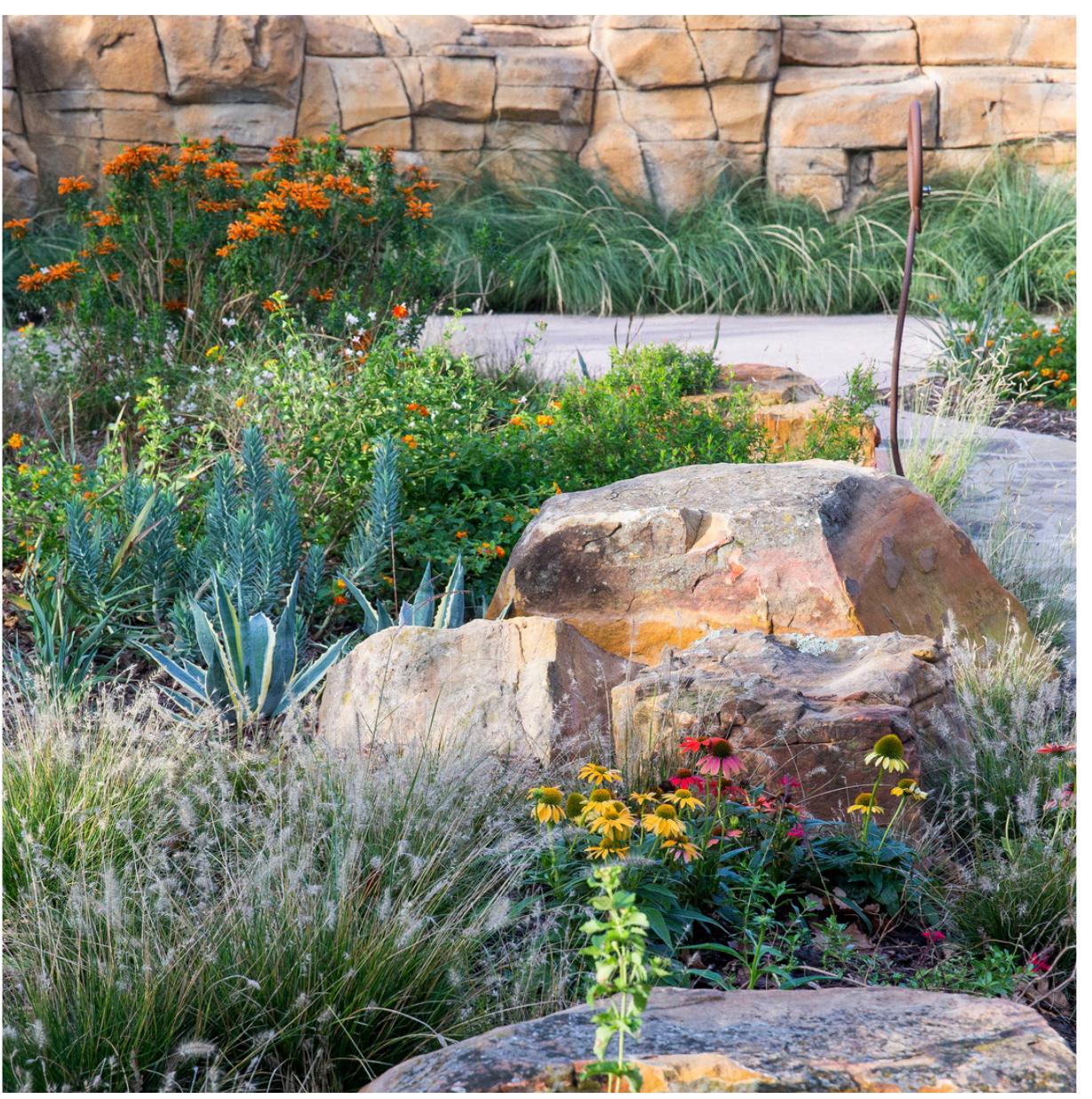




2026 CORPORATE RESPONSIBILITY REPORT



REPORT AT A GLANCE

WHAT'S INSIDE

- 03 CEO's Message**
- 04 Our Company**
- 05 Our Sustainability Pillars**
- 06 Our Impact on the Environment**
- 20 Our Impact on Society**
- 27 Corporate Governance**
- 33 Appendix**

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.

Factors that could cause our results to differ materially from those described in the forward-looking statements can be found under "Item 1A. Risk Factors" in our Form 10-K for the fiscal year ended September 30, 2025, and such factors may be updated from time to time in our periodic filings with the Securities and Exchange Commission (SEC), which are accessible on the SEC's website at www.sec.gov.

ABOUT THIS REPORT

This Corporate Responsibility Report offers a comprehensive view of BrightView's non-financial performance and ongoing commitments to our work-force, customers, and communities. It outlines how we support employees through robust benefits and development opportunities, prioritize safety across all operations, and contribute to the well-being of the communities where we live and work. The Report also highlights our annual company-wide leadership summit and the sustainable, forward-looking solutions we deliver to customers through our projects.

The metrics and information included cover FY2025 (October 1, 2024–September 30, 2025), unless stated otherwise, and incorporate select disclosures from the Sustainability Accounting Standards Board (SASB) Professional and Commercial Services industry standard. As we continue strengthening our reporting processes, certain data points may be updated to reflect improved methodologies. The information presented has not been externally assured.





DALE ASPLUND
President & CEO

A Message from Our CEO

Dear Stakeholders:

At BrightView, corporate responsibility is rooted in how we operate every day — how we serve our clients, support our teams, manage our resources, and deliver safe, reliable service across our markets. In fiscal 2025, we continued our transformation by focusing on disciplined execution, operational consistency, and long-term value creation in a dynamic operating environment.

Responsible Operations

Responsible operations begin with equipping our teams to work safely, efficiently, and consistently across every market we serve. Over the past year, we drove efficiencies across our operations and reinvested those gains to strengthen service reliability and reduce risk. This included continued investment in our fleet, streamlined processes, and a focus on consistency across our branch network — all supporting safer operations and better outcomes for our clients.

In 2025, we continued to integrate responsible practices into our operations, including expanding our fleet of hybrid and electric vehicles, implementing water conservation measures, and reducing waste. These efforts not only contribute to environmental stewardship but also improve efficiency and enhance the value we deliver to our clients.

BrightView teams remain prepared to respond to changing conditions, including seasonal demands and weather-related disruptions. Whether providing landscape maintenance, snow and ice management, or storm response, our priority is readiness, responsiveness, and dependable execution.

Supporting Our Workforce

Our frontline employees are central to our success. We continue to invest in safety, training, and equipment to support their ability to perform at a high level. These investments contribute to improved retention, stronger engagement, and more consistent service for our clients, while creating opportunities for our team members to build long-term careers at BrightView.

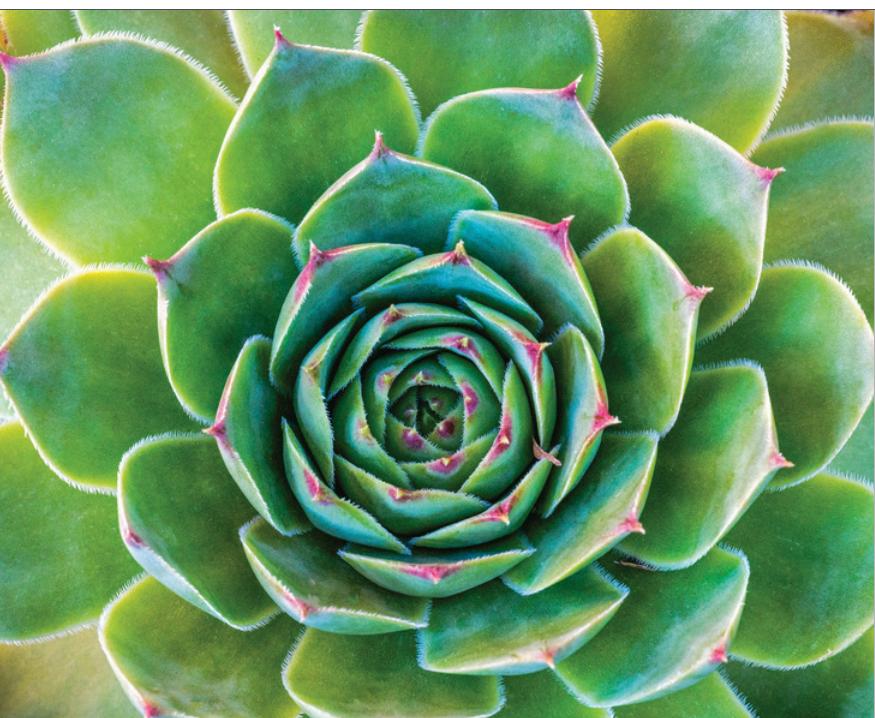
Looking Ahead

As we move forward, we will remain focused on operational excellence, responsible capital allocation, and sustainable, profitable growth. By prioritizing our people, leveraging our scale, and maintaining a disciplined approach to how we run the business, we are well positioned to create lasting value for our clients, employees, communities, and shareholders.

Thank you for your continued confidence in BrightView.

A handwritten signature in black ink, appearing to read "Dale Asplund".

