



2024 Corporate Responsibility Report

BrightView 



What's Inside

- 3 Our Commitment to Sustainability
- 4 About BrightView
- 5 ESG Materiality Assessment & Program Highlights
- 7 Environmental Initiatives & Progress
- 13 Social Initiatives & Progress
- 17 Governance Initiatives & Progress
- 20 SASB and UN SDG Indices

ABOUT THIS REPORT

This Corporate Responsibility Report, focused on environmental stewardship, social responsibility, and corporate governance (“ESG”), aims to provide a consolidated overview of BrightView’s non-financial performance. Metrics included in this Report cover our activities during the FY2023 (October 1, 2022 - September 30, 2023) period, unless otherwise noted. This Report includes select metrics from the Sustainability Accounting Standards Board (SASB) Professional and Commercial Services industry standard.

We will continue to evaluate evolving ESG reporting regulations and adapt our reporting methods to ensure compliance with current standards and guidelines. The data presented in this Report has not been externally assured. As we continue to improve our processes for ESG reporting, disclosed metrics may be subject to adjustment. The size of these adjustments is not expected to be, but could be, material.

FORWARD-LOOKING STATEMENTS

This document may contain forward-looking statements as defined in the Private Securities Litigation Reform Act of 1995. When we use words such as “believes”, “expects”, “anticipates”, “estimates”, “may”, “plan”, “will”, “goal”, or similar expressions, we are making forward-looking statements. Forward-looking statements are prospective in nature and are not based on historical facts, but rather on current expectations and projections about future events and are therefore subject to risks and uncertainties, which could cause actual results to differ materially from the future results expressed.

Our Commitment to Sustainability



DALE ASPLUND
President & CEO
BrightView

Dear Stakeholders:

I am pleased to share with you BrightView's annual Corporate Responsibility Report, outlining our ongoing commitment to responsible business practices.

Since taking on the role of President and CEO in October 2023, I had the opportunity to tour our field operations across the country. Beyond witnessing the exceptional talent and expertise displayed daily by our team members, I discovered a collective dedication to performing their duties safely and making a positive impact on the planet. This past year brought about some changes for us, yet we have remained focused on building a culture that respects the environment, values collaboration, and operates with integrity.

BrightView's values have long centered on sustaining healthy and vibrant landscapes. While our goal is to operate with an environmentally friendly mindset, we realize we also need to properly service and meet the needs and expectations of our customers. This report highlights our continued efforts to foster transparency, accountability, and more sustainable practices within our organization.

Looking ahead, we acknowledge that our journey toward sustainability is ongoing. In the spirit of transparency, we commit to setting ambitious goals, meticulously tracking our progress, and perpetually refining our strategies. Our actions are geared toward benefitting the planet, our team members, customers, and the communities we serve.

Thank you for your continued support as we collectively work toward creating a bright future for the world around us.

A handwritten signature in black ink, appearing to read 'Dale Asplund', with a stylized flourish at the end.

Dale Asplund
President & CEO

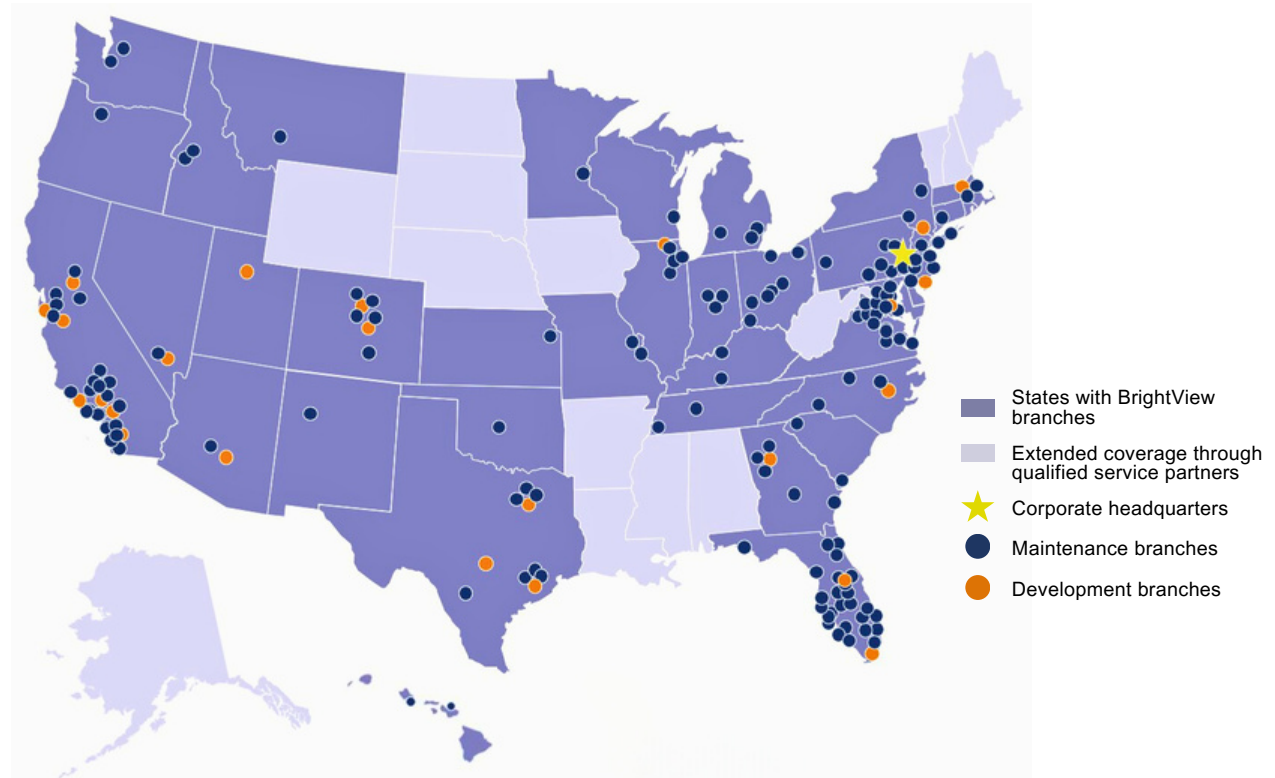
Our people create and maintain the best landscapes on Earth.

