



# 2025 Corporate Responsibility Report



# Report at a Glance

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## About this Report

### 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.

# CEO Message



**DALE ASPLUND**  
*President & CEO*  
*BrightView*

Dear Stakeholders,

As we reflect on 2024, I am proud of the progress BrightView has made in advancing our business while reinforcing our commitment to sustainability, operational efficiency, and team member development. This past year, we strengthened our One BrightView culture, improved service quality, and took meaningful steps toward a more resilient and sustainable future.

### **A Practical Approach to Sustainability**

Sustainability remains an essential part of our long-term strategy. In 2024, 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.

With increasing rates of extreme weather events, flooding, wildfires, and severe winter storms, BrightView has remained a trusted partner for our clients in building resilient landscapes and providing rapid response services. Whether it's supporting storm recovery efforts, optimizing snow and ice management, or helping customers adopt climate-smart landscaping solutions, we are committed to adapting to the changing environment and ensuring business continuity for those we serve.

### **Supporting Our People**

Our team members are the foundation of our success. We have invested in workforce development, improved safety initiatives, and expanded professional training to ensure BrightView remains the employer of choice and service provider of choice. Efforts such as our partnership with Red Wing Shoes and the continued development of our learning programs have contributed to stronger engagement and lower turnover.

### **Looking Ahead**

As we move into 2025, we remain focused on delivering high-quality service, strengthening our sustainability efforts, and fostering the One BrightView workplace culture. While we recognize that sustainability is a long-term journey, we are committed to making steady progress and adapting to the evolving needs of our employees, clients, and communities.

Thank you for your continued support. I look forward to building on our progress together.

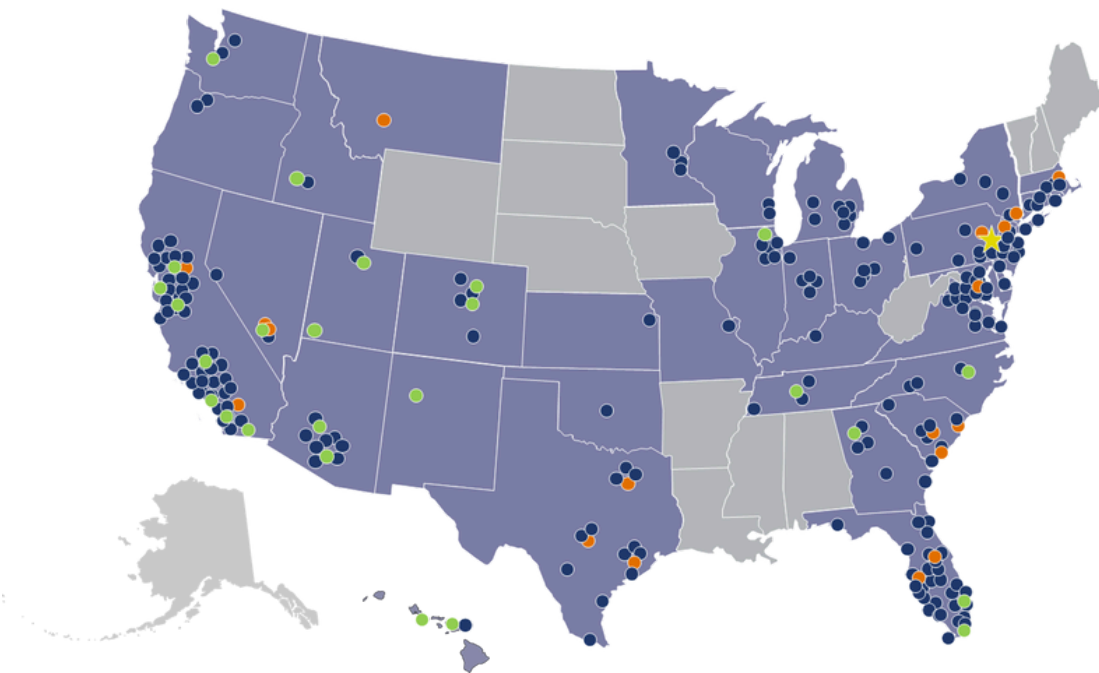
A handwritten signature in black ink, appearing to read 'Dale Asplund', written in a cursive style.

Dale Asplund  
President & CEO  
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 a team of approximately 20,000, 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 customers, inspiring our communities, and preserving our planet.



