



## Message from Our Chairman

Gilbane's commitment to building safer, more environmentally sustainable, and inclusive communities is at the forefront of all we do.

While our commitment to building more than buildings has always been at the heart of who we are at Gilbane, we're proud to have formalized our efforts into an ESG strategic framework.

Since the launch of our formal ESG strategy in 2022, we've had meaningful engagement with our people, clients, and communities about what ESG means to us and how we plan to deepen our impact and advance the construction industry.

I am grateful to Gilbane's board of directors for their oversight of our ESG strategy and their expertise in developing the governance structure necessary to support our goals and ensure that we are measuring our progress.

This report details our efforts that are the result of our teams' incredible collaboration and dedication. I look forward to keeping you apprised of our progress as we seek to make a difference in our communities.

A handwritten signature in black ink that reads "Thomas F. Gilbane, Jr." The signature is written in a cursive, professional style.

**Thomas F. Gilbane, Jr.**

Chairman & CEO of Gilbane, Inc. and  
Chairman of Gilbane Building Company