At BrightView, we're on a mission to create customer value through engaged local teams, providing industry-leading landscaping services as the largest commercial landscaper in the United States. We design, install, enhance, and maintain properties and provide the most efficient and comprehensive snow and ice removal services. We also serve as the Official Field Consultant to Major League Baseball.

With a team of more than 21,000, we have the expertise and experience to provide complete care for landscapes throughout their entire lifecycles at premier properties across the United States. Together with our legacy companies, BrightView has been in operation for more than 80 years. Through industry-leading best practices and sustainable solutions, we are invested in taking care of our team members, engaging our clients, inspiring our communities, and preserving our planet.

The Nation's Leading Commercial Landscape Company

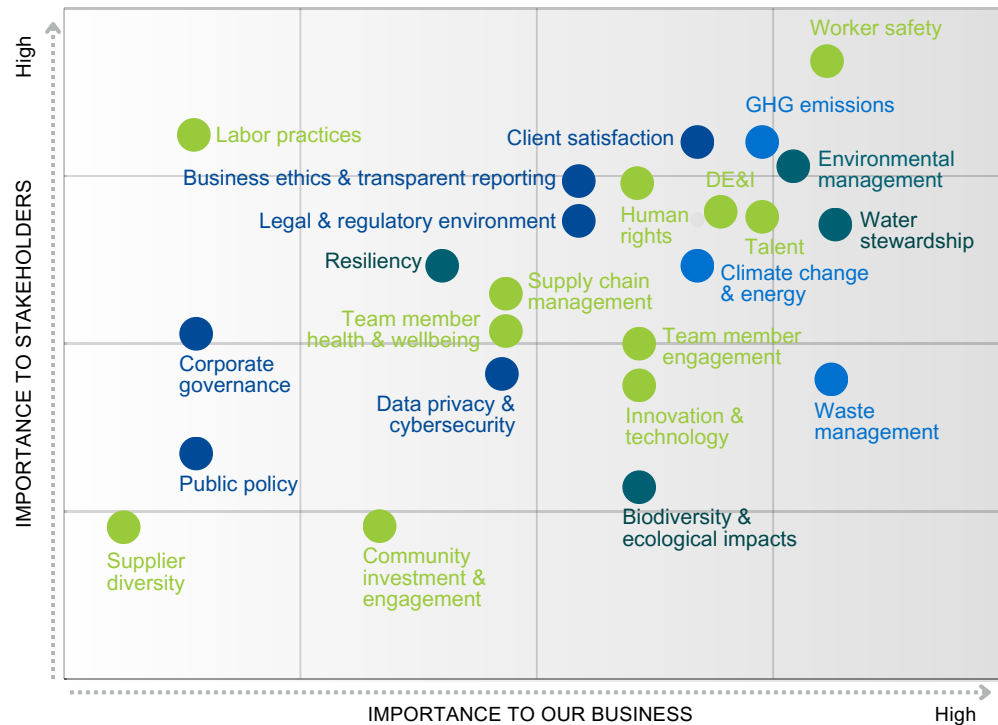
- Headquartered in Blue Bell, Pennsylvania
- Founded in 1939
- IPO in 2018 (NYSE: BV)
- 280+ locations in 36 states
- 21,000+ team members
- \$2.8 billion FY23 revenue



Four pillars are at the core of our path to more sustainability.

Sustainability is a core strategic objective for BrightView. We prioritize sustainability action areas within four key pillars, each with specific objectives informed by a third-party materiality assessment conducted in September 2022 (in line with Global Reporting Initiative (GRI) requirements). These action areas also guide the structure of our external reporting on the topic of sustainability. Our overarching principle is to enhance the value of our company while creating and maintaining exceptional landscapes for present and future generations.


MATERIALITY MATRIX



SUSTAINABILITY PILLARS



A selection of our objectives...



CARBON REDUCTION

We aim to:


- Electrify our equipment and fleet, and increase renewable energy
- Reduce waste and avoid harmful pesticides
- Integrate climate positive design principles where appropriate



CLIMATE RESILIENCE

We aim to:

- Enable clients to save water through design and strategic technological innovations
- Protect and promote ecosystem services and landscape restoration



TAKING CARE OF OUR PEOPLE & COMMUNITIES

We aim to:

- Create a workplace where No One Gets Hurt
- Nurture and support a performance-oriented and inclusive culture
- Integrate environmental justice principles where appropriate



GOVERNANCE & TRANSPARENCY

We aim to:

- Remain ahead of compliance with evolving laws and regulations
- Prioritize client satisfaction through high quality, reliable solutions

and achievements in FY2023.