Dale Asplund
President & CEO
BrightView



THE NATION'S LEADING COMMERCIAL LANDSCAPE COMPANY

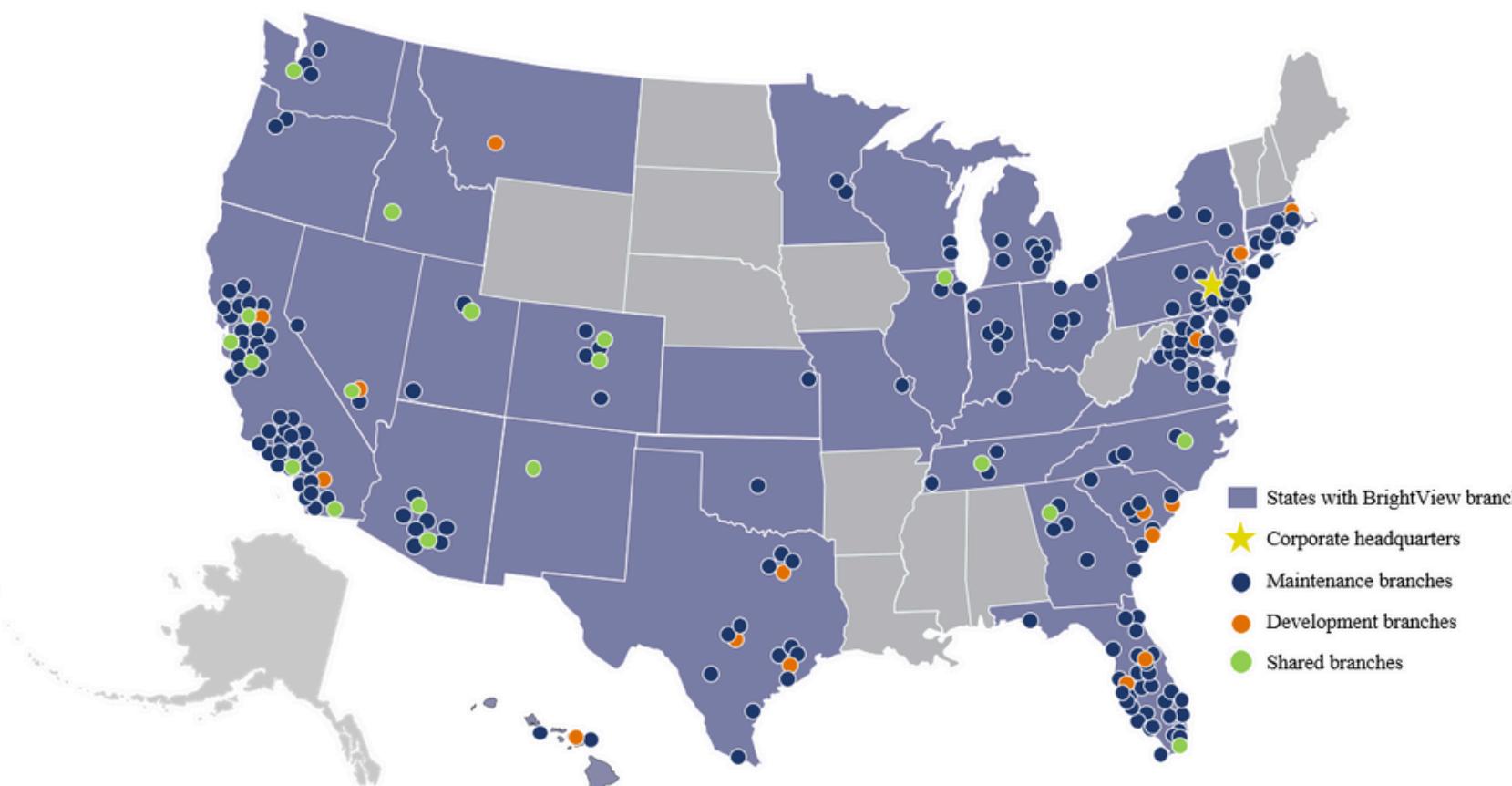
- Headquartered in Blue Bell, Pennsylvania
- Founded in 1939
- IPO in 2018 (NYSE: BV)
- 265+ locations in 36 states
- Approximately 19,000 team members
- \$2.7 billion FY25 revenue

About BrightView

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 efficient and comprehensive snow and ice removal services. We also serve as the Official Field Consultant to Major League Baseball.

With approximately 19,000 team members, 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 customers, inspiring our communities, and preserving our planet.



OUR SERVICES



DESIGN



DEVELOPMENT



MAINTENANCE



SNOW & ICE



WATER MANAGEMENT



TREE CARE



GOLF



SPORTS TURF



MULTI-LOCATION MANAGEMENT

OUR MARKETS



Corporate & Commercial Properties



Healthcare Facilities



Homeowners Associations



Education Institutions



Public Parks & Municipalities



Retail Centers



Hotels & Resorts



Golf Courses & Sports Venues

Our Sustainability Pillars & Progress

We're a dependable partner that can see you through the entire lifecycle of your landscape, offering thoughtful solutions and an experience consistent in both quality and reliability.

Our four core pillars of sustainability remain steadfast, guided by a third-party materiality assessment conducted in September 2022 in alignment with Global Reporting Initiative (GRI) requirements. These focus areas also shape the structure of our corporate responsibility report. These key focus areas ensure we focus on topics that are financially material to our business, and also material to our environment and communities. By focusing on the topics below we are able to drive long-term growth and value for BrightView and our employees. At the heart of our strategy is a commitment to enhancing the value of our company while creating and maintaining exceptional landscapes for present and future generations.



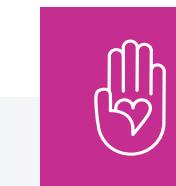
CLIMATE RESILIENCE

- We continue to engage with customers to incorporate eco-friendly landscaping solutions, such as smart irrigation systems, pollinator gardens and habitat restoration
- We act as a critical partner to our customers and communities during hurricanes or severe storms by providing snow and ice removal and tree protection
- We work closely with our customers to provide climate resilient landscaping where relevant



CARBON REDUCTION

- We continue to identify opportunities to improve the efficiency of our vehicle and equipment fleet. In FY25, our fleet included ~100 electric vehicles and ~500+ hybrid and plugin vehicles
- We continue to recycle organic and hardscape materials across our operations
- In FY25, we updated our decarbonization roadmap



TAKING CARE OF OUR PEOPLE & COMMUNITIES

- Maintained a total recordable injury rate below industry average
- Continue to invest in our family and support programs
- Continue to invest in learning and development for our employees



GOVERNANCE & TRANSPARENCY

- 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 all team members
- Continuous improvement of our cybersecurity program

**SUSTAINABILITY PILLAR 1:
CLIMATE RESILIENCE**

Climate Resilience

At BrightView, we focus on anticipating and managing the environmental conditions that affect the landscapes we design, build, and maintain, including water availability and weather variability. As a leader in outdoor services, we help customers plan and maintain landscapes that are visually compelling, functional, and durable under a wide range of operating conditions.

Across our markets, weather-related impacts such as severe snow and ice events, wildfires, flooding, and drought continue to present challenges for outdoor environments. These conditions reinforce the importance of thoughtful design, proactive maintenance, and responsive service. BrightView applies its expertise to help customers manage these risks through landscape solutions that support effective water use, withstand extreme conditions, and protect infrastructure and property.

In water-constrained regions, BrightView works closely with customers to implement practical approaches to irrigation management, plant selection, and maintenance practices that reflect local conditions and regulatory requirements. By combining field experience with planning tools and operational discipline, we help customers balance landscape performance, resource use, and long-term maintenance needs while maintaining service reliability.

Together, these capabilities support our customers' ability to adapt to changing conditions and reinforce BrightView's role as a dependable partner in managing outdoor environments over time.



Extreme weather events, including hurricanes and severe storms, can be disruptive for our clients and communities, but they also underscore BrightView's role as a trusted partner in storm recovery. Periods of increased cleanup and restoration activity typically drive higher demand for our services and can contribute positively to revenue.

We also support customers facing snow-related challenges through tailored snow and ice management strategies, using forecasting tools to plan and deploy resources efficiently. To respond effectively during periods of elevated demand, BrightView has enhanced route density, centralized certain operations, and leveraged scalable infrastructure to improve execution and efficiency.

In addition, we continue to strengthen our preparedness through fleet optimization and workforce training, supporting business continuity and resilient growth as operating conditions evolve.

**SUSTAINABILITY PILLAR 1:
CLIMATE RESILIENCE**

Water & Nature Stewardship

Conserving Water Through Smart Practices

Water conservation is central to our approach to sustainable landscaping. Recognizing its critical importance, we seek to implement solutions that minimize water usage while maintaining healthy, vibrant landscapes.

Efficient Irrigation Systems: Advanced systems, such as drip irrigation, weather-responsive controls, and smart technologies, reduce water consumption by responding to real-time conditions.

Drought-Resistant Planting: By prioritizing native and drought-tolerant plant species, we reduce the dependency on water-intensive landscaping practices. This enhances resilience to fluctuating water availability, contributing to more sustainable land-use practices.

Soil Health Management: Healthy soils – improved through composting, mulching, and aeration – support natural water retention and filtration, reducing runoff and safeguarding local water systems. These actions directly support the TNFD's (Task-force on Nature-related Financial Disclosures)¹ objectives to preserve ecosystems and manage dependencies on critical natural systems, such as water and soil.

Protecting Biodiversity Through Nature- Based Solutions

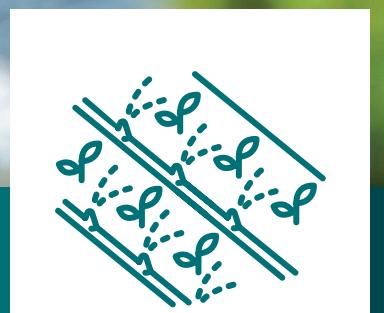
Biodiversity is vital for resilient ecosystems and thriving communities, even in the built environment. BrightView takes deliberate steps to protect and enhance biodiversity, where feasible, through strategic design and management.

Native Plant Integration: Incorporating native species and pollinator-friendly habitats directly supports local ecosystems by fostering biodiversity and reducing the need for chemical fertilizers or excessive irrigation.

Pollinators: Bees and butterflies, play a critical role in food production and ecosystem health. BrightView's efforts to create pollinator-friendly landscapes align with TNFD's goals to mitigate biodiversity risks and promote ecosystem services that are essential to human and environmental well-being.

