bird is subject to numerous federal, provincial and municipal environmental laws, and judicial, legislative and regulatory developments relating to environmental protection occur on an ongoing basis. Bird's projects can involve the handling of hazardous and environmentally sensitive materials, which, if improperly handled or disposed of, could subject Bird to civil and criminal penalties. While Bird strives to keep informed of and to comply with all applicable environmental laws, circumstances may arise and incidents may occur that are beyond Bird's control that could adversely affect Bird. Management is not aware of any pending environmental legislation or incidents that would be likely to have a materially adverse impact on any of Bird's operations, capital expenditure requirements or competitive position, although there can be no assurance that no future legislation will be enacted or incidents will occur which may have a material impact on Bird's operations.

3.2.26 Internal and Disclosure Controls

Inadequate disclosure controls or ineffective internal controls over financial reporting could result in an increased risk of material misstatements in the financial reporting and public disclosure records of the Company. Inadequate controls could also result in system downtime, give rise to litigation or regulatory investigation, fraud or the inability of the Company to continue its business as presently constituted. Bird has designed and implemented a system of internal controls and a variety of policies and procedures to provide reasonable assurance that material misstatements in the financial reporting and public disclosures are prevented and detected on a timely basis, and that other business risks are mitigated. In accordance with the guidelines adopted in Canada, the Company assesses the effectiveness of its internal and disclosure controls using a top-down, risk-based approach in which both qualitative and quantitative measures are considered. An internal control system, no matter how well it is planned, implemented and operated, can

provide only reasonable, and not absolute, assurance to management and the Board of Directors regarding achievement of intended results. In addition, Bird's current system of internal and disclosure controls places reliance on key personnel across the Company to perform a variety of control functions including key reviews, analysis, reconciliations and monitoring. The failure of individuals to perform such functions or properly implement the controls as designed could adversely impact results.

3.2.27 Payment of Dividends

The ability of the Company to pay dividends or make distributions to its shareholders depends on several factors, including its actual and projected earnings and cash flow, capital requirements and general financial condition.

The payment of dividends on common shares is at the discretion of the Board of Directors of the Company. In establishing the amount of any dividend, the Board of Directors will take into consideration, amongst other things, the need to meet future requirements for increases in working capital and equity to meet contract security requirements, to provide the financial capacity to withstand a downturn in the construction industry should it occur and to expand the business, as well as the desirability of maintaining the dividend rate. There can be no assurances that the current dividend rate will not change in the future.

4. DIVIDENDS AND DISTRIBUTIONS

The declaration and payment of dividends is at the sole discretion of the Board of Directors and may vary depending on a variety of factors and conditions. In establishing the dividend rate for a particular period, the Board of Directors will take into consideration, amongst other things, the need to meet future requirements for increases in working capital and equity to meet contract security requirements, to provide the financial capacity to withstand a downturn in the construction industry should it occur, and to expand the business, as well as the desirability of maintaining a stable or increasing dividend rate.

In 2020, the Company paid an annual dividend of \$0.3900 per common share. This is based on 12 payments at \$0.0325 per common share per month (from January 20, 2020 to December 18, 2020).

In 2021, the Company paid an annual dividend of \$0.3900 per common share. This is based on 12 payments at \$0.0325 per common share per month (from January 20, 2021 to December 20, 2021).

In 2022, the Company paid an annual dividend of \$0.3900 per common share. This is based on 12 payments at \$0.0325 per common share per month (from January 20, 2022 to December 20, 2022).

In 2022, the Company declared dividends for the months of January and February of 2023 in the amount of \$0.0325 per common share, and in 2023, for the months of March and April 2023, in the amount of \$0.0358 per common share.

Shareholders who are non-residents of Canada are required to pay all withholding taxes payable in respect of any dividends by the Company.

5. DESCRIPTION OF CAPITAL STRUCTURE

Share Capital

The Company is authorized to issue an unlimited number of common shares. Each common share is entitled to receive notice of, and to attend all meetings of shareholders of the Company. Each common share is entitled to one vote at shareholder meetings. The holders of common shares are entitled to receive dividends when declared by the Board of Directors of the Company in such amount and in such form as the Board of Directors may determine from time-to-time. All dividends declared shall be paid in equal amounts per share on all common shares outstanding. In the event of dissolution, liquidation or winding up of the Company, common shareholders shall be entitled to receive the remaining assets of the Company after the prior rights of the holders of any preference shares and any other shares ranking senior to the common shares have been settled.

The Company is authorized to issue such number of preference shares, issuable in one or more series, provided that the number of issued preference shares shall not exceed 35% of the number of issued and outstanding common shares at the time such preference shares are issued. The Board of Directors shall determine the number of series issued and the number of preference shares issued within a series. The Board of Directors shall determine the designation, rights, privileges, restrictions and conditions to be attached to each series of preference shares, including but not limited to, dividend rates, whether dividends are cumulative or non-cumulative, the currency of payment, the date and place of payment, and any redemption, retraction or exchange conditions.

6. MARKET FOR SECURITIES OF THE ISSUER

The common shares of the Company are listed on the Toronto Stock Exchange (symbol "BDT").

The following table outlines the trading price range and volumes of Company shares during 2022:

Month	High (\$)	Low (\$)	Trading Volume
January	\$9.90	\$8.90	2,024,426
February	\$9.90	\$8.92	1,786,889
March	\$9.74	\$8.73	3,295,796
April	\$9.22	\$8.52	1,906,145
May	\$8.66	\$7.61	1,867,013
June	\$8.75	\$7.39	1,494,269
July	\$7.60	\$6.85	1,997,761
August	\$7.21	\$6.58	1,728,547
September	\$6.76	\$5.90	1,838,222
October	\$6.34	\$5.74	999,810
November	\$7.43	\$6.01	1,992,057
December	\$8.19	\$7.01	1,678,448

7. DIRECTORS AND OFFICERS

7.1 Directors and Officers

The names, municipalities of residence and principal occupations of the current Directors and Officers of Bird are set out below. Each Director will hold office until the next Annual Meeting of shareholders set for May 9, 2023, or until a successor is elected or appointed.