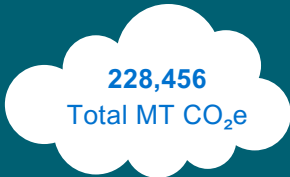
- Added 80 electric mowers and 200 electric/hybrid vehicles
- Deployed ~500 battery-powered handheld units
- Piloted electric power tool charging trailer

- Installed smart irrigation management systems at select sites
- Gilbert, AZ, client site acknowledged with city proclamation for its water conservation efforts

- Continue to diversify the gender and ethnicity of our workforce
- Maintained a total recordable injury rate below industry average
- Equipped 715 vehicles with Telematics

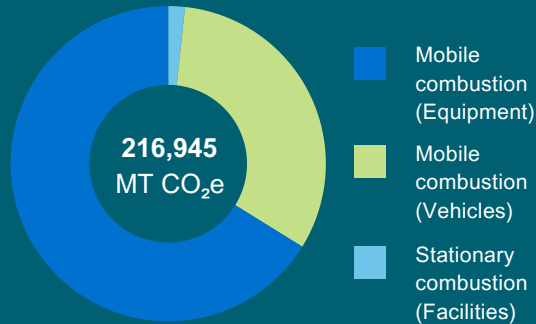
- 100% of professional level team members are required to be trained on data privacy, ethical standards, and BrightView's Code of Conduct
- Ongoing use of E-Verify to verify employment eligibility of new team members

SCOPE 1 & 2 EMISSIONS FY2022



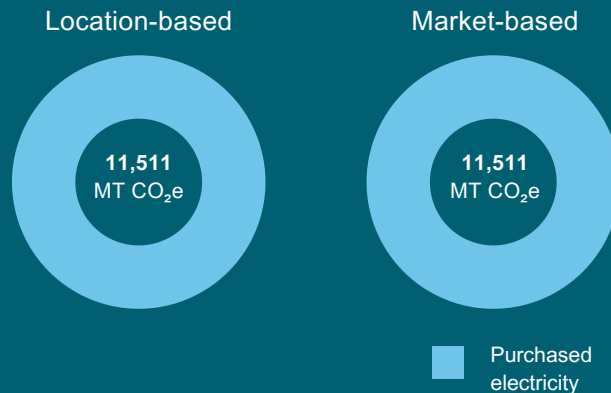
SCOPE 1

Direct GHG emissions that occur from sources that are controlled or owned by BrightView



SCOPE 2

Indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling



Carbon Reduction

OUR OPERATIONAL CARBON FOOTPRINT

UN Habitat reports that 75% of global greenhouse gas (GHG) emissions in 2023 stem from the urban built environment, with 37% originating from buildings and the remainder from external elements such as transportation, infrastructure, and landscapes. We believe in harnessing BrightView's landscaping expertise to facilitate a low-carbon transition in the built environment, starting with our own operations.

This year, we collaborated with a top sustainability consultant to assess our Scope 1 & 2 greenhouse gas emissions inventory and enhance our data collection and management processes. This partnership aims to pave the way for measuring Scope 3 emissions and establishing a science-based emissions reduction target in the near future.

BrightView's evolving strategy for reducing carbon emissions across our operational footprint revolves around four key levers: (1) deploying lower-carbon emitting equipment; (2) optimizing fleet electrification; (3) enhancing energy efficiency; and (4) sourcing renewable electricity. The following page showcases several examples of energy reduction projects poised to deliver significant GHG emissions savings across our operations.

FY22 emissions inventory conducted with third-party expert in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and U.S. Environmental Protection Agency (EPA) guidelines. BrightView's Scope 1 and Scope 2 emissions reporting covers all facilities within our operational control, including mobile emissions from leased or owned vehicles and equipment. Our calculation approach combines sampled actual data with estimations, utilizing the following methods.

Facilities Emissions: (1) Sampled branches across divisions and geographies, obtaining utility information. (2) Estimations for non-sampled locations based on the Commercial Buildings Energy Consumption Survey ("CBECS").

Mobile Emissions: (1) Used fuel card data for management and production vehicles. (2) For BVLS equipment, used property estimate service hours multiplied by equipment type burn rates. (3) For BVLD Equipment, used GPS data for utilization hours, multiplied by burn rates.

Scope 2 market-based emissions: As BrightView has not pursued renewables, calculations assume equivalence to location-based emissions pending future initiatives.

Moving forward, our commitment involves refining GHG emissions calculations by centralizing data storage and incorporating more primary production data while refining equipment burn rates.

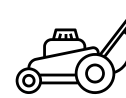
Carbon Reduction Examples

ELECTRIFICATION OF EQUIPMENT AND FLEET

BrightView remains a pioneer in more sustainable landscape maintenance, expanding our use of electric mowers, blowers, trimmers, and edgers this year. This transition enhances our resilience to fuel price fluctuations and reduces equipment maintenance costs. The shift to electric equipment not only aids the environment but also benefits our operators, providing lighter, quieter, and lower carbon tools. Additionally, we completed a pilot of a mobile electric trailer designed to charge batteries and equipment during travel between sites. This customized trailer, featuring solar panels and a self-contained charging system, is hitched to a heavy-duty truck converted to electric power.