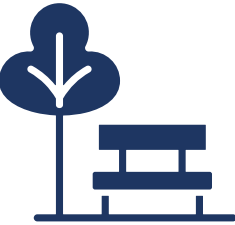



- States with BrightView branches
- Shared branches
- ★ Corporate headquarters
- Maintenance branches
- Development branches

**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
- Approximately 20,000 team members
- \$2.8 billion FY24 revenue

### Key customer segments include

			
<i>Corporate and Commercial Properties</i>	<i>Homeowners Associations (HOAs)</i>	<i>Public Parks &amp; Municipalities</i>	<i>Hospitality &amp; Resorts</i>

			
<i>Healthcare Facilities</i>	<i>Educational Institutions</i>	<i>Retail Centers</i>	<i>Golf Courses &amp; Sports Venues</i>

### Example maintenance services

			
<i>Landscape Services</i>	<i>Tree Care</i>	<i>Irrigation</i>	<i>Snow Services</i>

### Example development services

			
<i>Landscape Creation</i>	<i>Landscape Architecture</i>	<i>Tree Moving</i>	<i>Pool and Water</i>

# Our sustainability pillars and 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
- 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 understand their water needs and exposure and provide climate resilient landscaping where relevant



## CARBON REDUCTION

- We continue to identify opportunities to improve the efficiency of our vehicle and equipment fleet. In FY24, our fleet consisted of ~100 electric vehicles and ~400+ hybrid and plugin vehicles
- We continue to recycle organic and hardscape materials across our operations
- In FY24, we launched a decarbonization roadmap development exercise with a third party consultant



## TAKING CARE OF OUR PEOPLE & COMMUNITIES

- Maintained a total recordable injury rate below industry average
- Launched strategic partnership with Red Wing Shoes to invest in health & safety
- 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 new team members
- Continuous improvement of our cybersecurity program



SUSTAINABILITY PILLAR 1:  
CLIMATE RESILIENCE

## Climate resilience

At BrightView, we recognize the critical importance of preparing for and adapting to the challenges posed by climate change, including water scarcity. As a leader in creating and maintaining outdoor environments, we are uniquely positioned to help our customers design landscapes that are not only visually stunning but also resilient to evolving climate conditions.

The impacts of climate change - including more frequent and severe snowstorms, ice events, wildfires, flooding, and drought - are becoming increasingly apparent. These events present significant challenges to outdoor environments, yet they also underscore the vital role BrightView plays in helping our customers prepare for and respond to these conditions. By leveraging our expertise, we assist in designing and maintaining resilient landscapes that can withstand extreme weather, manage water effectively, and mitigate risks to infrastructure and communities. This commitment to climate adaptation not only protects our customers' investments but also contributes to the safety, sustainability and well-being of the environments we serve.

This year marked a significant milestone in our climate journey with the completion of our first-ever Carbon Disclosure Project ("CDP") reporting. This achievement underscores our commitment to transparency and accountability in addressing climate risks and opportunities. By aligning our efforts with globally recognized frameworks like CDP, we are enhancing our ability to identify, mitigate, and manage the physical and transitional risks associated with climate change.



Extreme weather events such as hurricanes and severe storms, while disruptive, highlight BrightView's role as a critical partner for storm recovery, with increased demand for cleanup and restoration services contributing positively to revenue during these periods.

We also help our customers address snow-related challenges through tailored snow management strategies, leveraging forecasting tools to plan and optimize our snow removal services. To address these weather events responsibly, we have enhanced route density, centralized operations, and leveraged scalable infrastructure to improve efficiency during high-demand periods. Additionally, BrightView is investing in proactive climate resilience measures, including fleet optimization and workforce training, ensuring both business continuity and resilience and sustainable growth amid changing climate patterns.



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.



## Water and 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<sup>1</sup> (Taskforce on Nature-related Financial Disclosures) 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**, such as 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.

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



SUSTAINABILITY PILLAR 1:  
CLIMATE RESILIENCE

# Conserving water for our customers and the environment: Smart irrigation systems

## 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, with savings ranging from 20-70%.
- **Healthier Landscapes:** Prevents the risks of under- or 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.





## Waste and recycling

### 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.

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.





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.