Directors:

Name of Municipality of Residence	Position ⁽¹⁾	Principal Occupation	Director Since ⁽¹⁾
J. Richard Bird Calgary, AB	Director ⁽²⁾⁽³⁾⁽⁴⁾	Corporate Director	1987
Karyn A. Brooks Calgary, AB	Director Audit Committee Chair ⁽³⁾	Corporate Director	2017

Name of Municipality of Residence	Position ⁽¹⁾	Principal Occupation	Director Since ⁽¹⁾
Paul A. Charette Oakville, ON	Director ⁽³⁾⁽⁵⁾	Corporate Director	1991
Bonnie D. DuPont Calgary, AB	Director Human Resources & Governance Committee Chair ⁽⁴⁾⁽⁵⁾	Corporate Director	2011
Steven L. Edwards Kansas City, MO, USA	Director ⁽³⁾⁽⁵⁾	Corporate Director	2022
J. Kim Fennell Los Gatos, CA, USA	Director ⁽⁴⁾⁽⁵⁾	Corporate Director	2022
Jennifer F. Koury Calgary, AB	Director ⁽⁴⁾⁽⁵⁾	Corporate Director	2022
Terrance L. McKibbin Canmore, AB	Director President & Chief Executive Officer of Bird Construction Inc.	President & Chief Executive Officer of Bird Construction Inc.	2019
Gary Merasty Saskatoon, SK	Director ⁽⁴⁾⁽⁵⁾	Chief Executive Officer of the Peter Ballantyne Group of Companies, the investment arm for the Peter Ballantyne Cree Nation	2022
Luc J. Messier Houston, TX, USA	Director ⁽⁴⁾⁽⁵⁾ Health, Safety & Environment Committee Chair	Corporate Director	2017
Paul R. Raboud Toronto, ON	Director ⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾ Chair of the Board	Corporate Director	2008
Arni C. Thorsteinson Winnipeg, MB	Director ⁽³⁾⁽⁴⁾	President, Shelter Canadian Properties Limited, a real estate development and management company	1991

⁽¹⁾ Information set forth in this Item 7 relating to the Directors of the Company is current as of March 7, 2023.

⁽²⁾ Includes period of time served as a Trustee of Bird Construction Income Fund and as a Director of Bird Construction Company Limited, the predecessors to the Company.

⁽³⁾ Member of the Audit Committee (Chair – K.A. Brooks).

⁽⁴⁾ Member of the Human Resources & Governance Committee (Chair – B.D. DuPont).

⁽⁵⁾ Member of the Health, Safety & Environment Committee (Chair – L.J. Messier)

⁽⁶⁾ Mr. Raboud became an independent Director of the Company as defined under applicable securities laws as at March 3, 2020, because his employment as Vice Chair of the Company ended on March 3, 2017 and because he no longer had a material relationship with the Company.

Officers:

Name of Municipality of Residence	Position ⁽¹⁾
Terrance L. McKibbon Canmore, AB	President & Chief Executive Officer of Bird Construction Inc. ⁽²⁾
Wayne R. Gingrich Georgetown, ON	Chief Financial Officer of Bird Construction Inc.
Gilles G. Royer Edmonton, AB	Chief Operating Officer of Bird Construction Inc. ⁽³⁾
Charles J. Caza Oakville, ON	Executive Vice President and Chief Legal Officer of Bird Construction Inc. ⁽⁴⁾
Brian C. Henry Georgetown, ON	Chief People Officer of Bird Construction Inc. ⁽⁵⁾

⁽¹⁾ Information set forth in this Item 7 relating to the officers of the Company is current as of March 7, 2023.

⁽²⁾ Mr. McKibbon joined Bird on June 5, 2017 as Chief Operating Officer and assumed the role of President & Chief Executive Officer on July 1, 2019.

⁽³⁾ Mr. Royer assumed the role of Chief Operating Officer on August 11, 2020, after serving the Company as Executive Vice President, – Industrial since 2015.

⁽⁴⁾ Mr. Caza assumed the role of Executive Vice President and Chief Legal Officer on September 28, 2020 after serving the Company as Senior Vice President and General Counsel since 2015.

⁽⁵⁾ Mr. Henry assumed the role of Chief People Officer on Feb 24, 2020. He became an officer of the Company on May 10, 2022.

The following are brief biographies of the Directors and Officers:

J. Richard Bird retired from Enbridge Inc. in early 2015, having served as Executive Vice President, Chief Financial Officer and Corporate Development, and various other roles, including: Executive Vice President Liquids Pipelines, Senior Vice President Corporate Planning and Development, and Vice President and Treasurer. Mr. Bird has 30 years of experience as an officer of a number of public companies. He is Founder, President and Chief Investment Officer of the Ptarmigan Charitable Foundation. He is the past Chair of the Board of Directors of the Alberta Investment Management Company. He was named Canada's CFO of the Year for 2010. He holds a Bachelor of Arts degree from the University of Manitoba, and a Masters of Business Administration and PhD from the University of Toronto and has completed the Advanced Management Program at Harvard Business School.

Karyn A. Brooks retired from BCE and Bell Canada in March 2014, having served as Senior Vice-President and Controller for 11 years. Ms. Brooks has 20 years of executive experience as an officer of several prominent Canadian public companies. She currently serves on the Boards of Aspenleaf Energy Limited, the Calgary Zoological Society, where she Chairs the Audit and Risk Committee, and the Calgary Zoological Foundation. She previously served on the Board and Audit Committee of Information Services Corporation from 2016 to 2022 and on the Board and Audit Committee of Queen's University from 2007 to 2014. In 2009, she was elected a Fellow of CPA Ontario and named one of Canada's Top 100 Women by the Women's Executive Network. In a volunteer capacity, Ms. Brooks has contributed significantly to accounting standard setting and its oversight, both domestically and internationally. She holds a Bachelor of Commerce (Honours) from Queen's University.

Charles J. Caza obtained his degree in Civil Engineering from the University of Waterloo in 1986 (B.A. SC. Eng.) and, before studying law, was employed as a construction engineer with a Toronto-based general contractor. He then attended the University of Western Ontario where he obtained his Bachelor of Laws in 1990 (LL.B.). After his Call to the Bar in 1992, Charles developed his legal and management career before joining Bird, alternating between chief legal officer and management positions, first with a national general contractor and then an international construction and engineering organization. Having joined Bird in 2009, Charles leads the company's Legal and Risk Management team through a collaborative approach with the company's operating units. His knowledge of the construction and engineering industries, coupled with a practical business sense, provides Bird with one of the best specialists in his field. Charles is certified as a specialist in construction law by the Law Society of Upper Canada (since 2002), is a past member of the executive of the Ontario Bar Association's construction section and holds an ICD.D designation (Institute of Corporate Directors).