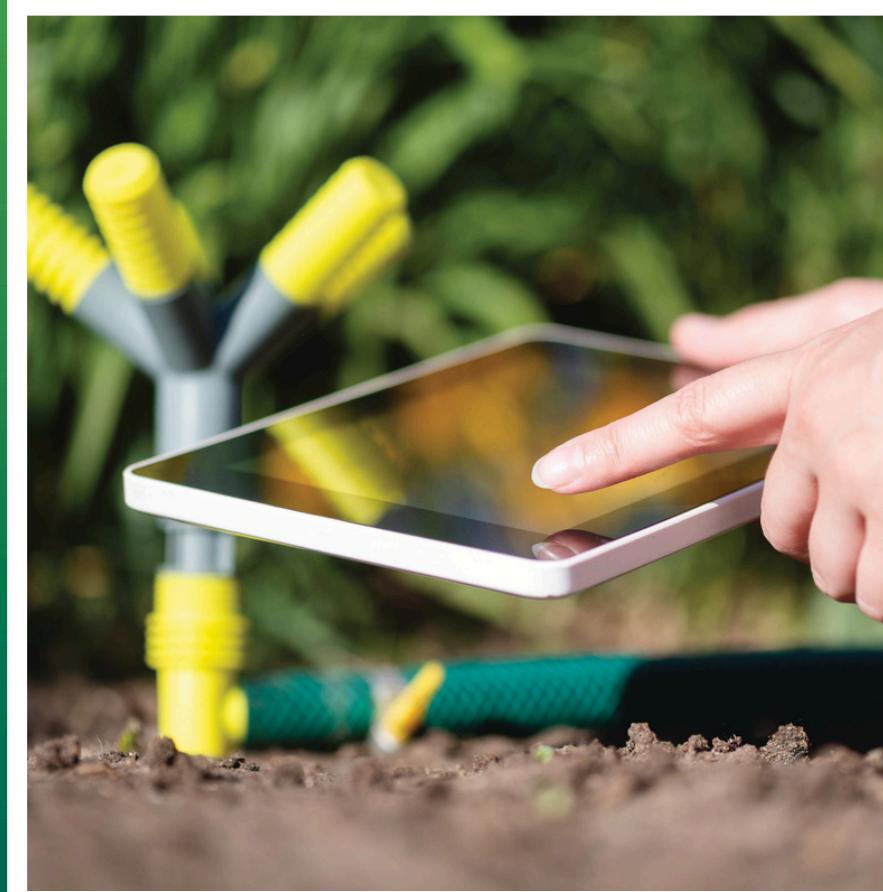
Urban Habitat Preservation: Urban green spaces designed by BrightView provide vital refuges for wildlife like birds, contributing to the preservation of biodiversity in developed areas. These spaces not only enhance the well-being of urban populations but also mitigate risks associated with habitat fragmentation—a key concern addressed by TNFD in assessing impacts on ecosystems.

To further strengthen our efforts, BrightView utilizes the WWF Risk and Biodiversity Filter, a robust tool that helps us assess environmental risks and opportunities across our locations. This tool enables us to identify areas where water conservation and biodiversity actions are most needed in our own operations, ensuring that our efforts are focused and impactful.



At BrightView, sustainable landscaping is about safeguarding the natural resources and ecosystems that sustain life. Through innovative practices and thoughtful stewardship, we actively conserve water and promote biodiversity across the landscapes we design and manage.

1. BrightView refers to Taskforce on Nature-related Financial Disclosures, but has not adopted the framework.



CONSERVING WATER FOR OUR CUSTOMERS & THE ENVIRONMENT:

Smart Irrigation Systems



SUSTAINABILITY PILLAR 1: CLIMATE RESILIENCE

HOW IT WORKS

Real-Time Monitoring: Equipped with sensors, smart irrigation systems continuously monitor real-time data such as soil moisture levels, temperature, humidity, and sunlight exposure. This data enables precise adjustments to meet the water requirements of specific landscapes.

Weather Integration: Smart systems connect to local weather forecasts, allowing them to anticipate rainfall and adjust watering schedules. For instance, if rain is expected, the system reduces or skips irrigation to avoid overwatering.

Customized Watering Zones: Landscapes are divided into zones based on plant types, soil conditions, and sun exposure. Smart irrigation systems create tailored watering schedules for each zone, ensuring optimal watering for every part of the landscape.

Automation and Remote Control: With smart controllers, users can automate irrigation schedules and make adjustments remotely via smartphone apps. This flexibility allows for efficient water use, even when users are off-site.

Data Analytics and Reporting: Many smart systems provide detailed data and insights on water usage, helping users track consumption and identify opportunities for further optimization. Over time, these insights can contribute to better water management and cost savings.

BENEFITS

Water Conservation: Reduces water consumption by up to 50% by delivering precise amounts of water needed for plant health.

Cost Efficiency: Optimized water use leads to lower water bills, savings ranging from 20-70%.

Healthier Landscapes: Prevents the risks of under/over-watering, protecting plants and turf. Smart irrigation systems are not just a tool for water conservation; they represent a forward-thinking approach to sustainable landscaping.

By embracing these systems, property managers, homeowners, and organizations can create healthier landscapes while reducing their environmental footprint and promoting long-term sustainability.

DID YOU KNOW?

Smart irrigation systems represent innovative solutions designed to balance the needs of healthy plants with sustainable resource management.

By leveraging advanced technology – including sensors, weather data, and automation – these systems ensure landscapes receive the right amount of water at the right time, conserving resources and cost while promoting plant vitality.

These types of systems help build resilience to climate variability by responding to real-time changes in weather conditions such as droughts, rainfall, or heat waves, and in water-scarce regions, ensure minimization of water usage while still maintaining healthy vegetation.



SUSTAINABILITY PILLAR 1: CLIMATE RESILIENCE

Waste & Recycling

At BrightView, we recognize that effective waste management is essential to protecting the environment and advancing a circular economy. Through intentional actions across our operations, we are working to reduce waste, increase recycling, and repurpose materials to minimize our environmental impact.



Reducing Waste Across Our Operations

BrightView is committed to minimizing waste generated through both our landscaping services and internal operations. Key initiatives include:

Efficient Material Use: We meticulously plan projects to reduce material waste, optimizing use of resources such as mulch, soil, plants and fertilizers

Waste Management: We partner with local waste managers to properly dispose of our waste in line with local, state and federal regulations

Recycling for a Circular Economy

Recycling plays an important role in our waste management strategy, helping us contribute to a circular economy while reducing landfill contributions. Current practices include:

Organic Material Recycling: Grass clippings, tree trimmings and other green waste are composted or repurposed into mulch, enhancing soil health while avoiding landfill disposal

Hardscape Material Recycling: Pavers, concrete, and other construction materials are reused or recycled, supporting more sustainable construction practices

Collaborating with Customers for Greater Impact

BrightView works closely with customers to implement customized waste management and recycling programs that align with their sustainability objectives. Our efforts include:

Tailored Recycling Solutions: We develop waste and recycling strategies, such as organic waste collection and specialized recycling streams, to meet the unique needs of each client

Education and Awareness: By educating customers about sustainable waste practices, we empower them to make informed strategies that reduce waste generation

**SUSTAINABILITY PILLAR 1:
CLIMATE RESILIENCE**

Handling of Hazardous Materials

The proper handling and disposal of hazardous waste enhances climate resilience by preventing environmental contamination, protecting ecosystems, and reducing risks to human health during extreme weather events. The effective management of solid and hazardous waste is a vital component of BrightView's comprehensive Environmental, Health and Safety (EHS) Program, ensuring both environmental sustainability and the health and safety of employees. Routine operations, including transportation and service activities, generate various waste streams that require careful handling and disposal. Ensuring the health and safety of employees is paramount, and this is achieved through robust procedures, proactive training, and protective equipment.

Set procedures and employee training ensure materials such as used motor oils, lead-acid batteries, and worn tires are managed safely. Personal protective equipment (PPE) is provided to all employees involved in waste management activities, safeguarding health during handling processes. BrightView also partners with recycling organizations to reduce reliance on traditional disposal methods such as landfills or thermal incineration, minimizing environmental impact.

This approach not only supports sustainability goals but also ensures consistent and compliant waste management practices across BrightView's branch locations throughout the United States. By diverting waste materials to recycling programs, BrightView sets a standard for environmental stewardship and workplace safety.





Prescriptive-Based Agronomics

BrightView employs a prescriptive-based agronomic approach that integrates advanced technologies, data-driven insights, and tailored solutions to deliver optimal turf and landscape health while minimizing environmental impact. Key elements of our approach include:



FILTERS & CHEMICALS

Precision-Based Foliar Applications:
We utilize foliar sprays and variable rate technology to deliver targeted rates of nutrients, plant protectants, plant growth regulators, and wetting agents on a programmed schedule.

Nutrient Runoff Reduction:
To protect the surrounding ecosystems and water quality, we use fertilizers specifically designed to minimize nutrient runoff and leaching, particularly nitrogen and phosphorus (e.g., controlled release fertilizers).



DATA-DRIVEN ARGONOMICS

Soil and Water Testing:
On-site soil nutrient, plant tissue, and water quality testing provide site-specific insights, enabling the creation of customized agronomic plans tailored to deliver optimal turf and playing conditions for each property.

Irrigation Optimization:
By using soil moisture meters and conducting irrigation system audits, we optimize irrigation delivery to maintain healthy turfgrass while conserving water resources.



INTEGRATED PEST & DISEASE MANAGEMENT

Targeted Applications:
Pest and disease monitoring tools enable treatments to be applied only in affected areas and at optimal times, ensuring maximum efficacy while reducing overall chemical use.

Biological Controls & Eco-Friendly Products:
Our integrated pest management strategy incorporates biological controls and more environmental friendly products to minimize the impact on ecosystems.