At BrightView's Parker, Colorado maintenance operation, for example, used motor oils, lead-acid batteries, and worn tires are collected, properly stored, and recycled where possible on a routine basis. Set procedures and employee training ensure these materials 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:



### Fertilizers & 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 Agronomics

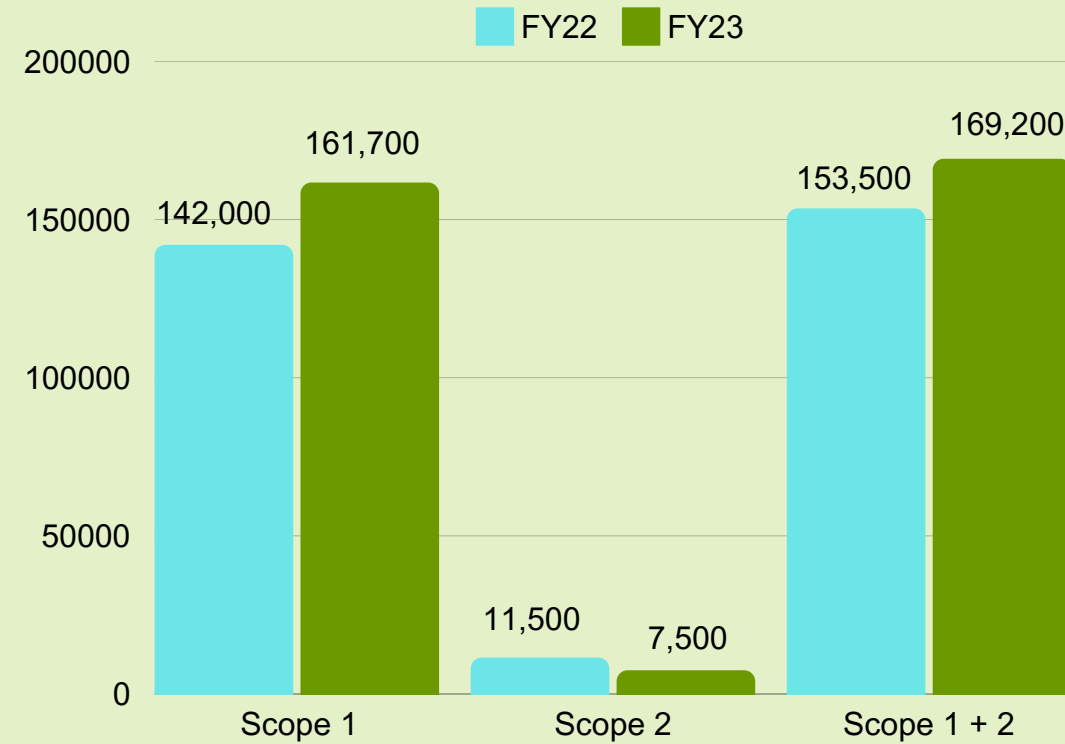
- **Soil and Water Testing:** On-site soil nutrient, plant tissue, and water quality testing provide site-specific insights, enabling the creation of customized agronomic plans tailored to deliver optimal turf and playing conditions for each property.
- **Irrigation Optimization:** By using soil moisture meters and conducting irrigation system audits, we optimize irrigation delivery to maintain healthy turfgrass while conserving water resources.