Paul A. Charette joined Bird in 1976 as a Project Coordinator and progressed to President and Chief Operating Officer in 1988 and to President and Chief Executive Officer in 1991. Mr. Charette was also appointed as Chair of the Board in 2001. In September 2008, Mr. Charette retired from his position as Chief Executive Officer of Bird. He is a past Director of the Colleges and Institutes Canada and the past Chair of the Canadian Construction Association ("CCA"). In 2004, Mr. Charette was named Ontario Entrepreneur of the Year in Real Estate/Construction by Ernst & Young LLP. In 2010, Mr. Charette was chosen as CCA's Person of the Year. Mr. Charette has a diploma in Civil Technology from Red River College in Winnipeg, Manitoba.

Bonnie D. DuPont is retired from Enbridge Inc. where she served for 12 years as the senior executive responsible for information technology, human resources, public and government affairs, corporate governance and corporate social responsibility. She holds a Bachelors degree (Great Distinction) from the University of Regina and earned her Masters degree at the University of Calgary. She has been a Fellow of the Institute of Corporate Directors since 2015, is a graduate of the ICD Corporate Directors' Education Program, and has lectured in the Directors' Education Program offered by the ICD. She is also a Certified Human Resources Professional and is a member of the International Women's Forum. Ms. DuPont was named to the top 100 Most Powerful Women in Canada list each year from 2001 to 2006, and in 2007, was inducted into the Top 100 Hall of Fame. In 2008, she was presented with an Honorary Doctor of Laws from the University of Regina and in 2011 was presented with an Honorary Bachelor's Degree in Technology by the Southern Alberta Institute of Technology. Ms. DuPont also received an Honorary LLD from the University of Calgary in 2017 and she is the past chair of the Board of Governors at the University. In 2019, Ms. DuPont was appointed to the Alberta Order of Excellence. Ms. DuPont serves as chair of the Public Health Group within the O'Brien Institute of Public Health at the University of Calgary. She also serves on the board of NavCanada, is the chair of the HR & Compensation Committee and serves on the Governance Committee.

Steven L. Edwards retired from Black & Veatch in August 2022 after a remarkable career of over 40 years. Mr. Edwards served as the Chairman and Chief Executive Officer of Black & Veatch since November 2013 and had overall responsibility for the company's engineering, consulting, construction and related infrastructure businesses in the power, oil and gas, water, telecommunications, and food and beverage markets worldwide. Mr. Edwards joined Black & Veatch in 1978, and during his tenure was responsible for various global projects and business lines. He was named Chief Operating Officer in March 2013 before transitioning to Chairman and CEO. He was appointed to the Black & Veatch Board of Directors in 2012. With revenues of \$3 billion, Black & Veatch has been consistently ranked in the top ten categories for power generation, power delivery, water infrastructure development and telecommunications in Engineering News-Record magazine and ranked in the Top 150 of the Forbes list of Largest Private Companies. The company has also been ranked the 12th largest Employee-Owned Corporation in the United States according to the National Center for Employee Ownership. Steven graduated with a Bachelor of Science degree in Electrical Engineering from the University of Missouri. Mr. Edwards also currently serves as a director of United WE, United Way Greater KC, Civil Council of Greater Kansas City, and Keystone Community Corporation.

J. Kim Fennell is a veteran Silicon Valley executive, Board Director and Angel Investor/Advisor with over 35 years experience in the technology industry. He is currently a part time Venture Partner with True North Fund. Mr. Fennell was a CEO for 16 years at three companies and has 21 years of board experience (public & private). Mr. Fennell was at Uber Technologies in San Francisco for 5 years, most recently as the Global Head of Product Partnerships and Business Development for US & Canada until December, 2019. He had previously been CEO of deCarta, a leading mapping software company before its acquisition by Uber in March, 2015. Prior to deCarta, he held CEO positions at Pinnacle Systems and StorageWay Inc. He was an early executive at Octel, a global leader of voice technologies where

he opened subsidiaries in Canada, Europe and Asia before running Octel after its acquisition by Lucent Technologies where he also became a corporate VP. Prior to Octel, he was with ROLM Corporation. Mr. Fennell's current board of director roles include: WhereIsMyTransport (Cape Town), and SalesBoost (Dallas). Mr. Fennell previously served on the boards of Ritchie Bros. (TSX, NYSE: RBA) from 2017 to April, 2022 and Empower (Washington, DC) until April, 2022. His non-profit boards include the Silicon Valley Leadership Group Foundation, and C100 which supports tech entrepreneurs in Canada. Originally from Oakville, Ontario, Mr. Fennell graduated from Queen's University with a B.A. (Honours) and the Stanford School of Business Executive Program.

Wayne R. Gingrich obtained his Honours Bachelor of Business Administration from Wilfrid Laurier University, with a minor in economics. He is a Chartered Professional Accountant and attained his Certified Management Accountant designation in 2000. Wayne joined Bird Construction in 2016 and assumed the role of Chief Financial Officer. With more than 27 years of experience in finance and accounting functions, he has spent the last 19 years as a financial executive in the architecture, engineering, and construction (AEC) sector. Prior to joining Bird, he served as the CFO for a large national engineering consulting company. Previously, Wayne had worked in a variety of finance roles for a number of multinational engineering and professional services firms. Wayne is an active volunteer in his position as a Board Member of the Abilities Centre in Whitby, which delivers sports, arts, research and education, and life skills opportunities for people of all ages and abilities. Wayne has the ICD.D designation and is member of the Institute of Corporate Directors. He previously served as a Board Member for two firms operating in the AEC sector.

Brian C. Henry joined Bird in 2020 as Chief People Officer. He previously held the position of Human Resources Director with accountability for KFC, Pizza Hut, and Taco Bell under Yum Brands Canada. Following brand separation at Yum, he became dedicated to KFC Canada as Chief People Officer. During his tenure at Yum, the business achieved unprecedented growth and was identified as one of the Best Workplaces in Canada for six consecutive years. He has over two decades of experience in Human Resources Management with leading organizations like SC Johnson, Dell Technologies, Bond Brand Loyalty Marketing, and Yum Brands. Brian holds a Business Administration Diploma from Mohawk College and obtained his Human Resources designation at the University of Toronto and Queens University. He is a Master Practitioner for Heartstyles, which is a program designed to develop character and drive effective behaviour in leaders.