Hybrid or electric vehicles



Electric commercial mowers



Handheld battery-powered equipment



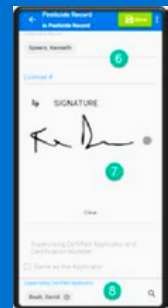
Electric power tool mobile charging trailer



REDUCING WASTE

Year-round, BrightView responsibly processes green debris into organic mulch, reducing fertilizer needs and landfill waste. Our mulching mowers create finely chopped material for lush, low-maintenance lawns. We also provide clients with organic compost top-dressing services, enhancing property health and appearance.

To track pesticide applications seamlessly, we use a mobile app that standardizes BrightView's process, supporting compliance with state and federal laws. This app facilitates tracking, recording, and sharing through a dashboard and automated report generator.



Climate Resilience

With many regions experiencing drought conditions and local governments enacting water restrictions, BrightView offers superior irrigation management services to clients, including smart irrigation controllers, turf conversion, and xeriscaping to better ensure water efficiency and conservation. BrightView has helped to reduce water consumption for owners of large corporate campuses, HOA communities, golf courses, municipalities, and mixed-use communities. Water conservation and ecosystem preservation continue to be a core focus of our strategy.

SMART IRRIGATION EQUIPMENT & PRACTICES

The effective use of smart irrigation technology and system selection helps minimize water consumption. In addition to conserving water, proper irrigation will encourage deeper root growth and healthier, more robust, weather tolerant landscapes. Our irrigation installation services include predictive weather capability and rainfall detection using smart sprinkler controllers, scheduled irrigation to prevent overwatering, setting lawn mower blades higher to increase ground shade and water retention in the soil, and mulching around shrubs and planters to minimize evaporation and cut down on weeds.

PLANT SELECTION

Water-efficient landscaping and irrigation, including consideration for local conditions, is part of BrightView's water management and irrigation services which directly impacts water usage. With our national footprint, we draw on data from Nevada to Hawaii - our nation's driest and wettest states - to select plants appropriate for the local environment. Selective use of turf and mulching can enhance landscapes while simultaneously providing additional benefits, such as cooling and preventing soil erosion.

DID YOU KNOW?

Xeriscaping, a technique utilizing locally suitable plants, reduces the need for additional water in landscaping. This approach can cut water use by over 60%, leading to decreased maintenance, waste, energy consumption, and reliance on fertilizers and chemicals. BrightView has been implementing xeriscapes for years, effectively minimizing water usage for our customers.



CASE STUDY

Helping clients conserve water in areas of high water stress

In response to ongoing drought concerns in the southwest, local and state governments have implemented laws encouraging water conservation in residential and commercial properties. Although the Colorado River conditions are improving, there's still a need for significant action to ensure its long-term stability. Gilbert, Arizona, is actively supporting water conservation efforts.

At The Islands, the community association teamed up with BrightView to create and promptly implement an action plan in response to the ongoing drought. James Carr, BrightView's Southwest Regional Irrigation Manager, mentioned the thorough system assessment conducted upon taking over the site. Over the course of a year, improvements included upgrading Poly Drip valves to PVC lines, transitioning controllers to smart ones, and implementing WeatherMatic for water savings. Weekly meetings with BrightView discussed progress and options.

In light of concerns about forced turf conversion or water restrictions in 2022, the community proactively addressed water usage concerns. The plan involved regular controller checks, running them in smart mode, monthly monitoring of water bills, prompt leak repairs, and reducing turf irrigation. The Water Wise Gilbert program, created by the city, offers a site-specific water budget based on lot size and landscaping, with recognition for participants staying within 120% of their annual budget. The Islands and BrightView were recently acknowledged as Water Wise Gilbert sites, receiving yard signs and a city proclamation.



BrightView has been committed to conserving water through smart controllers and water management landscaping, so seeing our work recognized like this is a testament to what we are doing to help the communities where we work, live, and play.

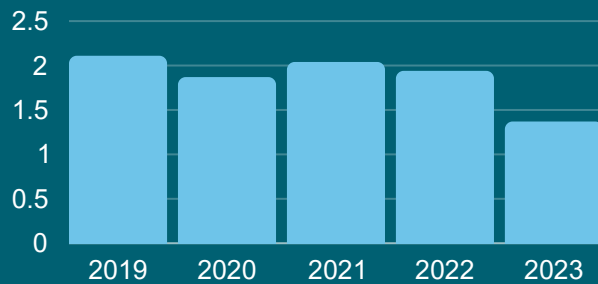
JAMES CARR
Regional Irrigation Manager

HEALTH & SAFETY PERFORMANCE

TRIR
60% lower than industry average (FY23)

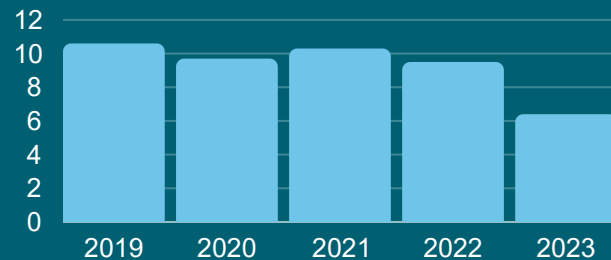
TOTAL RECORDABLE INJURY RATE

The number of injuries reported against the number of hours worked.



TOTAL RECORDABLE INJURY RATE

The number of injuries reported per million hours worked.