### Integrated Pest & Disease Management

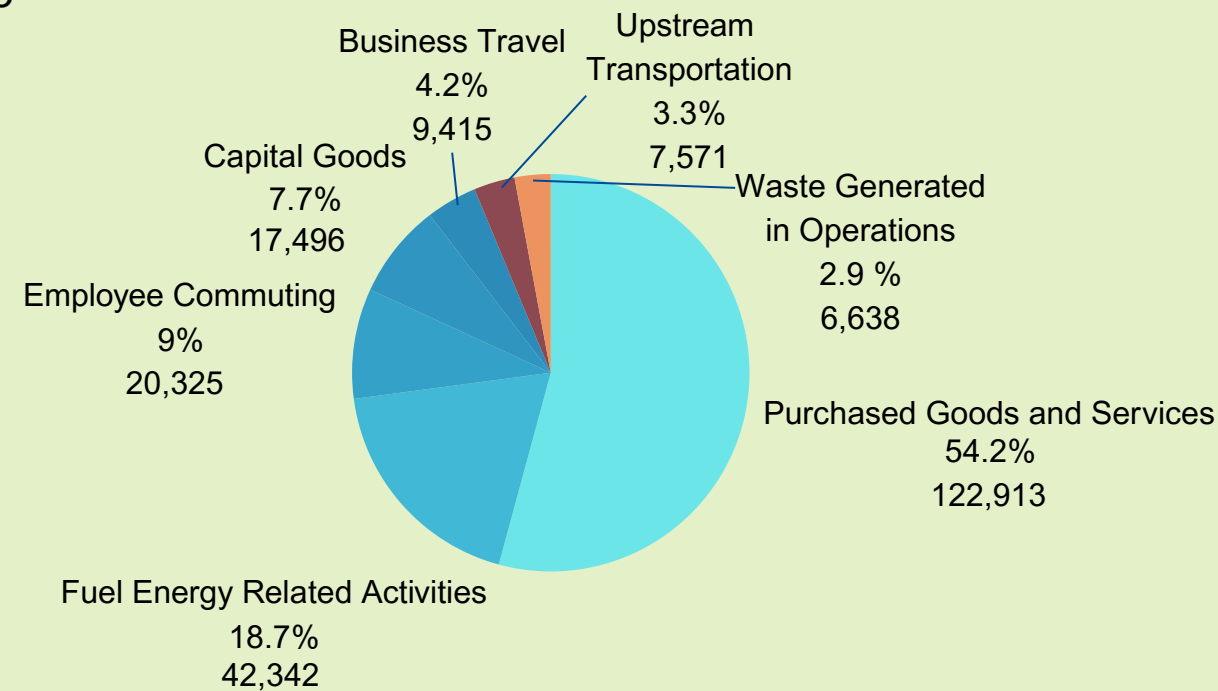
- **Targeted Applications:** Pest and disease monitoring tools enable treatments to be applied only in affected areas and at optimal times, ensuring maximum efficacy while reducing overall chemical use.
- **Biological Controls and Eco-Friendly Products:** Our integrated pest management strategy incorporates biological controls and more environmental friendly products to minimize the impact on ecosystems.

SUSTAINABILITY PILLAR 2:  
CARBON REDUCTION

**SCOPE 1 & 2 EMISSIONS (MT CO<sub>2</sub>e)**  
FY22, FY23



**SCOPE 3 EMISSIONS (MT CO<sub>2</sub>e)**  
FY23



## 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.<sup>1</sup> Recognizing the environmental impact of landscaping equipment, BrightView is committed to driving a low carbon transition, beginning with our own operations.

In FY24, we partnered with a third-party decarbonization consulting firm to assess our FY23 Scope 1, Scope 2 and Scope 3 emissions inventory. Additionally, we re-baselined our FY22 emissions to reflect improvements in data collection and operational processes. Our adjusted FY22 emissions are 153,500 MT CO<sub>2</sub>e, compared to our FY22 reported emissions of 228,456 MT CO<sub>2</sub>e.

BrightView recognizes that its emissions have evolved over time, reflecting the growth of our operations and service footprint. While our overall emissions have increased, 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.

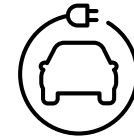
*\*FY23 emissions inventory conducted with third-party expert in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and United States Environmental Protection Agency (EPA) guidelines. BrightView’s Scope 1 and Scope 2 emissions reporting covers all facilities within 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.*

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

 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.



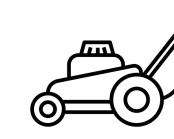
Lower carbon equipment

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 FY24 our fleet has ~500 hybrid / electric vehicles. This reduces our exposure to fuel prices and reduces maintenance costs.



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

In FY24, we launched a program to reduce fuel purchase volume across our entire operations. Impacts from this program will be available in 2025.

We are also partnering with a third-party decarbonization consultant to identify potential decarbonization initiatives we can implement across our operations.



## Case study: Reducing environmental impact and generating cost savings

In FY24, the Fontana (CA) Branch made strides in sustainability, including successfully transitioning to fully electric 2-cycle landscaping equipment and converting 500,000 sq. ft of turf grass to low-maintenance plants in their region, marking a significant milestone in sustainability and operational efficiency as well as generating sizeable cost savings for the branch. This case study highlights the changes and benefits from the initiative.

