



POLICY REGARDING STOCKHOLDER RECOMMENDATIONS OF DIRECTOR NOMINEES

The Sustainability, Nomination, and Governance Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of Allbirds, Inc. (the “**Company**”) will consider director candidates recommended by the Company’s stockholders. The Committee does not intend to alter the manner in which it evaluates a candidate for nomination to the Board based on whether or not the candidate was recommended by a stockholder of the Company.

Stockholders who wish to recommend individuals for consideration by the Committee to become nominees for election to the Board at an annual meeting of stockholders must do so by delivering a written recommendation to the Committee c/o Allbirds, Inc., 730 Montgomery Street, San Francisco, CA 94111, Attn: Secretary. Each submission must set forth:

- the name and address of the stockholder on whose behalf the submission is made;
- the number and class of shares of the Company that are owned beneficially by such stockholder as of the date of the submission;
- the full name of the proposed candidate;
- a description of the proposed candidate’s business experience for at least the previous five years;
- complete biographical information for the proposed candidate; and
- a description of the proposed candidate’s qualifications as a director.

Any such submission must be accompanied by the written consent of the proposed candidate to be named as a nominee and to serve as a director if elected and include any other information as required by the Company’s Amended and Restated Bylaws.

All written submissions received from stockholders that include the information described above will be reviewed by the Committee at its next appropriate meeting. If a stockholder wishes the Committee to consider a director candidate for nomination at an annual meeting of the Company’s stockholders, then the recommendation must be provided at least 90 days, but not more than 120 days, prior to the anniversary date of the preceding year’s annual meeting of stockholders.

The Committee will consider for nomination only those individuals who possess, among other characteristics, personal and professional ethics and integrity, a background and expertise that is useful to the Company and complementary to the background of other directors, and a willingness to devote the required time to the duties and responsibilities of the Board and any committees to which he or she may be appointed, in accordance with the criteria stated in the Company’s Corporate Governance Guidelines.

The Committee will evaluate any director nominees received from stockholders in the same manner as recommendations received from management or members of the Board.

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