OUR GOAL:
"No one gets hurt."

Taking Care of Our People

TEAM MEMBER HEALTH & SAFETY

Nothing is more important than the safety of our team members, customers, and the communities we serve. BrightView strives to take care of all of its team members by providing a safe, inclusive, and engaging work environment where the best people want to work. Our commitment to continuous safety improvement aligns with our vision of a workplace where "No One Gets Hurt." Team members are empowered to take ownership and responsibility, with the right to halt any activity posing a safety concern or report hazards.

We provide a safe work environment that places significant value on the health and welfare of our team members and integrates safety into our management decisions and operating practices. We hold ourselves accountable to be a leader in business performance, which includes safety performance as a top priority. Our declining injury rates and consistent outperformance in total recordable injury rates (TRIR) since 2017, reflect our dedication.

To prevent injuries, we implement the Take 2 Pre-job Safety Briefing and a robust injury and illness management program. Through our BrightPath Landscaper Development Program, we ensure comprehensive safety training for all team members. Tailgate meetings address seasonal risks, from heat illness prevention to slip and fall awareness. Monthly driver meetings focus on accident avoidance and defensive driving. Incidents trigger thorough investigations, involving team members and leadership in root cause analyses, with learnings shared nationally. BrightView believes an effective safety and health management system is the best way to prevent occupational illnesses and injuries. BrightView uses the four elements of OSHA's VPP Safety and Health Management System to identify, evaluate, prevent, and control occupational hazards to prevent team member injuries and illnesses.

At BrightView, every leader and team member assumes responsibility for workplace safety. We empower everyone to Take Pride in delivering safe services, fostering a culture of care for ourselves, each other, and our clients.

Our rate of injuries per employee hours worked has continued to fall over the last several years. According to published U.S. Bureau of Labor Statistics (BLS) data, BrightView has consistently outperformed our industry on total recordable injury rate (TRIR) since 2017. 2020 figures include impact to operations from COVID-19.

SAFETY & PRODUCTIVITY

Telematics is a GPS solution that helps ensure the safety and productivity of our team members. Over the last two years, BrightView Landscape Development has deployed telematics across its fleet of more than 1,000 vehicles and more than 1,200 pieces of equipment.



Safety isn't just a top priority at BrightView, it's a strategic imperative. The Baltimore Branch celebrated five years with zero total recordable incidents.



The daily morning pre-assignment “stretch-and-flex” helps prevent soft-tissue injuries and serves as an ideal time for discussing potential hazards and for rewarding team members who exemplify safe behaviors. As part of the daily morning stretch-and-flex routine, branch leadership shares a safety message with their teams.

SAFETY RECORD

At BrightView, we've created a culture that prioritizes safety. Inclusive of the past five years, our OSHA total recordable injury rate continues to fall significantly below the landscaping services industry average of 3.4.



Our focus on safety is a necessity to help ensure every team member goes home in the same condition in which they arrived that morning.

HOLLY WOONTON

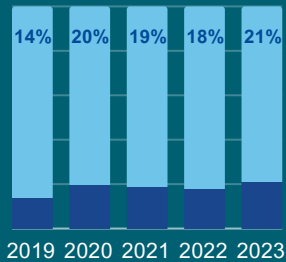
*Vice President,
Environmental Health and Safety*

WORKPLACE DIVERSITY*

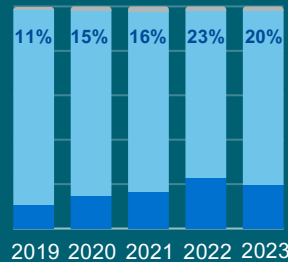


MANAGER REPRESENTATION

Women

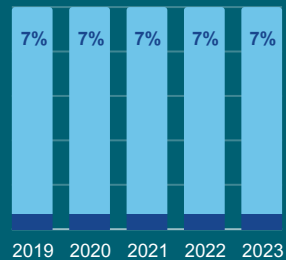


U.S. Minority

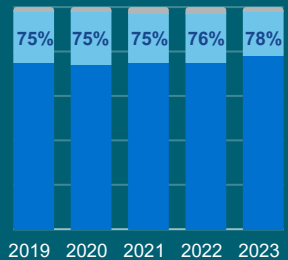


ALL OTHER WORKFORCE REPRESENTATION

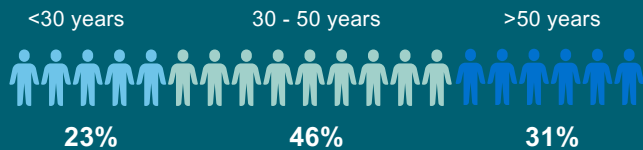
Women



U.S. Minority



BRIGHTVIEW WORKFORCE AGE IN FY2023



Taking Care of Our People

WORKPLACE DIVERSITY

At BrightView, we strive to provide a safe, inclusive, and engaging workplace where talented people come to work and advance their careers. Guided by our people strategy, we're working to attract, hire, engage, develop, reward, and retain top talent.

With an emphasis on ongoing improvement, we continue to assess our programs and meet the evolving needs of our teams and the organization. We have continued to diversify our workforce, and formalize our DE&I strategy, creating a more inclusive work environment and dynamic culture, expanding expertise, and growing our pool of talent.