SUSTAINABILITY PILLAR 1: CLIMATE RESILIENCE

**SUSTAINABILITY PILLAR 1:
CLIMATE RESILIENCE**

Case Study: Snow & Ice

OVERVIEW

BrightView manages snow and ice operations across approximately 4,500 client sites, generating \$210.8 million of snow revenue in FY25. From national retail portfolios to hospital networks and tech campuses, BrightView ensures business continuity, safety, and environmental protection throughout winter events.

CHALLENGE

Winter weather has grown increasingly unpredictable more freeze- thaw cycles, heavier storms, and heightened liability risk for property owners. BrightView's snow teams mobilize to clear surfaces quickly and safely, while balancing cost, compliance, and sustainability.

OUR APPROACH TO SUSTAINABLE SNOW & ICE MANAGEMENT

**Liquid Anti-Icing**

Brine pre-treatment, reducing salt use up to ~50% and preventing snow from bonding to surfaces

**Precision Technology**

GPS calibrated spreaders that adjust flow rates in real time, minimizing over application and protecting landscapes and waterways

**Material Innovation**

Treated salt and calcium blends reducing corrosion and vegetation damage

**Low Emission Equipment Pilot**

Pilot programs testing electric brine systems and spreaders as technology advances, reducing emission exposure

**Workforce Safety & Resilience**

Storm readiness training, in-cab event recorder technology, fatigue management & local equipment sharing to ensure workforce safety and resilience

THE IMPACT

- Up to ~50% reduction in salt use at brine-enabled sites
- Zero tolerance service keeps hospitals, logistics hubs, and critical facilities open through major storms

"Snow management is about readiness and reliability—keeping people safe, properties accessible, and operations running smoothly, even as weather becomes more unpredictable."

DUSTIN STEWART

BrightView National Snow & Ice Operations Lead



SUSTAINABILITY PILLAR 1: CLIMATE RESILIENCE

Case Study: Turf Conversions

OVERVIEW

With approximately 14,000 client sites nationwide, BrightView partners with organizations navigating increasing water constraints, rising utility costs, and evolving landscape regulations. In water-stressed regions like California, turf conversions have emerged as one of the most effective ways to permanently reduce outdoor water demand. BrightView's turf conversion solutions transform non-functional turf into climate-appropriate landscapes—delivering lasting water savings, regulatory compliance, and resilient outdoor spaces without compromising aesthetics or usability.

WHY IT MATTERS

- Increasing water restrictions and turf bans in key regions such as California
- Rising water costs and tiered pricing risk
- Large areas of non-functional turf with high irrigation demand
- Client budget constraints around highly intensive capital projects

WHAT BRIGHTVIEW DELIVERS

Strategic Identification

- Identify non-functional, rebate-eligible turf
- Prioritize park strips, frontage, and inefficient zones
- Portfolio and site-level screening

Design & Execution

- Native / drought-tolerant planting
- Permanent irrigation redesign (drip, bubblers, hydrozones)
- Smart controller integration where applicable

Rebate & Regulatory Navigation

- Utility and municipality coordination
- Rebate application & documentation
- Structuring projects to minimize or eliminate client out-of-pocket costs

End-to-End Delivery

- Single point of accountability
- Construction & ongoing maintenance alignment
- Proven execution at scale

"Turf conversions deliver real environmental benefits, but what makes them powerful for clients is their practicality: lower water demand, access to rebates, and landscapes designed to perform under long-term climate and regulatory pressure."

ANTHONY MADER

Director of Southwest Operations

IMPACT & VALUE

1 Acre Turf Conversion – Modeled Outcomes



43,560 sq ft of non-functional turf removed



~300k-600k gallons of water saved annually



25-50% reduction in irrigation demand



~\$3k-\$5k/year in water cost avoidance (tier-dependent)



Up to \$175k in utility rebates (program-dependent)



Permanent irrigation & maintenance profile improvement



Supports compliance with California turf and water regulations



SUSTAINABILITY PILLAR 2: CARBON REDUCTION

Carbon Tracking

Our Operational Carbon Footprint

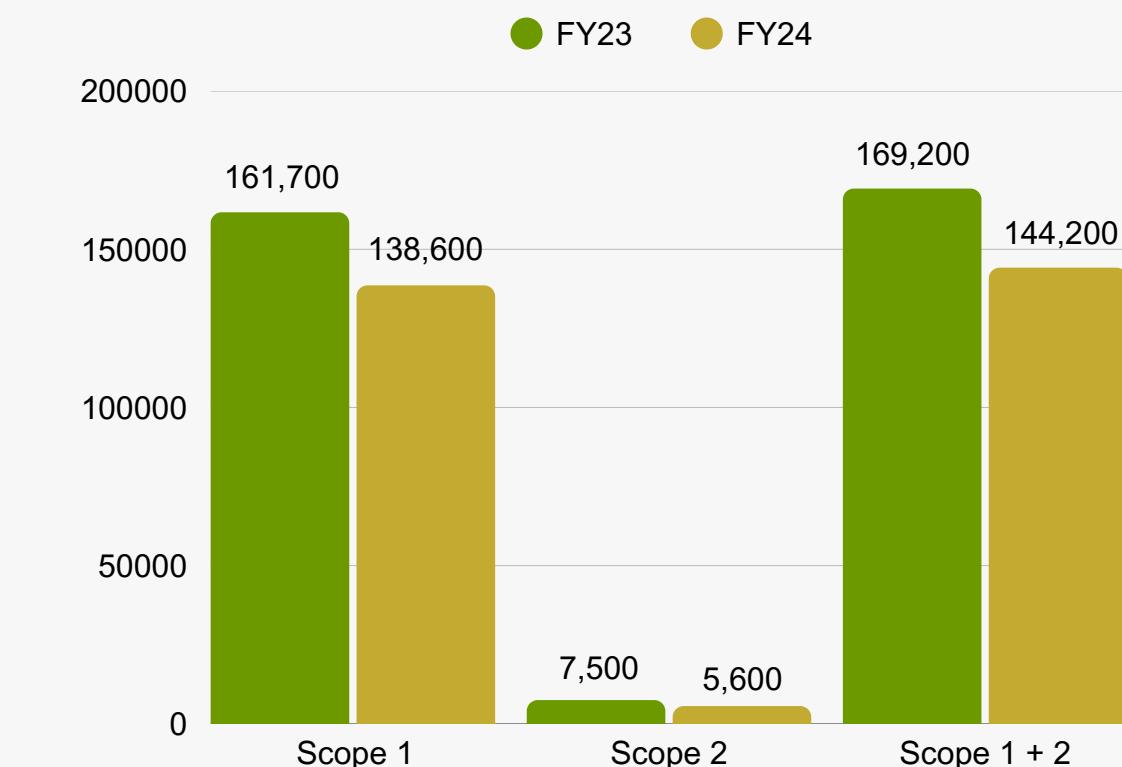
Gasoline powered lawn and garden equipment plays a notable role in the landscaping industry's non-road gasoline emissions.¹ Recognizing the environmental impact of landscaping equipment, BrightView is committed to driving a low carbon transition, beginning with our own operations.

In FY25, we partnered with a third-party decarbonization consulting firm to assess our FY24 Scope 1, Scope 2 and Scope 3 emissions inventory. The emissions inventory was conducted in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and United States 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. BrightView's Scope 3 emissions reporting covers all indirect emissions for relevant Scope 3 categories.

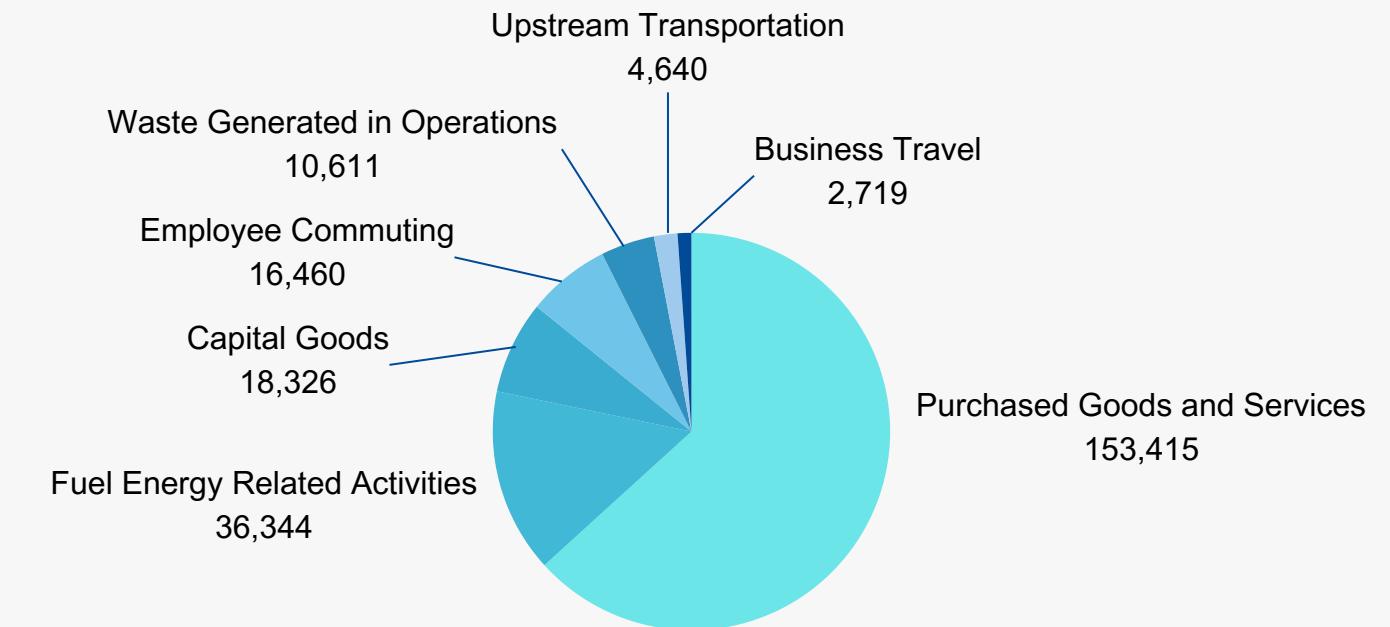
BrightView recognizes that emissions have evolved over time, reflecting the growth of our operations and service footprint. The decrease in emissions from FY23 to FY24 is primarily a result of changes in assumptions and estimates used in the greenhouse gas emissions calculation and changes in the size and composition of the Company's fleet. Additionally, we are actively implementing strategies to improve efficiency, adopt cleaner technologies, and transition to sustainable practices, underscoring our commitment to reducing environmental impact and aligning with long-term sustainability goals.