Jennifer F. Koury has over 35 years of professional experience, holding various senior executive positions with BHP Billiton from 2011 to 2017. Part of her responsibilities included the development of BHP Billiton's total rewards program for executives and employees of the Petroleum World-Wide Business. Prior to that, she was Vice President of Corporate Services for Enerplus Corp. from 2006 to 2011 where she was responsible for all Executive Compensation, Human Capital & Culture and Facilities Management. Ms. Koury also held senior management positions with Imperial Oil/Exxon Mobil. Ms. Koury currently serves as a Director and Chair of the Human Resources and Compensation Committee ("HRCC") for Crescent Point Energy, Vice Chair for the Calgary Zoo, and is Co-Founder and a Director for Board Ready Women. She holds a Bachelor of Commerce Degree from the University of Alberta and the ICD.D designation granted by the Institute of Corporate Directors.

Terrance L. McKibbin joined Bird in June 2017 in the role of Chief Operating Officer as part of our executive leadership team. In July of 2019, Teri was appointed President and Chief Executive Officer. He has over 35 years of experience in the construction industry, where he is recognized for his strategic capabilities, dedication, and operational excellence. Prior to joining the company, Teri spent two decades holding senior management and executive positions with a national Canadian general contractor, including the role of President and CEO in the last two years of his tenure. Teri is a member of the Institute of Corporate Directors (ICD) and serves on various boards and committees in Calgary. He is also certified by the Canadian Construction Association as a Gold Seal Project Manager.

Gary Merasty is currently the CEO of the Peter Ballantyne Group of Companies (PBGOC), the investment arm for the Peter Ballantyne Cree Nation. Before joining PBGOC in 2021, he was an EVP and CDO with The North West Company, a publicly-traded company headquartered in Manitoba, responsible for the Construction and Project Management division, Sustainable Development Reporting, Governance, Communications and Community Relations. He also served for 7 years on the Board of Directors of the North West Company before joining the Executive Team in 2018. Mr. Merasty held a similar role with Cameco Mining Corporation as Vice President of Corporate Responsibility from 2008 to 2013. He was also the Grand Chief of the Prince Albert Grand Council, establishing them as one of Canada's most progressive and successful Tribal Councils. In 2006, Mr. Merasty was elected to Canada's 39th Parliament as a Member of Parliament. One of his proudest achievements was tabling a motion in the House of Commons apologizing

to the survivors of the residential school era, which passed unanimously in 2007. In addition, Mr. Merasty has served on numerous boards, including the Saskatoon Airport Authority, Northern Career Quest, Saskatchewan Indian Gaming Corporation, West Wind Aviation, Sustainable Development Technologies Canada, and Institute of Research and Public Policy Canada. Mr. Merasty has served on the boards of Optek Solutions and AllSpace since 2022 and on the boards of Sustainable Development Technologies Canada and Institute of Research and Public Policy since 2021.

Luc J. Messier is currently the President of Reus Technologies LLC, a company focusing on the development of new technologies. Between 2007 and 2015, Mr. Messier served as senior vice president for ConocoPhillips where he was responsible for global projects and global supply chain with the addition of global aviation in 2012. Before joining ConocoPhillips, Mr. Messier served as President and Chief Executive Officer of Technip USA. Prior to joining Technip, Mr. Messier was Managing Director of Dragages Hong Kong, a subsidiary of Bouygues and held engineering and project management positions at Bouygues Construction and at Pomerleau. Mr. Messier also serves on the boards of Sodexo SA, a French food services and facilities management company, and Greenfield Holdings, an integrated agricultural infrastructure company. He holds degrees in civil engineering from the University of Sherbrooke, enology and viticulture from UC Davis and studied business administration at INSEAD.

Paul R. Raboud is the Chair of the Board of Directors. Mr. Raboud joined Bird in 1984 in the Toronto office. He progressed through Bird as a field engineer, estimator, project manager and assistant district manager. In 1990, he was appointed manager of the Vancouver District, and in 2000, returned to the corporate office in Toronto as Executive Vice President. He was appointed President and Chief Operating Officer in March 2006 and appointed Chief Executive Officer in September 2008. In June 2010, Mr. Raboud stepped down from his position as Chief Executive Officer into the role of Vice Chair of the Company. He was the Vice Chair until his retirement from that position on March 3, 2017. Mr. Raboud was appointed as a Director in September 2008. He obtained a Bachelor of Science in Civil Engineering from the University of Alberta where he was awarded the gold medal in civil engineering. He earned a Masters of Science in Civil Engineering from the University of Washington and an MBA from the University of Alberta. He is a registered Professional Engineer with the Association of Professional Engineers of Ontario, and holds an ICD.D designation granted by the Institute of Corporate Directors. Mr. Raboud is the Past Chair of the Ontario General Contractors Association, is a Director and Chair of the Investment Committee of Revera Inc., and a Director of Silver Sun Homes Limited, and Stephenson's Holdings Inc.

Gilles G. Royer joined Bird as a summer student through the University of Alberta's Civil Engineering Co-op program in 1991. He then joined the company on a full-time basis upon his graduation in 1994. He has continued to advance through the company, undertaking progressively senior positions. In 2009, he was promoted to the role of Edmonton District Manager and has since served as Senior Vice President and Executive Vice President – Industrial. In 2018, he was inducted into Bird's 25-Year Club. In 2020, he was appointed to his current role of Chief Operating Officer. Gilles has been involved in some of the most significant projects undertaken by the company and has deep knowledge of Bird's operations and business. He has successfully and strategically grown the business, enhancing relationships with key clients, and advancing diversification and performance objectives. Gilles is a Registered Professional Engineer with the Association of Professional Engineers and Geoscientists of Alberta. Gilles serves on the David and Joan Lynch School of Engineering Safety and Risk Management Industry Executive Board and has served as a Director of the Fort McMurray Construction Association.

Arni C. Thorsteinson has been the President of Shelter Canadian Properties Limited, a private Canadian diversified real estate development and management company, since 1990. He joined a predecessor company in 1976. He is also a Director of Onex Corporation and a member of the board of advisors of Onex Real Estate Partners. Mr. Thorsteinson is a trustee of Lanesborough Real Estate Investment Trust and was the Founding Chair of the Board of Trustees of the Canadian Museum for Human Rights. Mr. Thorsteinson holds a Bachelor of Commerce (Honours) and a Doctor of Laws, *honoris causa*, from the University of Manitoba and a Chartered Financial Analyst designation. In 2021, Mr. Thorsteinson was appointed to the Order of Manitoba.

7.2 Collective Shareholdings

As a group, the Directors and Officers of the Company beneficially own, directly or indirectly, a total of 2,331,596 common shares, representing approximately 4.3% of the issued common shares as at December 31, 2022.