- Women now comprise 8% of our total workforce, including 21% of managers, which is more than a 50% increase since 2019
- Among managers, team members identifying as Hispanic/Latino has more than tripled in five years
- With almost 25% of our workforce under 30, we're committed to being a place where younger team members can learn the business and establish a career path

**As of September 30, 2023. Grey bars in charts represent individuals who did not self-identify. Workplace diversity data is based on EEO-1 designations. Team member base is subject to change due to seasonality of workforce. In this data set, managers are defined as individuals at the Director level and above. Minorities include: Asian, Black or African American, Hispanic or Latino, or Other and excludes individuals who did not self-identify. This data is presented on BrightView's fiscal year calendar.*

Taking Care of Our People

BUILDING A DIVERSE AND SUPPORTIVE CULTURE

We value the diversity within our team, recognizing it as essential to our success. To foster an inclusive environment, we're actively enhancing workforce diversity and investing in initiatives that ensure equal opportunities for all team members and candidates.

Listening and learning are at the core of our approach. In 2023, leaders hosted ten roundtable listening sessions across the company to gain insights into our team members' experiences to inform ongoing DE&I training.

Additionally, we are developing DE&I training courses through BrightView University, reinforcing our commitment to strengthening diversity, equity, and inclusion within our organization.

TEAM MEMBER SUPPORT GROUPS

We nurture a more inclusive workplace culture through our employee-led, -driven, and -organized employee resource groups (ERGs) and special interest groups (SIGs), through which team members build meaningful connections with fellow team members around shared experiences, cultures, and interests.



TEAM MEMBER SUPPORT GROUPS

SPECIAL INTEREST GROUPS (SIGS)



- Design Group
- Talent Acquisition
- Sustainability

EMPLOYEE RESOURCE GROUPS (ERGS)



Growth in Relationships + Opportunities for Women

GROW provides professional development, mentorship, networking, and community service programs for women at BrightView



BrightView Recognizing & Acknowledging Veteran Opportunities

BRAVO is dedicated to the mentorship and advancement of the many veterans who work at BrightView, and to foster their growth in the business world as they settle into post-military careers

Taking Care of Our People

TEAM MEMBER ENGAGEMENT

As a growing company, fostering a positive, inclusive culture is paramount. Last year, we set out to enhance our team member experience by launching our first-ever engagement survey. The survey feedback will shape our People Strategy, reinforcing our goal to be an employer of choice.



TEAM MEMBER LEARNING, DEVELOPMENT, AND ADVANCEMENT

Our success as a company is directly linked to the high-level of commitment of our team members. At BrightView, we prioritize recruiting top leaders and professionals and offering career advancement opportunities to foster growth.

In 2023, we relaunched BrightView University, which centers around team members creating a bright new career path for themselves. The relaunch focuses on foundational and functional learning and features a new mobile app that places learning at the fingertips of team members.



In 2021, BrightView partnered with the University of Arizona Global Campus (UAGC), enabling eligible team members to pursue education while working full-time. The Full Tuition Grant or Tuition Benefit offers savings on tuition and related fees.



NEW HIRE ORIENTATION

Last year, we took steps to improve the new hire orientation experience by launching a new online portal. Powered by Jobvite, it automates and standardizes the onboarding and orientation process.

TEAM MEMBER COMPENSATION AND BENEFITS

BrightView believes in supporting the physical, mental, emotional, and financial wellness of its team members and their families. We offer competitive compensation, flexible medical, EAP, dental, and vision coverage, a range of voluntary benefits, a matching 401(k) retirement plan, and continuing education programs. Additionally, eligible team members can participate in the Employee Stock Purchase Plan.

TEAM MEMBER RELATIONS

As the landscaping industry leader, BrightView strives to be a merit-based employer of choice, attracting, developing, and retaining top talent.

BrightView is committed to Equal Opportunity Employment. Discrimination based on race, religion, color, age, gender, sexual orientation, national origin, citizenship, marital status, disability, handicap, veteran status, or any other protected category is strictly prohibited and will not be tolerated under any circumstances.

ASSISTING TEAM MEMBERS IN NEED

The BrightView Landscapes Foundation, supported by both our team members and the company, is committed to assisting team members and their families experiencing financial challenges. Since its start in 2017, the Foundation has raised almost \$685,000 to support team members in critical situations, including \$163,000 in 2023.





Our branches are deeply connected to their communities, so when a need surfaces, we feel it keenly and are drawn to action.

AMANDA ORDERS
Executive Vice President and
Chief Human Resources Officer



BrightView's DC Metro Area teams participated in the National Association of Landscape Professionals annual Renewal & Remembrance Day of Service to enhance the grounds in and around Arlington National Cemetery and the Washington Mall.

Taking Pride in Our Communities

BrightView is dedicated to supporting the communities where our team members live and work. We empower them to pinpoint opportunities for the company to contribute time, expertise, materials, and financial support to worthwhile causes.

Last year, we implemented a Volunteer Time Off Day for eligible, full-time team members to actively engage in giving back to their local communities. In FY2023, our team members served over 550 hours of volunteer time.

COMMUNITY SUPPORT

The BrightView Fund for Social Justice supports local organizations fostering equality and inclusion. We engage the field by encouraging nominations of social justice-focused initiatives, which are reviewed by a company-wide committee.

COMMUNITY PARTNERSHIPS

BrightView actively supports national organizations, such as the National Park Service, Homes for Our Troops, Boys & Girls Clubs, and Make-A-Wish, in addition to numerous local organizations selected by the teams at our branches.



