



BIRD HOLDING B.V.
MODERN SLAVERY STATEMENT
(ADOPTED 19 DECEMBER 2024)

1. Introduction

Bird Holding B.V and its worldwide (direct and indirect) subsidiaries, (collectively, “**Bird**”, “**Group**”, “**we**” or “**us**”), is a global provider of cloud communication services. By means of our platform, our applications, and our APIs, we help businesses streamline conversations through their customers’ preferred channels. Bird’s mission is to create a world where communicating with a business is as easy as talking with a friend. We power communication between businesses and their customers — across many channels, with the right context, around the world.

We have over 300 employees who represent around 40 nationalities worldwide, and we operate from our headquarters in Amsterdam, the Netherlands as well as our offices in jurisdictions around the world, including but not limited to the United Kingdom.

Bird is committed to preventing modern slavery, forced labor, and human trafficking in all its forms throughout our global operations and supply chains. We uphold this commitment across all regions where we operate and conduct business. We adhere to international human rights standards, including the UN Guiding Principles on Business and Human Rights, as well as applicable labor and employment laws in all jurisdictions where we operate. For the purpose of this statement, “**Act**” refers to all applicable legislation, regulations, and statutory requirements relating to modern slavery, forced labor, and human trafficking across our operating jurisdictions, including but not limited to the UK Modern Slavery Act 2015, and similar applicable legislation to Bird. We actively work to identify, assess, and mitigate risks related to modern slavery and human trafficking within our business operations and supply chains, maintaining the highest standards of transparency and ethical business practices across our global organization.

2. Our supply chain

Bird’s supply chains include vendors and suppliers across a wide range of sectors with a particular focus on communications. Our supply chain includes leading names in the communications, IT network and equipment, information technology, marketing, insurance, and facilities management sectors. Our vendors and suppliers do not typically manufacture goods directly for us and where they supply services to us we will not tolerate modern slavery in our supply chains. Bird considers its modern slavery risk to be low due to the sector in which it operates and the products and services it acquires, but it is committed to promoting the values of the Act and working to prevent modern slavery and human trafficking in its business and supply chain.

3. Our policies on slavery and human trafficking

Our internal code of conduct, which consists of policies of good practice and is circulated to every Bird employee (“**Code of Conduct**”), reflects our commitment to preventing modern slavery and human trafficking in our supply chains or any part of our business. We continuously review and update our internal policies to ensure continued compliance with this commitment and to ensure our standards are current.



4. Due diligence processes for slavery and human trafficking

We are aware that risks may arise in supply chains in various forms. As part of our initiative to identify and mitigate these risks, we encourage our suppliers to comply with applicable laws, including when it comes to international human rights and workers' rights. In addition to this, our Code of Conduct requires compliance with anti-slavery and human rights laws. We also have a process to protect whistleblowers so they can freely report any violations, which can be found on the Company's intranet.

5. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, Bird's policies help to make our employees aware of their responsibilities in combating modern slavery and human trafficking and in particular in our Code of Conduct which sets out the behavior that we expect from our employees when it comes to modern slavery and human trafficking.


In an effort to promote a culture of ethical business conduct throughout, Bird conducts regular all-hands where employees can submit questions and raise issues, including with respect to ethical business conduct. There are also periodic messages from executive leadership to reflect our culture of compliance and to reinforce our compliance program in our internal channels.

6. Further steps

We take our commitment to complying with anti-slavery and human trafficking laws seriously. And despite our low risk of violating such laws due to the industry we work in and the services provided to us by our suppliers, we periodically review the effectiveness of our policies and procedures and will continue implementing and enforcing systems to ensure that modern slavery is not taking place anywhere in our business or supply chains.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2025. It was approved by the board on 19 December 2024. The UK Modern Slavery Act 2015 requires companies operating in the United Kingdom to disclose information regarding the steps taken to eradicate slavery and human trafficking from their business and global supply chains. The Group and its board approved and released this statement in compliance with the Act on 19 December 2024.

This statement describes our business structure, relevant policies, and ongoing efforts to reduce the possibility that slavery and human trafficking occur in our business or global supply chains. In addition to satisfying our obligations under the UK Modern Slavery Act 2015, we intend to use this statement to enable stockholders, customers, and suppliers to make informed choices about the companies they support.

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Robert Vis - CEO

Bird Holding B.V.