

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

August 15, 2022

Dear Ms. Sanda Ojiambo,

I am pleased to confirm that Bird Rides, Inc. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Founded in 2017, Bird’s mission is to help cities reduce car trips by providing an affordable, accessible, and convenient transportation alternative. Bird is proud to be an industry leader that holds ourselves to the highest environmental standards. In addition to offsetting all greenhouse gas emissions associated with our service in 2020 and 2021 and purchasing renewable energy credits that ensure the use of renewable energy for charging our fleets across the globe, we continue to invest in sustainability initiatives to lower our environmental impact wherever possible. For instance, we work with a globally leading environmental engineering and consulting firm to confirm our policies to measure and evaluate our environmental impact.

As the inventor of scooter share, we have invested in building long-term, sustainable relationships with our city partners in 475+ markets worldwide, working collaboratively to deliver safe, equitable and sustainable mobility options for all.

We hope you find the enclosed Communication on Progress informative.

Sincerely yours,



Shane Torchiana
President
Bird Rides, Inc.

2. DESCRIPTION OF ACTIONS

Human Rights. Please describe actions your company has taken in the area of human rights.

- Bird ensures safe working conditions for all employees. It is a violation of company policy to fail to report any work-related injury or illness to management and Human Resources. In compliance with local laws, and to promote a safe workplace, Bird maintains an injury and illness prevention program available for review by employees and/or employee representatives.
- Bird expects every employee to show respect for all colleagues, clients, employees, and vendors. Bird's employee handbook sets out our Policy Against Sexual Harassment and Other Workplace Harassment, and Bird employees are required to complete annual training to ensure compliance and education around these topics. Bird is committed to providing a work environment free of unlawful discrimination, including harassment that is based on any legally protected status.
- Bird is committed to being an anti-racist organization. In our ongoing efforts to stand against racism and inequity of every kind, we've created a foundational, concrete set of Social Responsibility Commitments we uphold as a company and as individual team members. This has included:
 - Recognizing Juneteenth, a day which commemorates the ending of slavery in the United States, as a global company holiday.
 - Requiring all employees to complete live Diversity, Equity and Inclusion training.
 - Ongoing efforts to diversify our board based on race, gender, and experience.
 - Recruiting efforts focused on Diversity, Equity, and Inclusion, including sourcing of diverse candidates, education around equitable interview processes, and diverse interview panels.

Labour. Please describe actions your company has taken in the area of labour.

- Bird does not participate in any form of forced or bonded labour.
- Bird, an equal opportunity employer, is committed to equal opportunity for all employees and applicants. Bird recruits, hires, trains, promotes, pays, and administers all personnel actions without regard to race, color, religion, sex (including pregnancy, childbirth, or breastfeeding), sex stereotyping (including assumptions about a person's appearance or behavior, gender roles, gender expression, or gender identity), gender, gender identity, gender expression, national origin, age, mental or physical disability, ancestry, medical condition, marital status, military or veteran status, citizenship status, sexual orientation, genetic information, or any other status protected by applicable law. Actions inconsistent with this policy should be reported following the procedures outlined in the Policy Against Sexual Harassment and Other Workplace Harassment.
- Bird's employee handbook clearly sets out employee rights and responsibilities as well as compensation and benefits.
- Bird's policies, including but not limited to discipline and benefits policies, are to be interpreted in accordance with the salary basis requirements of the Fair Labor Standards Act (FLSA), state and national laws. It is our policy to comply with the salary basis requirements of the Fair Labor

Standards Act, state and national laws. We prohibit all company managers from making any improper deductions from the salaries of exempt employees. We ensure employees are aware of this policy, and Bird does not allow deductions that violate the FLSA, state or national laws.

- In order to prevent discrimination, we conduct frequent audits and review legacy practices to make sure employees in different departments across the organization are paid and titled equitably for similar work across race, gender, etc.
- Bird's Employee Relations Investigations Process sets out our systematic approach to investigating and resolving complaints. A specific aim of the Process is to protect all individuals who participate in investigations from retaliation.
- Bird has a comprehensive accident and incident reporting program focused on recording incidents and following up with internal investigations. This involves interviews, root cause analysis, and following up with corrective actions.
- All employees who work in service centers as well as our Fleet Managers are provided mandatory safety onboarding and continuous training. They are required to pass testing to prove comprehension of the safety content. The program is managed by Bird's global Environment, Health and Safety (EHS) supervisor.

Environment. Please describe actions your company has taken in the area of environment.

- Bird has drafted and enacted an environmental policy that is reviewed, and updated as necessary, annually to ensure continued compliance and relevance. This policy was last reviewed in November 2021 and will be reviewed again in November 2022.
- Bird's mission is to make cities more livable by reducing car usage, traffic, and carbon emissions. Our policy is to have a positive impact on the environment throughout our value chain:
 - Compliance. We ensure adherence to—and where possible, exceed—all applicable environmental laws and regulations as well as our sustainability commitments wherever we operate.
 - Bird works within the United Nations' guiding framework and engages in learning and dialogue with participating organizations to advance the principles and Sustainable Development Goals that make up the UN Global Compact.¹ Specifically, Bird focuses on making a contribution to the following goals:
 - SDG 3 Good Health and Well-Being
 - SDG 7 Affordable and Clean Energy
 - SDG 8 Decent Work and Economic Growth
 - SDG 9 Industry, Innovation and Infrastructure
 - SDG 11 Sustainable Cities and Communities
 - SDG 12 Responsible Consumption and Production
 - SDG 13 Climate Action
 - SDG 17 Partnership for the Goals
 - Bird is committed to working with our city partners to help them accelerate their individual climate goals, such as reduced travel by single-occupancy motor vehicles.