Corporate Governance

CONDUCTING BUSINESS WITH HONESTY AND INTEGRITY

We are committed to adhering to good corporate governance practices and maintaining the highest standards of business integrity and ethical conduct. Adhering to sound principles through a robust system of checks, balances, and personal accountability is vital in safeguarding our reputation, assets, investor confidence, and customer loyalty.

MAINTAINING HIGH ETHICAL STANDARDS

Our commitment to operating with honesty and integrity is reflected in our [Code of Conduct](#). This core set of guiding standards, policies, and practices not only informs our decision-making but also empowers us to address potential challenges that may arise in the course of conducting our business. Core business ethics issues addressed include:

- Disclose and seek approval for potential conflicts of interest before proceeding
- Strongly support and adhere to laws promoting fair competition
- Prohibit the giving, accepting, or authorizing bribes for business transactions
- Ensure the exchange of gifts or entertainment does not unduly influence business decisions
- Conduct business with government entities in strict adherence to their unique rules and applicable laws
- Prohibit political contributions to candidates, PACs, or political parties; BrightView dissolved its PAC in 2017

Code of Conduct Training

Our Code applies universally at BrightView, encompassing all individuals, from directors and officers to temporary, part-time, and seasonal team members. We extend this expectation to our partners, service providers, customers, suppliers, vendors, and contractors, urging them to adhere to ethical standards consistent with those outlined in our Code and our policies.

Annually, both new hires and professional level team members undergo a mandatory online Code of Conduct training course. This comprehensive training covers various facets of business ethics, including anti-bribery and corruption, conflicts of interest, fair competition, and fair dealing. Our annual training program is an integral component of our control environment and is subject to audit.

ESG GOVERNANCE

The Board directs and oversees the management of the business and affairs of the Company in a manner consistent with the best interests of the Company, and its stockholders, including with respect to significant business, societal and other matters affecting the Company’s stakeholders (including its team members and the communities it serves) and the environment in which the Company operates, as well as related matters impacting the Company’s corporate governance.



Corporate Governance

MAINTAINING HIGH ETHICAL STANDARDS

Employee Hotline

Through our Code of Conduct training, team members are reminded of their ability to report any Code violations anonymously and confidentially by calling our 24/7 Employee Hotline or reporting online and without fear of retaliation.

Employment Verification

Ensuring the legal eligibility of our team members to work in the United States is crucial to us and to our customers. Since 2016, we have implemented E-Verify company-wide to electronically confirm the identity and employment eligibility of newly hired team members by matching provided information.

LEADING WITH INTEGRITY

Our Board of Directors serves as the company’s governing body and is responsible for assuring that the long-term interests of our stakeholders are served. The Board, made up of members who are independent under New York Stock Exchange (NYSE) rules, has adopted Corporate Governance Guidelines, which describe the qualifications and responsibilities of our directors and director candidates, as well as corporate governance policies. These guidelines also outline the Board’s role and responsibility in overseeing ESG matters at the company.

We recognize that prioritizing ESG is an essential component to meeting the needs of all our stakeholders. Our Board, in collaboration with the leadership teams, directs and oversees ESG strategies, establishes relevant policies and practices, and monitors progress and performance.

BOARD SNAPSHOT

Our Board is comprised of ten members, nine of whom are independent. BrightView recognizes the importance of having a Board that includes different backgrounds and experiences and is committed to furthering our diversity efforts. BrightView’s Board includes gender and ethnic diversity with 30% of our Board comprised of women and minorities, and the average tenure of directors is under five years. Board members are required under our stock ownership policy to hold equity ownership in the Company to ensure alignment between their interests and those of the stockholders.

BOARD COMPOSITION & DIVERSITY



9 of 10 board members are independent



30% board diversity (female or ethnic/racial minority)



2 of 10 board members are women



Average board member tenure of <5 years

Cybersecurity

MANAGING DATA SECURITY RISKS

The Audit Committee and Board of Directors coordinate on cybersecurity risk oversight, including through quarterly audit committee meetings that include regular security/compliance updates from internal audit, the CIO, and CISO. BrightView's Data Governance Committee meets quarterly and provides oversight over processes for assessing potential service providers and monitoring existing service providers who access, transfer or store sensitive or private data, or integrate with BrightView systems.

BrightView's comprehensive Information Security Program aligns to the five elements of the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF); Identify, Protect, Detect, Respond, and Recover. On an annual basis, BrightView Management performs an enterprise risk assessment which considers privacy and data security (including cybersecurity) risks.

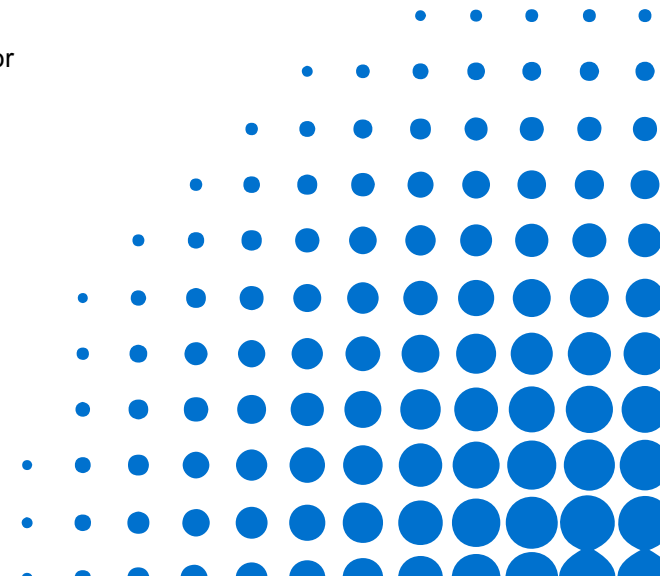
BrightView reviews both external and internal threats, analyzes potential business impacts and likelihoods, and uses threats, vulnerabilities, likelihoods, and impacts to determine risk.