7.3 Corporate Cease Trade Orders and Bankruptcies

None of the Directors or executive officers of the Company or, to the Company's knowledge, shareholders holding sufficient common shares to materially affect the control of the Company is, or within the previous 10 years, has been a trustee, director, chief executive officer or chief financial officer of any other issuer that, while acting in such capacity; (i) was subject to a cease trade or similar order or order that denied the issuer access to any exemptions under Canadian securities legislation for a period of more than 30 consecutive days, or (ii) became bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency or was subject to or instituted any proceeding, arrangement or compromise with creditors or had receiver, receiver manager or trustee appointed to hold the assets of such issuer.

7.4 Penalties or Sanctions

None of the Directors or officers of the Company, or to the Company's knowledge, shareholders holding sufficient common shares to materially affect the control of the Company, has been subject to; (i) any penalties or sanctions proposed by a court relating to Canadian securities legislation or by a Canadian securities regulatory authority or have entered into a settlement agreement with a Canadian securities regulatory authority, or (ii) any other penalties or sanctions imposed by a court or regulatory body that would likely be considered important to a reasonable investor in making an investment decision.

7.5 Conflicts of Interest

To the Company's knowledge, there are no existing or potential material conflicts of interest between the Company or a subsidiary of the Company and the Board of Directors and officers of the Company or any other subsidiary of the Company. (See "Interest of Management and Others in Material Transactions").

7.6 Board Committees

The Company currently has an Audit Committee, a Human Resources & Governance (“HR&G”) Committee and a Health, Safety & Environment Committee. The Company does not currently have any other board committees in place.

Current Committee membership is shown in the following table:

Director	Audit Committee	Human Resources & Governance Committee	Health, Safety & Environment Committee
<i>Independent Directors</i>			
J. Richard Bird	✓	✓	
Karyn A. Brooks	Committee Chair		
Paul A. Charette	✓		✓
Bonnie D. DuPont		Committee Chair	✓
Steven L. Edwards	✓		✓
J. Kim Fennell		✓	✓
Jennifer F. Koury		✓	✓
Gary Merasty		✓	✓
Luc J. Messier		✓	Committee Chair
Paul R. Raboud	✓	✓	✓
Arni C. Thorsteinson	✓	✓	
<i>Non-Independent Directors</i>			
Terrance L. McKibbon	-	-	

8. AUDIT COMMITTEE INFORMATION

8.1 Audit Committee

The Audit Committee of the Company is currently comprised of six members, being J.R. Bird, K. Brooks, P.A Charette, S.L. Edwards, P.R. Raboud and A.C. Thorsteinson. Ms. Brooks is Chair of the Audit Committee. All the members are independent and financially literate. The following profiles outline the relevant education and experience of each member relating to the Audit Committee (Also see brief profiles of each member in section 7 “Directors and Officers”).

J. Richard Bird has been on the Board of the Fund or the Company since December 1987 and has been a member of the Audit Committee since that time. Mr. Bird was the Chair of the Audit Committee from March 24, 1988 until March 7, 2006. He was named Canada’s CFO of the Year for 2010. He has served as a trustee, director, senior officer, and audit committee member of several issuers listed in Canada and the U.S., and has had responsibility for the oversight of preparation of financial statements, disclosure controls, internal financial controls and certification of financial statements to the U.S. Sarbanes-Oxley 404 Standards.

Karyn A. Brooks was appointed as a Director in March 2017. Ms. Brooks obtained her Chartered Accountant (Ontario) designation in 1978 and was elected a Fellow of the Chartered Professional Accounts of Ontario in 2009. She serves on the Boards of Aspenleaf Energy Limited, the Calgary Zoological Society where she Chairs the Audit and Risk Committee, and the Calgary Zoological Foundation. She has held a number of other audit committee seats and chaired other audit committees. She has also served as a senior officer of other listed issuers, and has had responsibility for the oversight of preparation of financial statements, disclosure controls, internal financial controls and certification of

financial statements to the U.S. Sarbanes-Oxley 404 Standards. Ms. Brooks was appointed Chair of the Audit Committee on May 12, 2020.

Paul A. Charette On October 7, 2011, Mr. Charette was appointed a member of the Audit Committee. Prior to September 2, 2011, Mr. Charette held non-independent director status as he had been the Chief Executive Officer of the Company until his retirement on September 2, 2008. In 2014, Mr. Charette resigned from the Audit Committee and was reappointed on May 9, 2015. With his 33 years of experience at the Company in a variety of senior management positions, including Chief Executive Officer, he has comprehensive understanding of accounting principles and financial analysis.

Steven L. Edwards retired from Black & Veatch in August 2022 after a remarkable career of over 40 years. Mr. Edwards served as the Chairman and Chief Executive Officer of Black & Veatch since November 2013. Mr. Edwards joined Black & Veatch in 1978, and during his tenure was responsible for various global projects and business lines. He was named Chief Operating Officer in March 2013 before transitioning to Chairman and CEO. He was appointed to the Black & Veatch Board of Directors in 2012. Steven graduated with a Bachelor of Science degree in Electrical Engineering from the University of Missouri. Mr. Edwards also currently serves as a director of United WE, United Way Greater KC, Civil Council of Greater Kansas City, and Keystone Community Corporation.

Paul R. Raboud is Chair of the Board of Directors and has been a Director since 2008. He was appointed President and Chief Operating Officer in March 2006 and appointed Chief Executive Officer in September 2008. In June 2010, Mr. Raboud stepped down from his position as Chief Executive Officer into the role of Vice Chair of the Company. He was the Vice Chair until his retirement from that position on March 3, 2017. With his 38 years of experience at the Company in a variety of senior positions he has a comprehensive understanding of accounting principles and financial analysis.

Arni C. Thorsteinson has been on the Board of the Fund or the Company since May 1991 and has been a member of the Audit Committee for most of that time. Mr. Thorsteinson is President of Shelter Canadian Properties Limited, a diversified real estate development and management company. He is also a Director of Onex Corporation and is a trustee of Lanesborough Real Estate Investment Trust. Mr. Thorsteinson holds a Bachelor of Commerce (Honours) with a major in Accounting & Finance and a Doctor of Laws, *honoris causa*, from the University of Manitoba and is a Chartered Financial Analyst.