### Action Taken

- Completed electric conversion of 2-cycling landscaping equipment
  - 3 electric large mowers added
  - 40 electric blowers added
  - 200 electric hedge trimmers and weed eaters added
  - 4 Conex containers converted to charging stations for efficient battery management
- Implemented several water conservation initiatives including
  - More than 3 acres of turf conversions (replacing turf grass with drought tolerant plants) in FY24, alone
  - Implementing smart control irrigation systems, drip irrigation, and bubblers

### Impacts

- Electrification of equipment resulted in ~7% reduction in branch fuel costs in FY24
- Carbon reduction associated with switch from fuel operated landscaping equipment to fully electric landscaping equipment
- Turf conversions resulting in up to ~75% reduced water usage by customers
- Drip irrigation systems resulting in up to ~50% reduced water usage by customers





## Working at BrightView

In FY24, progress was made towards further developing our One BrightView culture. As a part of that, we continue to prioritize our employees and customers to become both the employer of choice and service provider of choice. Our employees impact our customers every day and we emphasize their well-being and engagement. Safety is a top priority, and our safety record remains significantly better than the industry average. To reinforce this, BrightView conducts periodic coaching and feedback sessions to enhance understanding of safety policies, while encouraging all team members to pause and address any activity that raises safety concerns. We also provide competitive benefits, including 401(k) and employee stock purchase plans. We foster inclusion and belonging through focus groups, special interest groups, and professional training.

These efforts have reduced employee turnover and improved engagement, as seen in our recent engagement survey results which emphasize safety, a sense of belonging, empowerment, and teamwork. In the following pages, we detail some of the strides we made in FY24.

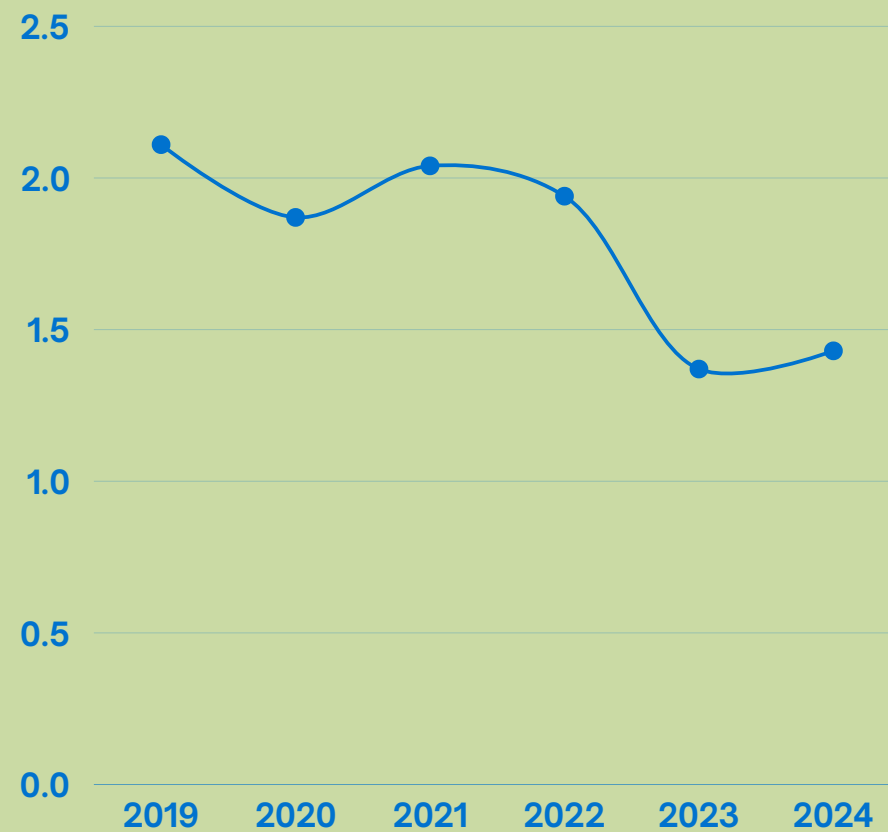




“Safety is a choice that each of us must make both at work and at home. Embedding a sustainable and consistent safety culture demands that each team member take an active role in their safety as well as the safety of those around them. Simply looking out for each other and speaking up if a hazard is present will result in a safe work environment for our team, customers, and the public.”

**Tony Cellucci, VP of EH&S**

### Total Recordable Injury Rate



SUSTAINABILITY PILLAR 3:  
TAKING CARE OF OUR PEOPLE & COMMUNITIES

## 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 2019, 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 customers.