¹ <https://www.bird.co/blog/bird-accepted-micromobility-first-signatory-un-global-compact/>

- Bird has conducted a third-party-validated Life-Cycle Analysis (LCA) for our newest devices, tracking the total environmental impact from manufacturing to end-of-life and comparing them to other prominent modes of urban transportation.²
- Reducing Waste. Bird prevents excess consumption of resources and minimizes waste by following best practices around reduction, reuse and recycling as well as incorporating energy-efficient measures at all of our facilities.
- When one of our devices reaches the end of its usable life, components that cannot be repaired or reused are broken down into like commodities (plastics, aluminum, copper, electronics, etc.) and sent to an R2 or E-Steward certified recycler. End-of-life scooter batteries are safely stored until an adequate volume has been reached and then shipped to our partners at ITAP.³ Cells are qualified according to their remaining capacity and then sorted to be reused in items such as high-powered phone chargers and electric toys, or smaller items like backup phone chargers. The lowest capacity cells are smelted to retrieve the remaining usable cobalt, which is a valuable process that helps reduce unnecessary cobalt mining.
- In addition, Bird has partnered with Noveon Magnetics, formerly known as Urban Mining Co, for the recycling of our vehicles' motors, stators and magnets. The Noveon team uses advanced extraction technology and second-life applications to ensure the rare earth and other materials that make up these components live on well after their last device ride.⁴
 - Bird promotes employee awareness of the environmental impacts of their work activities and encourages employee participation in efforts around sustainability.
- In 2022, we continue to work with partners around the globe who are committed to reducing environmental impact, including:
 - Bird signed an exclusive engagement with Back Market, a reseller of refurbished electric devices. Our partnership with Back Market ensures that once our vehicles are retired from our fleets, they have a second life.
 - We partner with Ramboll, a globally leading environmental engineering and consulting firm to ensure our environmental assessment framework complies with the highest standards, as well as to obtain an external validation of the substantial investments we have placed on our environmental management that includes the measurement of our environmental impact and the avoidance and reduction of emissions and waste wherever possible.
- We continue to actively work to reduce employee travel and associated carbon emissions by eliminating unnecessary business travel, and we are a remote-first company which helps reduce and/or eliminate commutes to offices, with considerable positive impact for the environment.

Anti-Corruption. Please describe actions your company has taken to fight corruption.

- Bird is committed to winning business through honest competition in the marketplace. We abide by the letter and spirit of all applicable U.S. and foreign laws in conducting our business, and do so

² <https://www.bird.co/blog/life-cycle-analysis-co2-emissions-gap-between-cars-scooters/>

³ <https://www.bird.co/blog/how-bird-itap-reducing-battery-waste-through-advanced-recycling/>

⁴ <https://www.bird.co/blog/urban-mining-recycled-bird-magnets-transforming-electric-future/>

in accordance with the rules and guidelines set forth in our Global Anti-Bribery and Anti-Corruption Compliance Policy.

- Bird competes for tenders in countries all around the world. A key law governing our conduct of business outside of the U.S. is the Foreign Corrupt Practices Act (FCPA), which covers payments from U.S. companies and some foreign companies to foreign government officials.
- Bird employees must always ensure that any payments made in the course of doing business reflect the actual cost of the services provided, are made for a proper business reason, are made to legitimate services providers, are accurately and completely recorded, and meet the requirements of the laws of the U.S., the U.K., and other countries where we do business.
- Bird has communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice according to applicable whistleblower regulations protecting employees who reveal wrongdoing.
- Bird's Gifts Policy limits the ability of Bird team members to accept any personal gifts, entertainment, favors, or payments from competitors, customers, vendors, suppliers, or potential suppliers of significant value.

3. MEASUREMENT OF OUTCOMES

Please include the most relevant indicators to measure outcomes.

- Throughout our company's history, there have not been any internal or external investigations, legal cases, rulings, fines or other relevant events related to Human Rights.
- The Bird executive team collects and monitors internal demographics of management and employees.
- Bird reviewed its Environmental Policy statement over the UNGC reporting period and will continue to do so on a regular basis.
- Bird updated our LCA for our latest devices and used this analysis to offset all greenhouse gas emissions associated with our shared scooter service in 2021. This includes all emissions from collecting, recharging and redistributing our vehicles, as well as our best estimates for those linked to manufacturing, shipping and recycling.⁵
- There are not—and since January 1, 2017, there have not been—any internal or external investigations, audits, actions or proceedings pending, or any voluntary or involuntary disclosures made to a Governmental Authority, with respect to any apparent or suspected violation by Bird, any subsidiary, or any of their respective officers, directors, employees, or agents with respect to any Anti-Corruption Laws, Sanctions, or Ex-Im Laws.

⁵ <https://www.bird.co/blog/offsetting-all-ghg-emissions-associated-with-our-scooters-2020/>