1. Source: EPA, <https://www.epa.gov/sites/default/files/2015-09/documents/banks.pdf>

SCOPE 1 & 2 EMISSIONS (MT CO₂e) FY23, FY24



SCOPE 3 EMISSIONS (MT CO₂e) FY24





SUSTAINABILITY PILLAR 2: CARBON REDUCTION

Carbon Reduction Examples

We recognize the importance of reducing our carbon footprint. While we are in the early stages of formalizing our carbon reduction initiatives, we are actively assessing our operations to identify opportunities for impactful change.

In FY25 we continued to identify potential decarbonization initiatives to implement across our operations.



LOWER CARBON EQUIPMENT

We continue to focus on implementing battery-powered handheld equipment. To meet changing customer demands and regulations, we use electric equipment where requested or required.



FLEET ELECTRIFICATION

We continue to add hybrid and electric vehicles to management fleet where possible. In FY25 our fleet includes ~600 hybrid / electric vehicles. This reduces our exposure to fuel prices.



FUEL EFFICIENCY

We continue to focus on moving our commercial production mower fleet away from carbureted engines towards more fuel efficient fuel injected engines.



FUEL CONSUMPTION REDUCTION

We continue to aim to reduce our fuel consumption through the development of an interactive route density tool. The route density tool was piloted in several markets beginning in the fourth quarter of fiscal 2025.



SUSTAINABILITY PILLAR 2: CARBON REDUCTION

Case Study: Green Roofs

OVERVIEW

With approximately 14,000 client sites nationwide, BrightView partners with organizations seeking innovative ways to meet their sustainability goals. In Colorado's fast-growing urban areas, green roofs are becoming a preferred strategy for tackling heat, conserving water, and enhancing the built environment. BrightView's green roof systems transform unused rooftop space into living infrastructure — reducing cooling demands, improving occupant comfort, and supporting broader community climate initiatives.

CLIENT CONTEXT

Boulder, Colorado is known for progressive sustainability requirements—and developers increasingly look for rooftop solutions that support heat mitigation, water efficiency, and visual appeal.

GREEN ROOF IMPACT



Energy Savings

Up to ~70% reduction in cooling loads



Energy Cost Reduction

~\$0.15-\$0.57 in annual energy savings per square foot due to reduced HVAC demands



Citywide Benefit

High coverage green roof scenarios show ~9% reduction in building energy use



Air Quality Improvement

Green roofs filter pollution & capture GHGs



Mental Health & Wellbeing

Green spaces can reduce stress and increase productivity



Stormwater & Runoff Benefits

Green roofs can retain 50-60% of precipitation, decreasing runoff and flooding

BRIGHTVIEW SOLUTION

The Colorado team has installed multiple green roof "carpet systems." These systems include:

- A waterproofing layer beneath a pre-grown vegetated mat
- A soil medium engineered for lightweight rooftop use
- Specified drought-tolerant plant material
- Early-stage irrigation followed by minimal long-term water needs
- Low ongoing maintenance requirements

"Not only are green roofs aesthetically great, they also have significant impacts for temperature regulation and urban heat island mitigation."

DAVID OPFERKUCH

Colorado Assistant Branch Manager



SUSTAINABILITY PILLAR 2: CARBON REDUCTION

Case Study: Advancing Sustainable Operations Through Electric Equipment & Waste Reduction

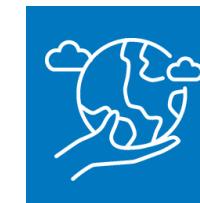
OVERVIEW

In FY25, the Montgomery (MD) Branch advanced its commitment to sustainability and community stewardship by fully transitioning handheld landscaping equipment to electric models in response to local regulations and environmental goals. The branch also adopted pesticide-free maintenance practices, expanded its green-waste recycling program, and introduced more environmentally responsible snow-removal options for customers. Complementing these operational changes, the team strengthened its community engagement through service projects and ecological enhancements, underscoring its leadership in sustainable landscape management.



ACTION TAKEN

- Transitioned handheld landscape equipment to electric models in compliance with Montgomery County regulations
- Eliminated the cosmetic use of synthetic pesticides on private and county-owned lawns, playgrounds, and childcare-facility areas in alignment with county requirements
- Continued to recycle green waste, which is processed into mulch and repurchased by the branch for use in operations
- Offered brine as a more environmentally friendly and cost-effective option for snow-removal services
- Completed multiple community service projects, including school landscaping improvements and local park cleanup efforts
- Installed an accredited Monarch Waystation for a customer to support pollinator habitat and biodiversity



IMPACTS

- Reduced emissions and noise pollution through the shift to electric handheld equipment, improving environmental performance and operator experience
- Supported public health and environmental quality by eliminating cosmetic synthetic pesticide use
- Minimized landfill contributions and promoted circular resource use by recycling green waste into reusable mulch
- Lowered chloride runoff and reduced material costs for customers through the adoption of brine for winter operations
- Strengthened community relationships and enhanced local green spaces through targeted volunteer projects
- Promoted native habitat restoration and pollinator support through the creation of a certified Monarch Waystation



**SUSTAINABILITY PILLAR 2:
CARBON REDUCTION**

Case Study: Water Stewardship in Landscape Construction

OVERVIEW

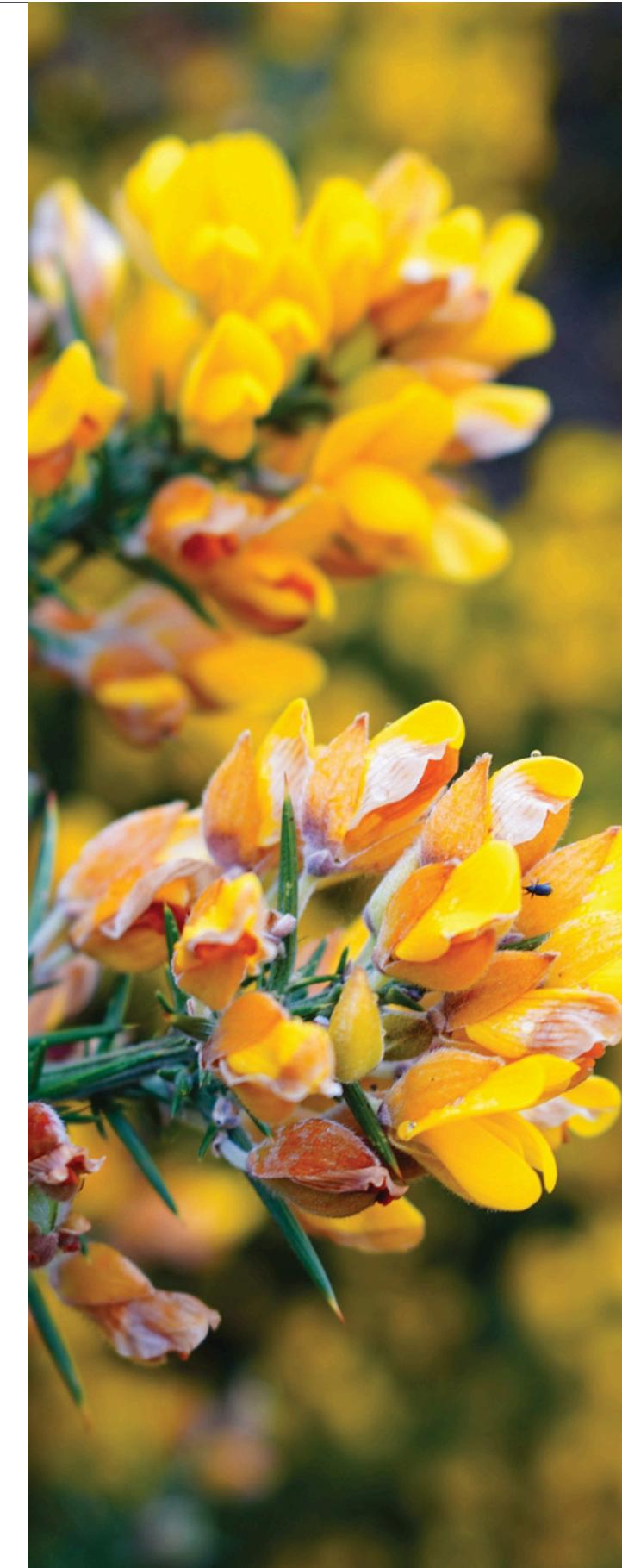
In FY25, the Denver (CO) Branch advanced water stewardship and sustainable landscape construction through the installation of high-efficiency irrigation technologies, climate-appropriate landscape solutions, and nature-based stormwater systems. By integrating smart controllers, point source irrigation, cobble mulch, rain gardens, and green roofs across numerous projects, the branch demonstrated a commitment to resource conservation and resilient design. These efforts were complemented by the creation of pollinator-supportive landscapes, reinforcing Denver's leadership in sustainable development practices across Colorado's growing communities.

