



COMMITMENTS MADE TO ITS STAKEHOLDERS THROUGH THE SUSTAINABILITY PRINCIPLES AND OBJECTIVES FRAMEWORK

To: Allbirds Stakeholders

From: Allbirds, Inc.

Date: November 1, 2021

Re: Commitments Made to its Stakeholders through the Sustainability Principles and Objectives Framework

As part of Allbirds' dedication to its stakeholders through the Sustainability Principles and Objectives (SPO) Framework, Allbirds is making the following commitments.

Before the first day of trading, Allbirds commits to:

- Publicly report scopes 1, 2, and 3 GHG inventory as verified by a third party

Within 6 months of the first day of trading, Allbirds commits to:

- Publicly issuing an ESG factsheet in accordance with SASB & TCFD disclosure frameworks
- Ensuring that its political advocacy, contributions, and other dealings are reflective of the mission and purpose of the company, and will specifically align to the ESG goals of the company and the SPO criteria
- Maintaining board diversity and reporting on diversity metrics annually using a widely recognized template that covers all locally relevant categories (e.g. NASDAQ reporting requirements)

Within 12 months of the first day of trading, Allbirds commits to:

- Continuing to publish an in-depth annual Sustainability Report, to align with SASB, GRI, and TCFD reporting standards and frameworks, as well as any metrics or criteria used as part of the SPO approval process. This report will include the following:
 - GHG emissions (including Scopes 1, 2, and 3) verified by a credible third party
 - progress made as it relates to our Responsible Sourcing Program at Tier 1 suppliers, including updating on annual social compliance audits and key metrics
 - employee and board diversity and progress made to improve and maintain employee diversity
 - goals, performance and adjustments made, regarding the median and mean pay gap analysis on gender and minority groups appropriate for related geographies
 - formal validation of a science-based target covering all material scopes consistent with a 1.5°C scenario, with interim targets measured no later than 2030, from SBTi
 - any known material changes in environmental topics across our operations and Tier 1 suppliers



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- Drafting, approving, and publishing a human rights policy for all employees globally, consistent with the UN Guiding Principles on Business and Human Rights
- Annually reviewing our approach to tie executive remuneration to ESG-focused metrics, and publishing how the metrics align to our most material ESG issues
- Conduct ongoing efforts to train all employees (personnel and leadership) and board members on matters related to diversity (e.g., Gender/Race/Ethnicity/National Origin/Sexual orientation/Religion/Disability/Age)
- Reporting annually on its enterprise-wide policies or programs to address applicable occupational health and safety principles for employees

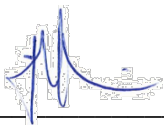
Within 24 months of the first day of trading, Allbirds commits to:

- Establishing and implementing a policy using a credible third party framework to implement a living wage requirement for all direct employees.

The above commitments are consistent with the mission & values of Allbirds and our dedication to making better things in a better way.

Signed,

Joey Zwillinger, Founder & Co-CEO

/s/ 

Tim Brown, Founder & Co-CEO

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