**No One Gets Hurt.**

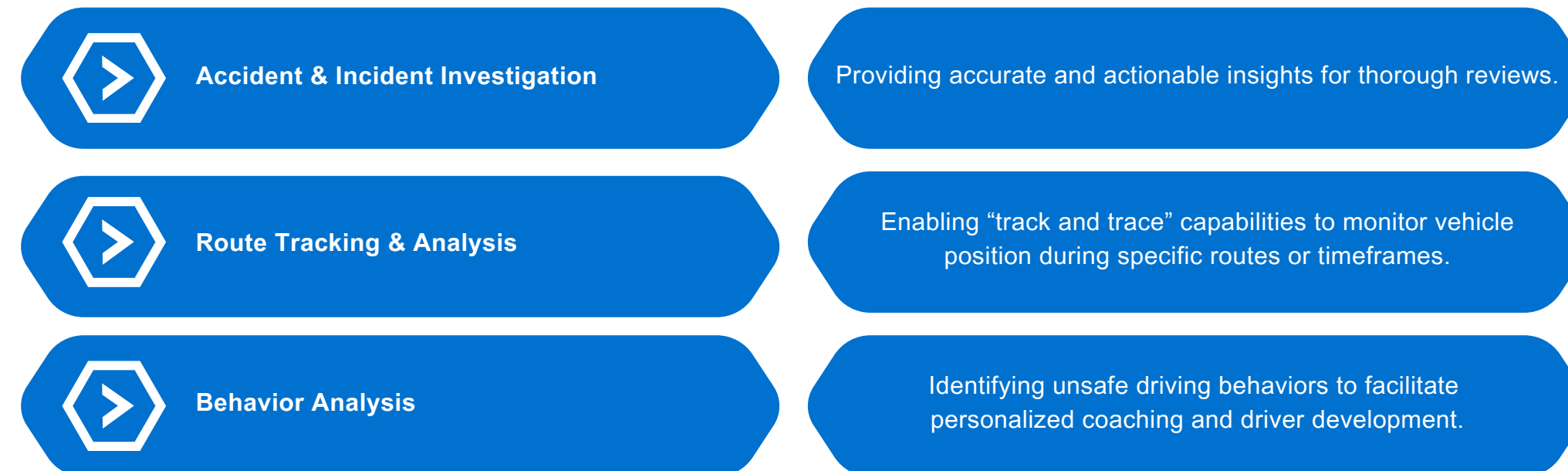


## In-cab event recorder and behavior analysis technology

BrightView is continuing to equip its vehicle fleet with advanced in-cab event recorders and behavior analysis technology to enhance safety, improve driver performance, and support operational efficiencies. This cutting-edge technology utilizes g-force sensors, GPS positioning, Electronic Control Module (ECM) connectivity, and machine vision with artificial intelligence (MV + AI) to identify potential risks both inside and outside the vehicle.

When a risk is detected, the system may issue an audible alert, providing real-time feedback and in-cab coaching opportunities. This allows drivers to self-correct adverse behaviors immediately, fostering safer driving habits. The event recorder captures exception-based event video and audio recordings, which can be used to coach and mentor drivers more effectively.

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



BrightView’s ongoing investment in in-cab event recorder technology underscores its commitment to ensuring the safety of its workforce, reducing operational risks, and driving efficiency across its fleet operations.



## Red Wing Partnership

In FY24, BrightView announced a strategic partnership with Red Wing Shoes to provide over 17,000 employees with high-quality footwear designed to address environmental hazards on job sites. This program reflects BrightView's unwavering commitment to the safety and well-being of our workforce.

As a company dedicated to excellence in landscaping services, BrightView understands that the safety and comfort of its employees are essential to achieving operational success. By investing in durable and protective footwear, BrightView ensures that our employees are equipped to perform their work safely and confidently in any environment.





## Family & Support

At BrightView, we recognize that every family is unique, and are committed to supporting our employees through all stages of life. Our comprehensive benefit programs are thoughtfully designed to address the diverse needs of families - whether you're welcoming a new child, pursuing adoption, or managing the challenges of everyday life.

We are proud to offer 12 weeks of job-protected parental leave, available to all parents regardless of FMLA eligibility. This ensures that parents can focus on their growing families with peace of mind. Additionally, our fertility program has helped welcome 14 new babies into the world, while our adoption assistance program supports employees in building their families through non-traditional pathways.

