



To our Bechtel community,

This year, Bechtel celebrates 125 years of extraordinary people building inspiring projects.

This remarkable milestone wouldn't have been possible without you. To our Bechtel alumni, thank you for setting us up for success. To our colleagues, thank you for all you've accomplished, building on a proud legacy. To our customers, partners, and the communities where we live and work, thank you for the trust and confidence you have placed in us over the years.

We are now writing the next chapter in Bechtel's story, refusing to rest on past accomplishments and rising to meet new challenges.

We are serving new customers, launching new business lines, hiring the next generation of talent, and innovating in areas from decarbonization to digital design, minerals production, advanced nuclear power, and high-tech manufacturing. In short, we are putting the pieces in place to make the company stronger than before, just as previous generations have done. We are humbled to be entrusted with work we love, building projects full of purpose and solving critical challenges around the world.

As we celebrate this anniversary, we are refreshing two important emblems of who we are and what we stand for: Our Vision, Values, and Commitments (VV&Cs) and our visual identity, including the Bechtel logo.

Our VV&Cs have evolved and guided how we do business for more than 50 years. This refresh affirms the promises and core beliefs that drive us, using new language that is clear, succinct, and active. Most importantly, our VV&Cs feel like us; our culture distilled to its essence.

We are also excited to introduce our new company logo. Sharper, modern, and more dynamic, it reflects who we are today. At the same time, its shape, colors, and profile are familiar, honoring our legacy.

No one working with my great-great-grandfather in 1898 could have possibly imagined what Bechtel would become over these past 125 years, nor can we predict the next 125 years.

But this we can say with confidence: We've been making history for 125 years, and we're just getting started.

Thank you again for choosing to be part of the incredible adventure that has brought us to this year's milestone. We look forward to our continued partnership and shared success.

Gratefully,
Brendan Bechtel

BQ P. BGG