8.2 Pre-Approval Policies and Procedures

The Audit Committee has adopted specific policies and procedures for the engagement of non-audit services provided by the Company's external auditors. These procedures are contained in the Audit Committee Charter (included as Appendix B), which requires that the committee pre-approve, in accordance with applicable law, any non-audit services to be provided to the Company by the external auditor, with reference to compatibility of the service relative to the external auditor's independence.

8.3 External Auditor Service Fees (By Category)

Fees paid or payable to the external auditor for the last two fiscal years are summarized in the following table:

Fee Category	2022	2021
Annual Audit Fees	\$856,000	\$800,000
Audit Related Fees	\$ nil	\$24,400
Other Fees	\$ nil	\$ nil
Tax Fees	\$53,900	\$82,850
TOTAL FEES	\$909,900	\$907,250

Audit fees in 2022 and 2021 include fees for professional services rendered for the audit of the Company's annual financial statements.

Audit related fees in 2022 and 2021 include fees for the audit of related entities at the Company's proportionate ownership.

Tax fees incurred in 2022 and 2021 relate to advice provided on compliance matters, due diligence services and advice relating to PPP entities.

8.4 Audit Committee Charter

See Appendix B for text of the Audit Committee Charter.

9. LEGAL PROCEEDINGS

In the normal course of business, the Company's wholly-owned operating entities engage in business activities that may expose it to potential legal proceedings. The Company and its operating entities are not currently party to legal proceedings that are considered material to the operations either individually or in the aggregate. Reasonable estimates for the cost of settlement of any known legal matters have been made by management and are included in the Company's consolidated financial statements for the year ended December 31, 2022.

10. INTEREST OF MANAGEMENT AND OTHERS IN MATERIAL TRANSACTIONS

No director or executive officer of the Company and, to the knowledge of the directors and executive officers of the Company, none of their respective associates or affiliates, nor any person who beneficially owns or exercises control or direction, directly or indirectly, over more than 10% of the Company's outstanding Common Shares, nor their respective associates or affiliates, has had any material interest, direct or indirect, in any transaction within the Company's three most recently completed financial years or in any proposed transaction which has materially affected or is reasonably expected to materially affect the Company or any of its subsidiaries on a consolidated basis.

11. TRANSFER AGENTS AND REGISTRARS

Computershare Trust Company of Canada
Watermark Tower
Suite 600, 530 8th Avenue SW
Calgary, AB T2P 3S8

12. MATERIAL CONTRACTS

There were no material contracts, other than contracts entered into in the ordinary course of business, entered into by the Company or its subsidiaries during the most recently completed financial year ended December 31, 2022 or before the most recently completed financial year but that are still in effect.

13. INTERESTS OF EXPERTS

KPMG LLP are the auditors of the Company and have confirmed, with respect to the Company, that they are independent within the meaning of the relevant rules and related interpretations prescribed by the relevant professional bodies in Canada and any applicable legislation or regulations.

14. ADDITIONAL INFORMATION

Additional information, including information as to the Directors' and Officers' remuneration and principal holders of securities of the Company, as applicable, is contained in the Company's Management Information Circular for the Annual General Meeting of shareholders to be held on May 9, 2023. Additional financial information is provided in the Company's financial statements and MD&A for the year ended December 31, 2022. A copy of these documents may be obtained upon request from Investor Relations, at 5700 Explorer Drive, Suite 400, Mississauga, Ontario L4W 0C6. Such reports have also been filed with applicable securities regulatory authorities and are available, along with additional information relating to the Company, on SEDAR at www.sedar.com.

15. APPENDIX A - BOARD OF DIRECTORS MANDATE

BOARD MANDATE - DUTIES AND RESPONSIBILITIES OF THE BOARD

The Board of Directors (the “Board”) of Bird Construction Inc. (the “Company” or “Bird”) is responsible for the stewardship and oversight of the management of the Company in accordance with obligations under the articles of incorporation, by-laws and applicable laws.

Within its stewardship responsibility, the Board’s role is to preserve and enhance the viability of the Company and to ensure that it is managed with a view to the best interests of the Company and the Company’s shareholders (“**Shareholders**”). In carrying out these responsibilities and discharging its obligations, the Board will, either directly or through its committees, perform the duties and adhere to the guidelines set out in the Mandate of the Board of Directors & Corporate Governance Guidelines.

The duties and responsibilities of the Board include stewardship and oversight in the following areas:

1.1 STRATEGIC PLANNING AND PERFORMANCE

- a) Approving the Company’s vision, mission and value statements.
- b) Reviewing the effectiveness of the Company’s strategic planning process and annually approving the business plan .
- c) Monitoring the Company’s performance against the overall business objectives and strategic plans and taking action when performance falls short of its goals or when other special circumstances (for example acquisitions) warrant it.
- d) Establishing annual performance expectations and corporate goals and objectives for the President & Chief Executive Officer (“CEO”), monitoring progress against those expectations and taking appropriate action when performance falls short.
- e) Reviewing and approving all major strategic initiatives, investments and transactions.

1.2 PRINCIPAL RISKS

- a) Overseeing risk management at the Company, balancing risks and rewards while ensuring that management has in place policies, processes and procedures designed to identify and effectively measure, manage and mitigate the principal risks of the Company’s business.
- b) Reviewing the systems implemented by management to manage the Company’s risk and approve the Company’s risk appetite.
- c) Reviewing and approving significant policies and practices that ensure compliance with applicable regulatory, corporate, securities and other legal requirements.
- d) Reviewing the principal risks of the Company’s business and the appropriateness of the systems put in place to measure, manage and mitigate these risks.

1.3 EXECUTIVE MANAGEMENT TEAM

- a) Selecting the CEO and appointing the officers of the Company.
- b) Satisfying itself, to the extent feasible, of the integrity and effectiveness of the CEO and the other executive officers of the Company.
- c) Establishing an effective system of remuneration that is congruent with the Company’s strategic plans.

- d) Overseeing the Company's succession planning process including the appointment, training, compensation and performance assessment of the non-executive Chair of the Board (the "Chair"), Board committee chairs, directors of the Board ("Directors"), the CEO and other executive officers of the Company.
- e) Delegating to management powers to effectively manage the Company. In particular, in respect of, the day-to-day business of the Company, within a policy and budget framework established by the Board.

1.4 FINANCIAL REPORTING AND INTERNAL CONTROLS

- a) Reviewing the effectiveness of the Company's internal controls and management information systems.
- b) Reviewing and approving the Company's annual and quarterly financial statements and management discussion and analysis, annual information form, management information circular and other public disclosure documents that require board approval.
- c) Overseeing compliance with applicable audit, accounting and reporting requirements.
- d) Approving dividends, as well as capital allocations, expenditures and transactions which exceed threshold amounts set by the Board.

