



## Message from Our President & CEO

Our ESG strategy is enabled by the purpose and passion of our people at Gilbane. Over my 35-plus year career with Gilbane, I've had the opportunity to work with some of the most caring people in the industry. The progress we're sharing in this year's ESG report is thanks to our teams who strive to build more than buildings each and every day.

While we have more work to do, it's incredibly gratifying to reflect on the strides we've made since announcing our ESG goals in 2022. Thanks to our strong collaboration and collective commitment, we are tackling some big goals and challenges. These efforts touch everything from our company culture to trade relationships and project delivery.

We've set our ESG commitments because we know that our impact has the potential to reach far beyond the buildings we build. It's what drives us to innovate, look for new solutions and approaches, and seek to do better for our families, our clients, and our communities.

**Thomas M. Laird, Jr.**

President & CEO of Gilbane Building Company