To further support our employees, we provide a wide range of employee assistance programs, including a counselor hotline, emergency daycare coordination, legal services support, and pet insurance. Our flexible and inclusive benefits are designed to help employees thrive both at work and at home. By catering to a wide variety of needs and life situations, BrightView is committed to fostering a supportive and empowering environment where every employee feels valued.

-  **Comprehensive family support**
-  **Parental leave for all**
-  **Fertility, adoption & assistance**
-  **Employee assistance programs**
-  **Flexible and inclusive benefits**



# Engagement & Inclusion



## EMPLOYEE ENGAGEMENT SURVEY

BrightView recently conducted its second Happiness Survey in partnership with Amazing Workplace. This engagement survey provided valuable insights from both frontline employees and leadership, allowing us to measure the workforce’s overall happiness and satisfaction with various aspects of their experience at BrightView.

The survey covered a wide range of key topics, including Safety, Job Satisfaction, Career Development, Communication, Rewards, Empowerment, Meaning, Growth, Balance, Belonging, and Enjoyment. By addressing these areas, we aim to create an environment where empowered leaders foster happiness in the workplace, driving higher levels of team member engagement and commitment. By investing in employees so they provide best in class service, we provide better customer service and drive further revenue growth. As our employee turnover decreases, we continue to drive increased customer retention.

At BrightView, we believe that by listening to our employees and addressing their priorities, we can create a more fulfilling work environment. This not only enhances employee well-being but also strengthens our business performance, allowing us to maintain our status as an employer and service provider of choice.

## WHAT MAKES BRIGHTVIEW AN AMAZING PLACE TO WORK?

“Our people, teams, and dedication to supporting the business. Exciting new opportunities, investments, and projects. One BV cultural shift and positive changes. Supporting our customers.”

“BrightView has been the best job I ever had. And I look forward to continue working with BrightView.”

“My workplace is amazing because I get to do what I love. I love working with people. I love providing solutions to customers and working with a world-class team. I like that my education and goals align with the work I do. I look up to leadership, and I look for opportunities to learn from them. I love what I do, and I’m proud of what I do.”



*-Anonymous Brightview Employee Engagement Survey Quotes*





# Learning, Development & Advancement

## MENTORSHIP & DEVELOPMENT



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 professional development, mentorship, networking, and community service programs for women at Brightview. In October 2023, the NorCal and SoCal Regions hosted an in-person GROW seminar, bringing together participants for local engagement and development. Our monthly GROW newsletter is a consistent platform for connection and inspiration throughout the year.

The newsletter featured a mix of spotlights on individual women and highlights of regional teams, celebrating their contributions and achievements. Special editions were also published to commemorate important occasions, including International Women’s Day, Hispanic Heritage Month, and Veterans Day, further showcasing the diversity and strength of our community.

## HIRING PROCESS

In our ongoing effort to reduce paper waste and enhance efficiency, BrightView has transitioned to a paperless onboarding process for salaried professional employees. This initiative not only aligns with our commitment to reducing operational waste but also streamlines the onboarding experience for new hires.

We remain focused on continually improving our processes to enhance the candidate experience. Even as we adopt new methods of engagement, our leaders maintain a strong focus on building connections with new hires. Through regular check-ins at 7, 30 and 90 days, we gather valuable insights into their onboarding journey and ensure a smooth integration into BrightView’s culture and operations.

Looking ahead, our goal is to expand the paperless onboarding process to include our hourly frontline workforce, further supporting our efforts to reduce waste, modernize operations, and deliver a consistent and seamless experience for all new employees.



Our commitment to learning, development, and advancement is exemplified through our employee resource groups, which support professional growth, mentorship, and community.

# Community Involvement

## INVESTING IN OUR COMMUNITIES



At BrightView, we believe in making a difference where it matters most—right in the neighborhoods our employees call home. By leveraging our resources, expertise, and passion, we aim to create a lasting, positive impact through meaningful community engagement. For example, our Syracuse team volunteered at the local YMCA and our Blue Bell team donated backpacks and supplies to students in need.

## 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 FY24, our team proudly volunteered time in their local communities, demonstrating their commitment to making a difference.