ACTION TAKEN

- Installed solar-powered irrigation controllers that store energy in low-voltage batteries to support irrigation scheduling with renewable power
- Deployed point-source irrigation systems on projects, reducing water use by an estimated 30–50% compared to traditional spray systems
- Implemented smart irrigation controllers in new installations, enabling real-time water-use monitoring, zone-specific adjustments, and rapid troubleshooting of irrigation issues
- Installed cobble mulch as a water-efficient alternative to sod for multiple customers, including projects in Castle Rock, CO, where new front-yard lawn turf is prohibited and commercial turf is restricted to essential areas in favor of ColoradoScape landscapes
- Constructed multiple rain gardens featuring depressed basins, permeable soil mixes, native vegetation, and overflow pathways to manage runoff, filter pollutants, and reduce water-related property impacts
- Installed green roofs for several clients, incorporating sustainable growing media and vegetation to reduce heat gain, moderate building temperatures, and decrease cooling demand
- Developed a half-acre pollinator garden in connection with the Coal Creek Pollinator District in Arvada, CO, using drought-tolerant, perennial species that support insects, birds and other wildlife

IMPACT

- Reduced outdoor water consumption across customer sites through high-efficiency irrigation systems and drought-tolerant landscape materials
- Enhanced stormwater management and pollutant filtration via rain gardens that absorb and treat runoff, reducing potential property and environmental impacts
- Lowered building surface temperatures and energy demand through green roof installations, contributing to heat-island mitigation and long-term operational savings for clients
- Supported compliance with regional water-use regulations, particularly in rapidly developing areas with turf restrictions such as Castle Rock
- Increased habitat value and biodiversity by installing a large-scale pollinator garden that attracts beneficial insects and birds while requiring minimal water and chemical inputs
- Improved long-term landscape resilience and reduced maintenance needs through the use of native and climate-appropriate species





**SUSTAINABILITY PILLAR 3:
TAKING CARE OF OUR PEOPLE
& COMMUNITIES**

Working at BrightView

In FY25, we continued to strengthen our One BrightView culture, reinforcing our commitment to our people as the foundation of our success. We prioritize our employees and customers with the goal of being both an employer of choice and a service provider of choice. Our teams make a meaningful impact for customers every day, and we remain focused on supporting their well-being, engagement, and professional growth.

Safety remains a core value and a top priority across the organization. Our safety performance continues to exceed industry benchmarks, supported by ongoing coaching, feedback, and training designed to deepen understanding of safety expectations. We empower all team members to pause work and speak up when they observe potential risks, reinforcing a shared responsibility for keeping one another safe.

We also invest in competitive total rewards, including 401(k) and employee stock purchase plans, and foster a culture of inclusion and belonging through focus groups, employee interest initiatives, and professional development opportunities. These efforts help ensure our workforce feels valued, supported, and connected.

As a result, we have continued to see improvements in employee engagement and retention. In the following pages, we outline key actions and progress made throughout FY25 as we continue to invest in our people.



SUSTAINABILITY PILLAR 3:
TAKING CARE OF OUR PEOPLE
& COMMUNITIES

Health & Safety

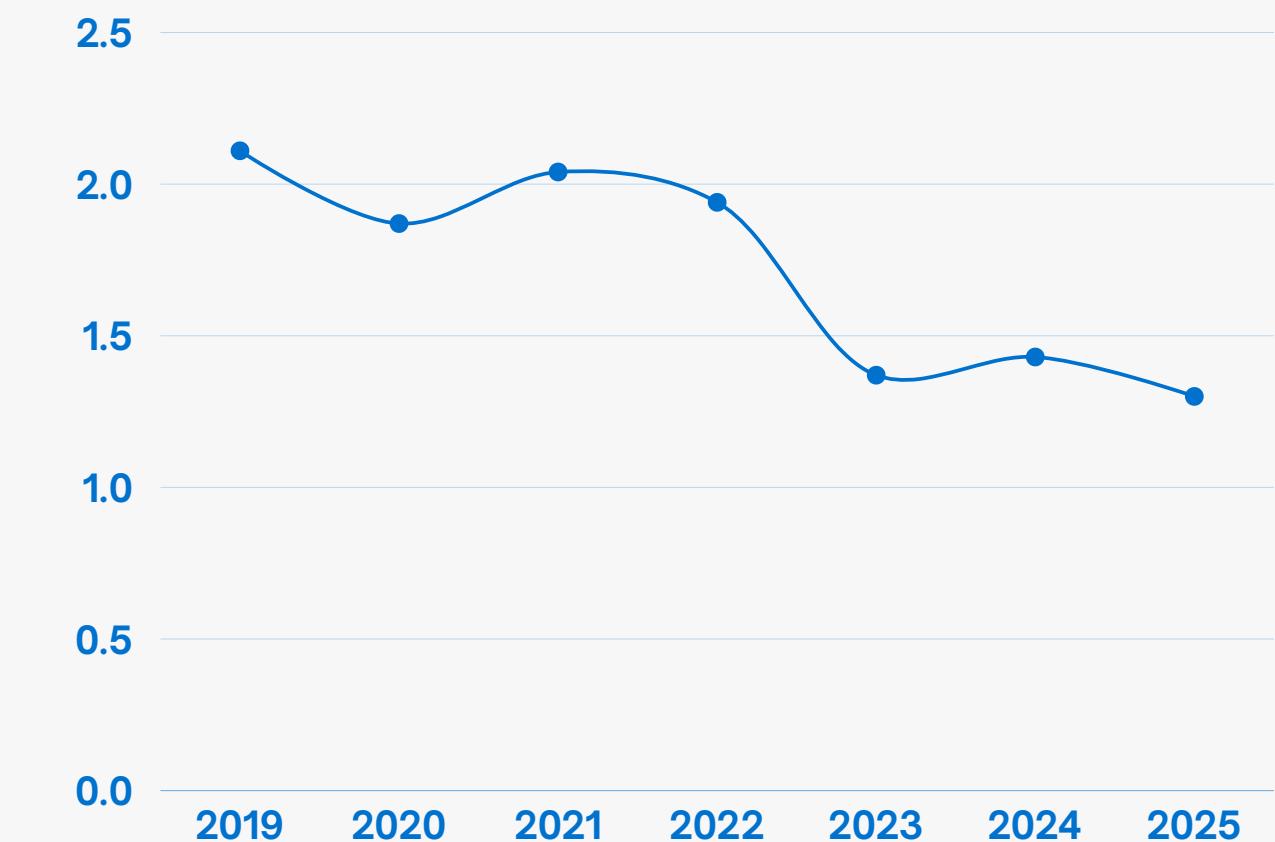
Safety is fully integrated into our management decisions and operating practices, and we hold ourselves accountable for safety performance as a core measure of business success. Our injury rates have continued to decline, and we have consistently outperformed industry benchmarks for Total Recordable Injury Rates (TRIR) since 2019—reflecting our sustained focus on continuous improvement and accountability.

We emphasize proactive injury prevention through structured programs and training. Through the BrightPath Landscaper Development Program, we deliver consistent safety training for all team members. Regular tailgate meetings address seasonal and task-specific risks, including heat illness prevention, slip and fall awareness, and equipment safety. Monthly driver meetings reinforce accident avoidance and defensive driving practices. When incidents occur, they are investigated thoroughly, with team members and leaders collaborating on root cause analyses and sharing lessons learned across the organization.

In FY25, BrightView further strengthened its safety culture by recognizing National Safety Month for the first time with a companywide BrightView Safety Month celebration. As part of this effort, we launched the Push for Perfection 3-6-5 initiative—reinforcing that safety excellence is expected every day of the year. This initiative highlights three daily safety goals, six life-saving rules, and encourages team members to reflect on their personal reasons for working safely. Participation in the voluntary safety pledge underscored our belief that safety is personal, shared, and continuous.

BrightView's safety and health management system is aligned with the four elements of OSHA's Voluntary Protection Programs (VPP), enabling us to identify, evaluate, and control workplace hazards effectively. Every leader and team member is expected to take ownership of safety, including exercising stop-work authority and intervening when unsafe conditions or behaviors are observed.

Total Recordable Injury Rate



**PUSH FOR
PERFECTION
365**

**SUSTAINABILITY PILLAR 3:
TAKING CARE OF OUR PEOPLE
& COMMUNITIES**

In-Cab Event Recorder & Behavior Analysis Technology

BrightView continues to expand the use of advanced in-cab event recorder and driver behavior analysis technology across our fleet to enhance safety, strengthen driver performance, and support operational efficiency. As of September 30, 2025, event recorders had been installed in 66% of fleet vehicles, representing a significant step forward in our multi-year deployment strategy.

This technology leverages g-force sensors, GPS positioning, Electronic Control Module (ECM) connectivity, and machine vision with artificial intelligence (MV + AI) to identify potential driving risks and unsafe conditions both inside and outside the vehicle. When a risk is detected, the system may provide audible alerts, delivering real-time feedback that allows drivers to self-correct and reinforce safe driving behaviors in the moment.

The event recorders capture exception-based video and audio data, which is used to support consistent coaching, mentoring, and performance improvement. By focusing on learning and prevention, this approach helps reinforce accountability while fostering a culture of safety and continuous improvement.

Beyond safety, insights generated from the system support a range of operational benefits, including more effective accident and incident investigations, route tracking and analysis, and enhanced driver behavior monitoring. Together, these capabilities help BrightView better understand risk, respond proactively, and continuously improve fleet operations.

The data collected through this technology supports a range of operational efficiencies, including:

ACCIDENT & INCIDENT INVESTIGATION

Providing accurate and actionable insights for thorough reviews.



ROUTE TRACKING & ANALYSIS

Enabling "track and trace" capabilities to monitor vehicle position during specific routes or time-frames.



BEHAVIOR ANALYSIS

Identifying unsafe driving behaviors to facilitate personalized coaching and driver development.

Through ongoing investment in in-cab event recorder technology, BrightView leverages data-driven insights to improve driver safety, reduce risk, and promote consistent, responsible fleet operations.



**SUSTAINABILITY PILLAR 3:
TAKING CARE OF OUR PEOPLE
& COMMUNITIES**

Family & Support

At BrightView, we recognize that every family is unique, and we are committed to supporting our employees through all stages of life. Our benefits are designed to be inclusive, accessible, and responsive to the real needs of our workforce—whether employees are welcoming a new child, caring for loved ones, or navigating everyday challenges.