1.5 GOVERNANCE

- a) Providing stewardship and using its collective expertise, skills, experiences and competencies, to probe, provide proactive, timely, objective and thoughtful guidance to, and oversight of, senior management.
- b) Developing the Company's approach to corporate governance, including establishing and maintaining corporate governance guidelines.
- c) Establishing appropriate structures and procedures to allow the Board to function independently of management.
- d) Establishing Board committees, appointing Board committee chairs and approving their respective charters/mandates to assist the Board in carrying out its duties and responsibilities.
- e) Evaluating, on a regular basis, the Board, its committees and individual directors, and reviewing the composition and size of the Board and its committees with a view to the skills, contribution, effectiveness and independence of the Board and its members.

1.6 ENVIRONMENTAL, SOCIAL AND GOVERNANCE ("ESG")

- a) Providing stewardship and oversight of the Company's ESG strategy and ensuring that management has effective policies and procedures in place to identify, measure and mitigate ESG risks.
- b) Reviewing and approving policies and practices to ensure compliance with applicable regulatory, corporate, securities and other requirements regarding ESG and related reporting.
- c) Reviewing and approving the Company's annual ESG/sustainability reporting.

16. APPENDIX B - AUDIT COMMITTEE CHARTER

1. PURPOSE

The purpose of the Audit Committee (the “Committee”) is to assist the board of directors (the “Board”) of Bird Construction Inc. (the “Company”) in fulfilling its oversight responsibilities for:

- a) the integrity of the Company’s financial statements and related reporting;
- b) management’s responsibility for the effectiveness of the Company’s internal controls over financial reporting;
- c) the qualifications, independence, performance and appointment of the external auditors of the Company (the “external auditors”);
- d) the Company’s compliance with legal and regulatory requirements relating to financial and audit related matters;
- e) transactions involving related parties;
- f) the management of the Company’s major financial risks; and
- g) the Company’s disclosure of environmental, social and governance (“ESG”) matters.

2. OPERATIONS AND PROCEDURES

This section establishes the framework of operations and procedures of the Committee, provided that, subject to the powers and duties of the Board, the Committee shall have all the powers available at law and necessary for it to carry out its mandate, responsibilities and obligations as set out herein.

2.1 Composition and Qualifications

The Committee will consist of a minimum of four (4) directors of the Company (“Directors”) as determined by the Board. Each member of the Committee will be: (i) a Director who is not an officer or employee of the Company or an affiliate of the Company; and (ii) “independent” for the purposes of applicable securities legislation in Canada.

The Board will, having considered the recommendation of the Human Resources & Governance Committee, appoint the members of the Committee (the “Members”) and the chair of the Committee (the “Chair”) annually following the meeting of the shareholders of the Company at which Directors are elected each year.

All members of the Committee shall be financially literate (as defined in NI 52-110). Members will not serve on more than three public company audit committees without the prior approval of the Board.

2.2 Duties and Responsibilities of the Committee Chair

The Chair shall have accounting or related financial expertise. The Chair will have the right to exercise all powers of the Committee between meetings but will attempt to involve all other Members as appropriate prior to the exercise of any powers and will, in any event, advise all other Members of any decisions made or powers exercised.

The Chair is responsible for:

- a) convening Committee meetings and designating the times and places of those meetings;
- b) ensuring Committee meetings are duly convened and that a quorum is present when required for matters to be voted upon;
- c) working with the Company’s Corporate Secretary, Chief Executive Officer (“CEO”) and Chief Financial Officer (“CFO”), as required, on the development of agendas and related materials for Committee meetings;
- d) ensuring Committee meetings are conducted in an efficient and effective manner;
- e) ensuring the Committee has sufficient information to properly make decisions when required;
- f) providing leadership to the Committee in reviewing and monitoring its responsibilities;
- g) reporting to the Board on the recommendations and decisions of the Committee; and

- h) carrying out any special assignments or functions as requested by the Board of Directors.

2.3 Meetings

The following rules shall govern the constitution of and procedures in relation to the Committee's meetings:

- a) the Committee shall meet at the request of the external auditors, Chair of the Board or any member of the Committee at least once every quarter and as many additional times as circumstances may require;
- b) notices of meetings shall be sent to all Committee members, to the Chair of the Board, to all other Directors and to the CEO and CFO;
- c) a majority of members of the Committee, whether present in person or virtually, shall constitute a quorum. Any decision or determination of the Committee reduced to writing and signed by all of the Members shall be fully as effective as if it had been made at a meeting duly called and held;
- d) in the absence of the Chair, the members of the Committee may choose another Committee member to be chair of the meeting;
- e) the Corporate Secretary, or such other person as may be appointed by the Chair, will act as secretary of the Committee and keep minutes of Committee meetings;
- f) the minutes of the Committee will be in writing and circulated or otherwise made available to all members of the Board. Upon approval by the Committee, the minutes will be duly entered into the books of the Company; and
- g) the Committee will invite other members of the Board, members of management or others to attend meetings and provide pertinent information, as necessary.

The external auditors are entitled to receive notice of every meeting of the Committee and, at the expense of the Company, to attend and be heard, and, if so requested by a Member, shall attend every meeting of the Committee held during the term of office of the external auditors.

2.4 Resignation, Removal and Vacancy

A Member may resign from the Committee or may be removed at any time by and at the discretion of the Board. A Member will automatically cease to be a Member as soon as the Member ceases to be a Director.

The Board may fill vacancies on the Committee which occur between annual elections by appointment from amongst the Directors in accordance with this Charter.

Subject to quorum requirements, if a vacancy exists on the Committee, the remaining Members will be authorized to exercise all the Committee's powers.

2.5 Hiring of Experts, Professionals and Advisors

The Committee may retain or appoint, at the Company's expense, such experts, professionals and advisors, and obtain and deploy such resources, as it deems necessary to carry out its duties, including to investigate any matter or activity within its mandate in accordance with this Charter, and, if so retained, shall set and pay the compensation of duly appointed experts, professionals and advisors. The Committee shall provide notice to the Board of its actions in this regard.