## CHAMPIONING SOCIAL JUSTICE



Through the BrightView Fund for Social Justice, we fund several different initiatives and amplify the voices of organizations promoting equality and inclusion. Employees are invited to nominate initiatives that align with these values, with a company-wide committee thoughtfully reviewing and selecting recipients for grants and funding. This program reflects our commitment to fostering equity and building stronger, more inclusive communities.

## 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 National Park Service, Boys & Girls Clubs, and 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 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.

## Sustainability governance

Our Sustainability Committee includes active participation from leaders within finance, accounting, marketing, real estate, fleet, procurement, legal, human resources, environmental, health & safety, and operations, among other management functions. Oversight of our sustainability program is further 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.



### 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 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



8 of 9 board members are independent



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



Average board member tenure of <5 years





# 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.

### Training & Education

BrightView prioritizes employee education to ensure that all employees fully understand their responsibilities under our compliance and ethics policies. Regular training sessions address topics such as anti-corruption, workplace harassment prevention, and conflict of interest management. These interactive sessions provide employees with the knowledge and tools needed to confidently navigate complex ethical situations, strengthening our 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.

### 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.

# Preventing misconduct and 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.

## Anti-Trust

BrightView's anti-trust 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 anti-trust 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

At BrightView, maintaining transparency and trust is central to our operations. Employees are required to disclose any personal or financial interests that could potentially interfere with their ability to act in the Company's best interests. By addressing potential conflicts proactively, we ensure that all business decisions are made with integrity, objectivity, and in alignment with BrightView's values.

# 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 and 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 FY24.

## 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 includes the Chief Information Officer, Chief Financial Officer, and Chief Accounting Officer, 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 Sustainability Committee  
January 2025



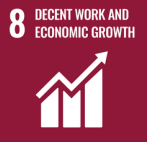





# SASB Index

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
<b>Data Security</b>				
	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	n/a	BrightView 2025 Corporate Responsibility Report: p. 27
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	n/a	BrightView 2025 Corporate Responsibility Report: p. 27
	(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
<b>Workforce Engagement</b>				
	(1) Voluntary (2) Involuntary turnover rate for employees	SV-PS-330a.2	Rate	1) 42.8%, 2) 25.5%
	Employee engagement as a percentage	SV-PS-330a.3	Percentage (%)	37%
<b>Professional Integrity</b>				
	Description of approach to ensuring professional integrity	SV-PS-510a.1	n/a	Brightview Corporate Responsibility Report p. 26
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	n/a	0
<b>Activity Metrics</b>				
	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 (%)	38,001,965; 78%

# UN SDG Alignment

BrightView Sustainability Activity	BrightView Metric / Disclosure Location	UN SDG
<b>Water Management &amp; Irrigation</b> <ul style="list-style-type: none"> <li>Smart irrigation systems</li> <li>Drought resistant planting</li> <li>Soil health management</li> </ul>	BrightView 2025 Corporate Responsibility Report: p.7, p.8, p.11	
<b>Switching to Electric</b> <ul style="list-style-type: none"> <li>Hybrid and electric vehicles</li> <li>Electric mowers and equipment</li> </ul>	BrightView 2025 Corporate Responsibility Report: p.13-14	
<b>Nurturing Our People</b> <ul style="list-style-type: none"> <li>100% Safety Pledge</li> <li>Team member benefits</li> <li>Equity &amp; inclusion programs and employee resource groups</li> </ul>	BrightView 2025 Corporate Responsibility Report: p.15-23	
<b>Green Design and Conversions</b> <ul style="list-style-type: none"> <li>Green roofs and green conversions</li> <li>Customer LEED certifications</li> <li>Green public spaces</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Green roof example</a></li> <li><a href="#">LEED example</a></li> <li><a href="#">Green space example</a></li> </ul>	
<b>Carbon Reduction</b> <ul style="list-style-type: none"> <li>Deploying lower-carbon emitting equipment</li> <li>Optimizing fleet electrification</li> <li>Enhancing energy efficiency</li> <li>Fuel consumption reduction</li> </ul>	BrightView 2025 Corporate Responsibility Report: p. 12-14	
<b>Environmental Management</b> <ul style="list-style-type: none"> <li>Water and nature stewardship</li> <li>Waste &amp; recycling</li> <li>Climate resilience</li> <li>Prescriptive based agronomics</li> </ul>	BrightView 2025 Corporate Responsibility Report: p.6-14	

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 for your attention

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