We continue to offer 12 weeks of job-protected parental leave, available to all parents regardless of FMLA eligibility, providing time and peace of mind during important family moments. Our fertility program has helped welcome five new babies, and our adoption assistance program supports employees building families through non-traditional pathways.

In 2025, we expanded support for our frontline workforce by introducing crew paid time-off across all states, regardless of local requirements, and by holding medical premiums flat for crew members and crew leaders for the second consecutive year—helping make healthcare more affordable and predictable.

To further support employees and their families, BrightView offers a broad range of employee assistance programs, including a counselor hotline, emergency daycare coordination, legal services support, and pet insurance. Together, these benefits reflect our ongoing commitment to fostering a supportive, family-centered environment where employees can thrive at work and at home.

Comprehensive Family Support • Parental Leave For All • Fertility & Adoption Assistance

Employee Assistance Programs • Flexible & Inclusive Benefits



SUSTAINABILITY PILLAR 3: TAKING CARE OF OUR PEOPLE & COMMUNITIES

Leadership, Alignment, & Shared Purpose

Aligning Leaders Around Our Strategy

In 2025, BrightView convened its senior leaders in Atlanta for the Leadership Summit, united under the theme One BrightView: Better Together. The summit reinforced our commitment to collaboration, shared accountability, and collective success as we continue to advance the Company's transformation.

Through strategic sessions, interactive workshops, and peer discussions, leaders aligned on BrightView's strategic roadmap, shared best practices, and strengthened cross-functional connections. The summit also provided an opportunity to recognize achievements and celebrate progress across the organization.

Serving Our Communities Together

As part of the summit experience, BrightView leaders participated in a volunteer event with Hand On Atlanta, assembling after school care bags for local school children. This initiative supported families facing food insecurity while reinforcing BrightView's belief that leadership extends beyond the workplace.

By integrating service into the summit, BrightView emphasized the importance of purpose-driven leadership and community stewardship alongside business performance.

**SUSTAINABILITY PILLAR 3:
TAKING CARE OF OUR PEOPLE
& COMMUNITIES**

Learning, Development & Advancement

As a part of our learning and development program, we have employee resource groups at BrightView, such as GROW: "Growth in Relationships and Opportunities for Women". GROW provides a platform for professional development, mentorship, networking, and community engagement, helping participants build skills, expand relationships, and navigate career opportunities within BrightView. The organization complements formal leadership development initiatives by creating spaces for shared learning, peer support, and dialogue around career growth and leadership pathways.

In FY25, GROW continued to expand its presence and engagement across the Company. As part of the FY25 Leadership Summit held in Atlanta under the theme One BrightView: Better Together, GROW hosted a dedicated meeting that brought together women leaders and allies from across regions and functions. This session reinforced BrightView's commitment to collaboration, shared accountability, and inclusive leadership, while providing attendees with an opportunity to connect, exchange perspectives, and align on professional growth priorities.

In June 2025, BrightView's two female Board members hosted a career growth panel at the Company's corporate headquarters focused on Effective Communication Across Leadership Levels. The discussion explored how leaders can communicate with influence across varying levels of the organization, navigate difficult conversations and feedback loops, and strengthen executive presence through storytelling and strategic messaging. Panelists also shared perspectives on empowering and amplifying other women's voices, as well as bridging communication gaps across generations and diverse work styles.

Throughout FY25, GROW also continued to maintain consistent engagement through its monthly newsletter, which serves as a key channel for connection and communication across the organization. The newsletter featured spotlights on individual women, highlights of regional teams, and stories that celebrate contributions and achievements across BrightView. Special editions marked important occasions such as International Women's Day, Hispanic Heritage Month, and Veterans Day, further reflecting the diversity of experiences and backgrounds within the GROW community.



Growth in Relationships + Opportunities for Women

Our commitment to learning, development, and advancement is reflected in GROW's convening of women leaders and allies at the FY25 Leadership Summit, fostering connection, mentorship, and shared growth across BrightView.

Community Involvement



Investing in Our Communities

At BrightView, we believe in making a difference where it matters most—within the communities our employees call home. In 2025, teams supported local initiatives through hands-on service at a community memorial garden, Earth Day activities, a back-to-school supply drive, and a winter clothing drive, among other activities. Together, these efforts reflect our commitment to meaningful community engagement and local impact.



Empowering Employees to Give Back

We encourage hands-on involvement by offering Volunteer Time Off (VTO) for full-time, eligible employees. This initiative enables employees to dedicate time to causes they care about most. In FY25, our team proudly volunteered time in their local communities, demonstrating their commitment to making a difference.



Supporting Our People

The BrightView Landscapes Foundation supports employees and their families during times of hardship by providing financial assistance when it is needed most. Funded primarily through employee-led initiatives and donations, the Foundation reflects BrightView's culture of care and connection. The Foundation has raised nearly \$1 million since 2017 and supported more than 260 team members and their families in times of need. In 2025 alone, the Foundation provided more than \$185,000 in direct aid to 45 team members and their families.



Building Meaningful Partnerships

BrightView collaborates with a wide range of national and local organizations to create supportive communities across the country, working with organizations such as the Make-A-Wish Foundation, as well as donating to causes like Susan G. Komen Breast Cancer Foundation and engaging locally by supporting hyper-local initiatives identified by our branch teams to address specific community needs.

For more details on our community involvement, please see our [LinkedIn](#) page.



SUSTAINABILITY PILLAR 4: GOVERNANCE & TRANSPARENCY

Corporate Governance

Conducting Business With Honesty & 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.

Corporate Responsibility Governance

Oversight of our corporate responsibility program is supported by the Board of Directors with Board updates covering critical sustainability topics such as safety, employee engagement, fleet and fuel management, operational efficiency, environmental risks, and opportunities (e.g., snow, hurricanes, drought) and cybersecurity. These updates are designed to ensure direct oversight of our progress towards our sustainability goals. At the management level, BrightView established a Corporate Responsibility Steering Committee in FY22 which includes senior leaders and subject matter experts from Procurement, Sales, Fleet, Real Estate, Legal, Human Resources, and Finance. It provides cross-functional oversight of the Company's sustainability strategy, builds organizational awareness of regulatory requirements, customer requests, and investor expectations, and coordinates enterprise-wide climate initiatives.

Board of Directors

CEO & President

Corporate Responsibility Steering Committee

Operations • Legal & Compliance
Human Resources • Real Estate
Health & Safety • Accounting & Finance

Advisor

Internal Audit & Third-Party
Sustainability Experts

Functional Support

Fleet • Real Estate • Procurement • Public Affairs
Talent Acquisition & Organizational Development

BOARD SNAPSHOT

Our Board is comprised of nine members, eight 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 reflects gender and ethnic diversity, with 33% of members being women or minorities. Average director tenure is less than six 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



8 of 9 board members are independent



33% board diversity (female or ethnic/racial minority)



Average board member tenure of <6 YEARS

**SUSTAINABILITY PILLAR 4:
GOVERNANCE & TRANSPARENCY**

Risk Management

The Board's risk oversight process builds upon the management team's risk assessment and mitigation processes, which includes an enterprise risk management (ERM) program, regular internal management disclosure compliance committee meetings, a code of conduct that applies to all employees, executives and directors, quality standards and processes, an ethics and compliance program and comprehensive internal audit processes. Our CEO, other executive officers and other members of our management team regularly report to the Board and its committees to discuss short-term, intermediate-term and long-term strategic, operational, environmental, emerging, compliance, financial, legal, cybersecurity or regulatory risks, to ensure effective and efficient oversight of our activities and to assist in proper risk management and the ongoing evaluation of management controls. The Board has delegated the oversight of specific risks to Board committees that align with their functional responsibilities.

BrightView conducts an annual Enterprise Risk Assessment to identify and quantify risks, including cybersecurity risks, that could either enhance or impede the Company's ability to achieve its current or future strategic objectives. The findings from this assessment are shared with the Audit Committee of the Board, ensuring transparency and alignment with the Company's risk management priorities.



SUSTAINABILITY PILLAR 4: GOVERNANCE & TRANSPARENCY

Compliance & Ethics

At BrightView, we are committed to fostering a culture of integrity, accountability, and respect. Our compliance and ethics programs are designed to uphold the highest standards of professional conduct, ensuring that we operate responsibly, transparently, and in alignment with our core values.

