



Glynn F. Aeppel



Richard K. Allen



Edward T. Broderick



Robert L. Dixon



John R. Galvin



Robert V. Gilbane



Thomas F. Gilbane, Jr.



Thomas F. Gilbane III



William J. Gilbane III



Christie B. Kelly



J. Bonnie Newman



William R.C. Tresham

Board of Directors

Gilbane's Board of Directors plays a critical role in our corporate governance structure, ensuring adherence to the highest business standards. Our Board includes world class, independent directors whose extensive expertise enables us to support our employees, clients, and shareholders.

Our Board committees provide external oversight to Gilbane's corporate structure and includes:

- › Compensation and Governance Committee
- › Audit, Ethics and Safety Committee
- › Selection Committee

The Compensation and Governance Committee reviews our compensation and incentives programs, ensuring that they align with ethical performance and behavior. Our Audit, Ethics and Safety Committee sets the framework for Gilbane's Internal Audit Department, establishing strict accountability for confidentiality and safeguarding records and information. The committee also provides continuous improvement guidance to our safety guidelines and trainings, and independent oversight of the Ethics and Compliance Program. The Selection Committee was formed to advise Gilbane through succession planning.

The Board embodies our Core Values and provides oversight and guidance to promote a strong ethical standard and a unified "One Company" approach in everything we do.