PROTECTING CUSTOMER INFORMATION

BrightView maintains a data privacy policy on the public websites and customer portals. Privacy policies stipulate the types of data collected, how data is used, and for what periods it is retained. Record retention periods are in line with federal, state, and local requirements. BrightView only collects customer information necessary to facilitate its obligations, including performance of services, in a contract with a customer and such information is used solely for these purposes. BrightView experienced no data breaches in FY2023.

CYBERSECURITY DISCLOSURES

BrightView complies with all applicable legal and regulatory requirements pertaining to disclosure of data breaches, including those that involve customers' confidential business information or personally identifiable information (PII).









SASB Index

The following disclosure is aligned to the Sustainability Accounting Standards Board (SASB) framework for the sector denoted as “Professional & Commercial Services (SV-PS).” BrightView will continue to evaluate the disclosure of additional topics as these emerge, considering relevance, availability of high-quality data, and competitive sensitivities.

Disclosure Topic	Metric	SASB Code	Units	BrightView Metric / Disclosure Location
Data Security				
	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	n/a	BrightView 2024 Corporate Responsibility Report: p. 19
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	n/a	BrightView 2024 Corporate Responsibility Report: p. 19
	(1) Number of data breaches (2) Percentage involving customers' confidential business information (CBI) or personally identifiable information (PII) (3) Number of customers affected	SV-PS-230a.3	(1) Number (2) Percentage (%) (3) Number	1) 0; 2) N/A; 3) N/A
Workforce Diversity & Engagement				
	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SV-PS-330a.1	Percentage (%)	BrightView 2024 Corporate Responsibility Report: p. 13
	(1) Voluntary (2) Involuntary turnover rate for employees	SV-PS-330a.2	Rate	1) 48%, 2) 24%
	Employee engagement as a percentage	SV-PS-330a.3	Percentage (%)	34%
Professional Integrity				
	Description of approach to ensuring professional integrity	SV-PS-510a.1	n/a	BrightView 2024 Corporate Responsibility Report: p. 17
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	n/a	0
Activity Metrics				
	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	Number	1) 20,543 2) Do not track, 3) Do not track
	Employee hours worked, percentage billable	SV-PS-000.B	(1) Hours (2) Percentage (%)	38,651,527; 76%

Alignment with the UN SDGs

BrightView is proud to align our ESG activities to the United Nations Sustainable Development Goals (SDGs). We strive to make meaningful contributions to our industry and global sustainability goals through our ESG programs, initiatives, and activities.

BrightView ESG Activity	BrightView Metric / Disclosure Location	UN SDG
Water Management & Irrigation <ul style="list-style-type: none"> Drip irrigation Smart controllers Xeriscaping 	BrightView 2024 Corporate Responsibility Report: p. 9-10	6 CLEAN WATER AND SANITATION 
Switching to Electric <ul style="list-style-type: none"> Hybrid and electric vehicles Electric mowers and equipment 	BrightView 2024 Corporate Responsibility Report: p. 8	7 AFFORDABLE AND CLEAN ENERGY 
Nurturing Our People <ul style="list-style-type: none"> 100% Safety Pledge Team member benefits BrightView University DE&I programs and groups 	BrightView 2024 Corporate Responsibility Report: p. 13-15	8 DECENT WORK AND ECONOMIC GROWTH 
Green Design and Conversions <ul style="list-style-type: none"> Green roofs and green conversions Customer LEED certifications Green public spaces 	<ul style="list-style-type: none"> Green roof example LEED example Green space example 	11 SUSTAINABLE CITIES AND COMMUNITIES 
Carbon Reduction <ul style="list-style-type: none"> Deploying lower-carbon emitting equipment Optimizing fleet electrification Enhancing energy efficiency Sourcing renewable electricity 	BrightView 2024 Corporate Responsibility Report: p. 7-8	13 CLIMATE ACTION 
Environmental Management <ul style="list-style-type: none"> Plant selection Circular-economy mulch Cooling and soil erosion 	BrightView 2024 Corporate Responsibility Report: p. 9	15 LIFE ON LAND 



The United Nations Sustainable Development Goals (UN SDGs) are a set of 17 global goals adopted by all United Nations Member States in 2015 as part of the 2030 Agenda for Sustainable Development. These goals address a wide range of interconnected issues, including poverty, hunger, health, education, gender equality, clean water, and climate action.

The SDGs provide a comprehensive framework for countries, businesses, and individuals to work towards a more sustainable and equitable future. Organizations often highlight their efforts aligned with specific SDGs to showcase their commitment to responsible and sustainable business practices.

Source: United Nations



980 Jolly Road, Suite 300 | Blue Bell, PA 19422 | brightview.com