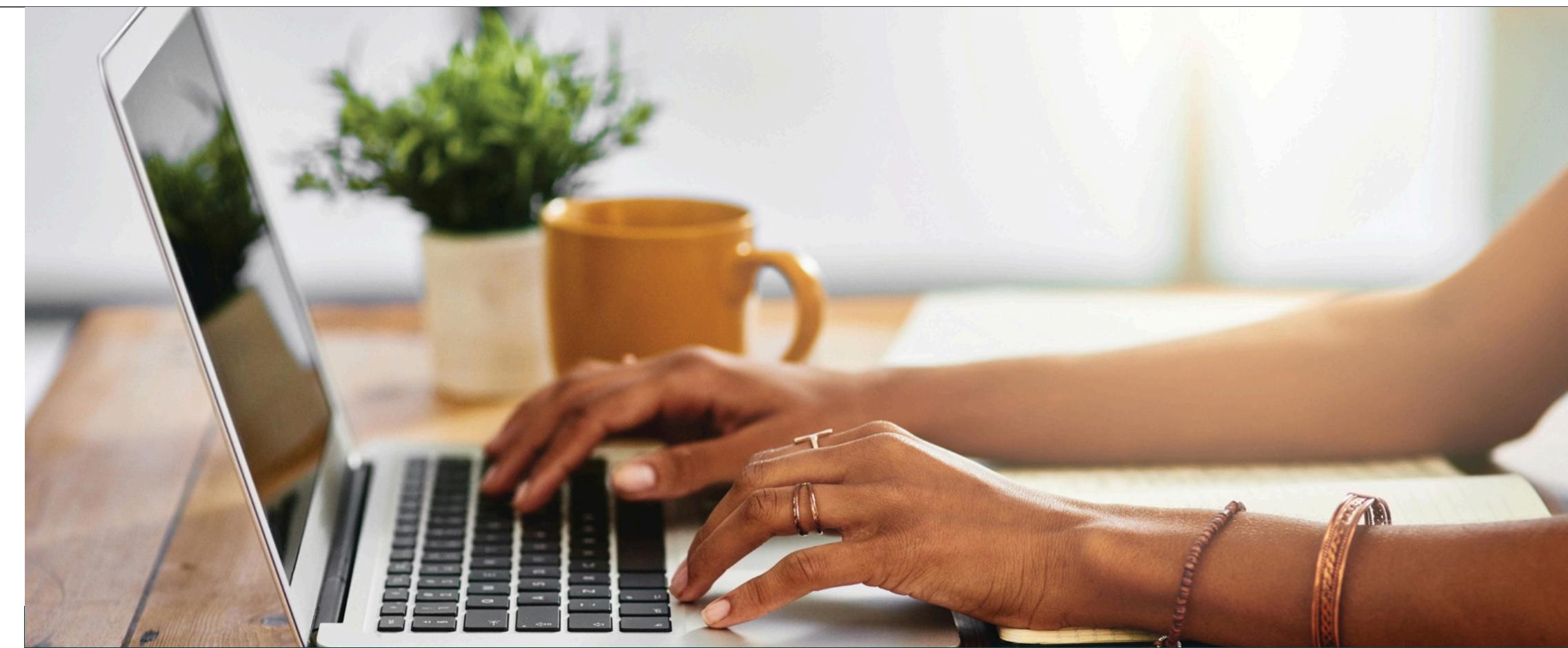
Reporting Mechanisms

We are committed to fostering a culture of openness and accountability, where employees feel empowered to voice concerns about potential violations of the Code of Conduct.

To support this, BrightView offers a confidential whistleblowing hotline and website for reporting compliance concerns or unethical behavior.

Key Features of the Grievance Mechanism include:

- **Anonymity:** Employees can report issues anonymously, without fear of retaliation
- **24/7 Accessibility:** The hotline is available around the clock to all employees and stakeholders
- **Wide Scope:** Concerns addressed include theft, workplace violence, harassment, discrimination, fraud, ethics violations, cybersecurity breaches, and unfair labor practices



Training & Education

BrightView prioritizes employee education to ensure all team members clearly understand their responsibilities under our compliance and ethics policies. Through regular training and education initiatives, employees receive guidance on key topics such as anti-corruption, workplace harassment prevention, and conflict-of-interest management. To further support practical application, BrightView has developed a suite of internal playbooks that help employees translate ethical standards into day-to-day decision-making within their roles. Together, these resources equip employees with the knowledge, tools, and confidence to navigate complex situations responsibly, reinforcing a strong culture of integrity across the organization.

Code of Conduct

The Code of Conduct is the cornerstone of BrightView's ethical framework. It establishes clear expectations for employee behavior and decision-making, emphasizing principles such as honesty, fairness, and respect in all interactions. Every team member is expected to adhere to these principles, which guide our work with colleagues, customers, and the communities we serve.



Preventing Misconduct & Promoting Fairness

Workplace Harassment & Violence Protection

BrightView is committed to creating a safe, inclusive, and respectful work environment for all employees. We maintain a zero-tolerance policy for workplace harassment and workplace violence, supported by comprehensive prevention programs. Through mandatory training, clearly defined policies, and a robust reporting process, we empower employees to foster a culture of mutual respect and accountability. These efforts ensure that every team member feels safe, valued, and supported.

Anti-Corruption

As part of our unwavering commitment to ethical business practices, BrightView strictly prohibits all forms of bribery and corruption. To uphold the highest standards of integrity, we have implemented controls and procedures designed to prevent unethical behavior and ensure compliance with all applicable laws and regulations. An example of controls would include our specific approval procedure for sensitive transactions (gifts and travel). By promoting transparency and accountability, BrightView safeguards its reputation as a trusted and ethical partner.

Antitrust

BrightView's antitrust policies are designed to promote fair competition and prevent anti-competitive behavior. Employees receive regular training and guidance to help them understand and avoid practices that could violate antitrust laws. By adhering to these principles, we protect our reputation as a fair, responsible, and trustworthy business partner while ensuring compliance with industry regulations.

Conflict of Interest

BrightView is committed to ethical business practices and strictly prohibits bribery and corruption. We maintain controls and procedures to prevent unethical conduct and ensure compliance with all applicable laws, including specific approval requirements for sensitive transactions such as gifts and travel. In FY25, BrightView completed its first conflict of interest survey, requiring participation from all professional employees and drivers, strengthening governance and monitoring to identify actual or perceived conflicts of interest or policy violations.



SUSTAINABILITY PILLAR 4: GOVERNANCE & TRANSPARENCY

Cybersecurity

OVERVIEW

BrightView's comprehensive approach to risk management, incident response, and cybersecurity training reflects its commitment to safeguarding the Company's data and systems while fostering a culture of vigilance and accountability.

DATA PRIVACY & RECORD RETENTION

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 FY25.

INCIDENT RESPONSE

The Chief Legal Officer serves as BrightView's Data Breach Coordinator and leads the Cyber Crisis and Data Breach Response Committee. This Committee also includes the Chief Information Officer, Chief Technology Officer, Chief Financial Officer, and Chief Accounting Officer, among other decision-makers within the organization, and is tasked with managing cybersecurity incidents that may significantly impact the confidentiality, integrity, or availability of the Company's data or the reliability of its systems or networks.

Key Processes include:

Incident Reporting: Cybersecurity incidents are reported to the Committee, which evaluates their materiality through both quantitative and qualitative analyses to determine immediate and reasonably likely future impacts.

Audit Committee Involvement: Significant incidents are also reported to the Audit Committee to ensure oversight and accountability.

Data Governance Oversight: The Data Governance Committee, comprised of senior leadership, is charged with oversight of new and existing third-party service providers that access, transfer, or store BrightView protected data.

TRAINING

BrightView prioritizes cybersecurity awareness through a robust training program that requires all employees with network access to participate in regular, mandatory training. This training equips employees to recognize and defend against cybersecurity threats effectively.

Additionally, BrightView regularly evaluates the effectiveness of its cybersecurity training and systems through vulnerability assessments that identify potential weaknesses, and tabletop exercises which simulate incident response scenarios to assess preparedness and improve response capabilities.

Conclusion

At BrightView, we believe that environmental stewardship, social responsibility, and strong governance are not only essential to our business success but also critical to the well-being of our people, communities, and the planet. Throughout this report, we have highlighted the tangible steps we are taking to embed sustainability into our operations – from promoting water conservation to fostering an inclusive and equitable workplace culture where we take care of employees. This is the One BrightView way.

Over the past year, we made strides in advancing our sustainability strategy, guided by our core values of trust, engagement, teamwork, and client focus. While we are proud of the progress we've made, we recognize that sustainability is a continuous journey – one that demands ongoing learning, adaptation, and collaboration. Looking ahead, we remain committed to pursuing bold, measurable goals that align with our customers' sustainability priorities, as well as the United Nations Sustainable Development Goals (SDGs).

At BrightView, we understand that our responsibility extends beyond landscaping. We are shaping environments where businesses can thrive, communities can flourish, and ecosystems are protected. Together with our partners, customers, and stakeholders, we are building a more sustainable future and adapting to a changing climate.

We extend our heartfelt gratitude to our employees, customers, and collaborators for their unwavering support and partnership in advancing this shared mission. By working together, we can amplify our impact and create a brighter, more sustainable tomorrow.

TOGETHER, WE GROW. TOGETHER, WE THRIVE.

BrightView Corporate Responsibility Committee
January 2026

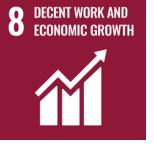


SASB Index

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 2026 Corporate Responsibility Report: p. 30
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	n/a	BrightView 2026 Corporate Responsibility Report: p. 30
	(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 Engagement				
	(1) Voluntary (2) Involuntary turnover rate for employees	SV-PS-330a.2	Rate	1) 37.9%, 2) 24.6%
Professional Integrity				
	Description of approach to ensuring professional integrity	SV-PS-510a.1	n/a	BrightView Corporate Responsibility Report p. 29
	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) 18,649 2) Do not track, 3) Do not track
	Employee hours worked, percentage billable	SV-PS-000.B	(1) Hours (2) Percentage (%)	36,266,970; 79%

UN SDG Alignment

BrightView Sustainability Activity	BrightView Metric / Disclosure Location	UN SDG
Water Management & Irrigation <ul style="list-style-type: none"> Smart irrigation systems Drought resistant planting Soil health management 	BrightView 2026 Corporate Responsibility Report: p. 7, 8, 16, 18	 6 CLEAN WATER AND SANITATION
Switching to Electric <ul style="list-style-type: none"> Hybrid and electric vehicles Electric mowers and equipment 	BrightView 2026 Corporate Responsibility Report: p. 13, 17	 7 AFFORDABLE AND CLEAN ENERGY
Nurturing Our People <ul style="list-style-type: none"> 100% Safety Pledge Team member benefits Equity & inclusion programs and employee resource groups 	BrightView 2026 Corporate Responsibility Report: p. 19-25	 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 Fuel consumption reduction 	BrightView 2026 Corporate Responsibility Report: p. 13, 17	 13 CLIMATE ACTION
Environmental Management <ul style="list-style-type: none"> Water and nature stewardship Waste & recycling Climate resilience Prescriptive based agronomics 	BrightView 2026 Corporate Responsibility Report: p.6-18	 15 LIFE ON LAND

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



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



THANK YOU

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