3. MANDATE OF THE COMMITTEE

The Audit Committee shall perform the functions customarily performed by audit committees and any other functions assigned by the Board of Directors. In particular, the Audit Committee shall have the following duties and responsibilities:

3.1 Financial Reporting

- a) review, together with management and the external auditors, and recommend to the Board approval of the annual audited financial statements and related management's discussion and analysis ("MD&A"), the earnings press release, the annual information form ("AIF"), those elements of the management information circular ("MIC") as they relate to the Committee's mandate and any other related financial or non-financial (as considered appropriate) information in material public disclosure;
- b) review, together with management, and, where necessary, the external auditors, and recommend to the Board approval

of the public release of the unaudited interim financial statements and related MD&A, the earnings press release and any other related financial or non-financial (as considered appropriate) information in material public disclosure;

- c) each reporting period review, together with management, and as appropriate with the external auditors:
 - i. the appropriateness of, and any changes to, the Company's accounting policies and financial reporting, including the selection or application of accounting principles and the appropriateness and disclosure of non-GAAP and other financial measures;
 - ii. the accounting treatment, presentation and impact of significant risks and uncertainties, including legal claims and contingencies;
 - iii. the effect of proposed changes in accounting standards, securities policies or regulations and all applicable laws or regulations;
 - iv. key estimates and judgements of management;
 - v. significant accounting and financial reporting issues and their resolution including accounting treatment of significant, unusual or non-recurring transactions;
 - vi. adjustments raised by the external auditors, whether or not included in the financial statements; and
 - vii. tax and tax planning matters that are material to the financial statements;
- d) seek confirmation from management that the Company's annual and interim financial filings, fairly present in all material respects the financial condition, results of operations and cash flows of the Company as of the relevant date and for the relevant periods, prior to recommending to the Board for approval.
- e) satisfy itself that adequate procedures are in place for the review of the Company's public disclosure of financial information extracted or derived from the Company's financial statements and periodically assess those procedures.

3.2 Internal Controls

- a) oversee management's design and effectiveness of the Company's internal controls over financial reporting, including those related to the prevention, identification and detection of fraud;
- b) review, each interim quarter, management's assessment of design effectiveness of internal controls over financial reporting, including disclosure controls;
- c) review, annually, management's assessment of the Company's internal controls over financial reporting, including disclosure controls;
- d) understand the scope of the external auditors' review of the Company's internal controls over financial reporting and obtain their report on significant findings;
- e) at each quarter, review expenses incurred by the chair of the Board and CEO and confirm that the CEO approves all expenses incurred by direct reports;
- f) review and approve, on a periodic basis, the Company's corporate policies as the Committee considers appropriate;
- g) review, as required, correspondence relating to inquiries or investigations by regulators concerning internal controls or financial reporting;
- h) establish procedures for the receipt, retention and treatment of complaints received pursuant to the Company's Whistleblower Policy; and
- i) receive register of complaints received pursuant to the Whistleblower Policy and review any complaints regarding accounting, internal accounting controls, or auditing matters.

3.3 Internal Audit

- a) at least annually, assess the mandate of the Company's internal audit function.

3.4 External Audit

- a) be directly responsible for oversight of the external auditors, including the annual external audit plan and the scope and terms of the external auditors' engagement;
- b) oversee the work of the external auditors and make recommendations to the Board regarding the appointment or discharge of the external auditors. In performing this function the Committee will, at least annually, review a report by the external auditors and any other auditor preparing or issuing an audit report describing:

- i. the external auditors' internal quality control procedures and internal procedures to ensure independence;
 - ii. any material issues raised by the most recent internal quality control review, or peer review, of the external auditors, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, respecting one or more independent audits carried out by the external auditors, and any steps taken to deal with any such issues; and
 - iii. all relationships between the external auditors and the Company, including details of all non-audit services provided;
- c) receive from the external auditors any communication required by applicable rules and regulations, and take such action and make recommendations to the Board as appropriate in connection therewith;
 - d) review external auditors' audit findings reports with the external auditors and management including:
 - i. the quality of the financial statements;
 - ii. the external auditors' evaluation of the Company's internal control over financial reporting;
 - iii. the degree of cooperation the external auditors received from management, including any difficulties experienced and any restrictions imposed;
 - e) pre-approve any non-audit services to be provided to the Company by the external auditors;
 - f) evaluate the performance of the external auditors, together with management;
 - g) review and approve the Company's policy for hiring employees or former employees of the external auditors;
 - h) resolve any disagreements between management of the Company and the external auditors; and
 - i) at least annually, meet separately with the external auditors, outside the presence of management.

3.5 Compliance Obligations

- a) review the effectiveness of the system for monitoring compliance with financial and audit related laws and regulations and the results of related monitoring and oversight, including management's investigation and follow-up of any instances of non-compliance;
- b) review any anticipated major claims and actual litigation which could have a material current or future effect on the Company's consolidated financial statements, and the manner in which these have been reflected in the consolidated financial statements or other public documents.

3.6 Risk Management

3.6.1 Financial Risk Management

- a) at least annually, review and assess the adequacy of the Company's major financial risk management policies and procedures with regard to the identification of the Company's major financial risks. "Major financial risks" include liquidity, counterparty, credit, currency, interest rate, capital markets, commodity pricing, liquidity and such other financial risks identified by the Board;
- b) monitor the Company's major financial risk exposures and the steps management has taken to mitigate and manage such exposures; and
- c) at least annually, review the Company's insurance programs, including insurance coverages, and make recommendations to the Board in light of the Company's strategic plans and risk appetite.

3.6.2 Other Risks

- a) consider other risk management matters from time to time as the Committee may consider appropriate or the Board may specifically direct.

3.7 Related Party Transactions

- a) annually review and approve, as considered appropriate all related party transactions and the disclosure thereof.

3.8 Pension Plans

- a) review the annual audited pension plan financial statements and accompanying auditors' report.

3.9 Environmental, Social and Governance (“ESG”)

- a) review and recommend to the Board approval of the annual ESG disclosures /Sustainability Overview; and
- b) oversee management’s design and effectiveness of the Company’s internal controls over ESG related sustainability metrics and associated reporting in accordance with regulations and/or selected frameworks.

3.10 Other Reporting and Communication Responsibilities

- a) report regularly to the Board on Committee activities, issues and related recommendations, including as specifically required in this Charter; and
- b) establish and maintain direct communication channels with management of the Company, the external auditors and the Board.

3.11 Annual Review and Assessment

The Committee shall:

- a) annually, conduct an evaluation of the Committee’s performance and assess the adequacy of the Committee Charter and recommend to the Board such amendments to the Charter as the Committee deems necessary; and
- b) confirm annually that all responsibilities outlined in the Committee Charter have been carried out.