

Bright Horizons Family Solutions, Inc.

**Scope 1 and Scope 2 Greenhouse Gas
Emission Data**

**For the Year Ended
December 31, 2024**

Independent Accountant's Report

Board of Directors
Bright Horizons Family Solutions, Inc.
Newton, MA

We have reviewed management of Bright Horizons Family Solutions, Inc.'s (the "Company" or "Bright Horizons") assertion that the accompanying Schedule of Scope 1 and Scope 2 Greenhouse Gas Emissions Data for the year ended December 31, 2024 (the "Subject Matter") is presented in accordance with the criteria set forth in Note 2 (the "Criteria").

Bright Horizons' management is responsible for its assertion and for the selection of the Criteria, which it has identified as an objective basis against which it assesses and reports on the Subject Matter. Management's responsibility also includes the design, implementation, and maintenance of internal control relevant to the preparation of the Subject Matter that is free from material misstatement, whether due to fraud or error. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. The procedures we performed were based on our professional judgment and consisted primarily of analytical procedures and inquiries.

We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

As described in Footnote 2 to the accompanying Schedule of Scope 1 and Scope 2 Greenhouse Gas Emissions Data for the year ended December 31, 2024, the greenhouse gas ("GHG") emissions quantification is subject to significant inherent measurement uncertainty resulting from limitations in the nature of the mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. In addition, energy usage data used in the GHG emissions calculations is subject to inherent limitations given the nature and the methods used for measuring such data. Obtaining sufficient, appropriate evidence to support our conclusion does not reduce the inherent measurement uncertainty in the GHG emissions metrics. The selection of different but acceptable measurement techniques may have resulted in materially different GHG emission metrics being reported.



Based on our review, we are not aware of any material modifications that should be made to management of Bright Horizons' assertion that the accompanying Schedule of Scope 1 and Scope 2 Greenhouse Gas Emissions Data for the year ended December 31, 2024 is presented in accordance with the Criteria in order for it to be fairly stated.

BDO USA, P.C.

September 16, 2025

Bright Horizons Family Solutions, Inc.
Schedule of Scope 1 and Scope 2 Greenhouse Gas Emission Data
For the year ended December 31, 2024

Statement of Selected Greenhouse Gas Emissions	<i>Metric tons of carbon dioxide equivalent</i>
Scope 1 emissions	16,049
Scope 2 emissions (market-based)	31,654
Scope 2 emissions (location-based)	32,434

See accompanying notes to Schedule of Scope 1 and Scope 2 Greenhouse Gas Emission Data.

Bright Horizons Family Solutions, Inc.

Notes to Schedule of Scope 1 and Scope 2 Greenhouse Gas Emission Data

1. The Company

Organization

For more than 35 years, Bright Horizons Family Solutions, Inc. (the “Company” or “Bright Horizons”) has been a champion for working families – designing and delivering innovative education and care solutions. The Company is a leading provider of high-quality early education and child care, family care solutions, and workforce education services that are designed to help working families and client employees thrive personally and professionally. The Company provides services with employers who offer early education and child care, back-up care, and educational advisory services as part of their employee benefits package. These benefits help employers support their employees across life and career stages and improve recruitment, employee engagement, productivity, retention, and career advancement.

Basis of Presentation

The Schedule of Scope 1 and Scope 2 Greenhouse Gas Emissions Data has been prepared and presented in accordance with the Criteria in Note 2 for the year ended December 31, 2024. Data presented includes Bright Horizons and its subsidiaries. The data has been rounded to the nearest whole number.

Management of Bright Horizons is responsible for the completeness, accuracy, and validity of the Scope 1 and Scope 2 greenhouse gas (“GHG”) emissions data.

2. Greenhouse Gas Emissions

The Company calculates its corporate GHG emissions in accordance with the World Resources Institute (“WRI”) and the World Business Council for Sustainable Development’s (“WBCSD”) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised (the “GHG Protocol”).

Organizational boundary

Total Scope 1 (direct) GHG emissions and Scope 2 (indirect) GHG emissions are reported using the operational control approach, which represents 100% of emissions from the facilities where the Company has operational control. Scope 1 and Scope 2 GHG emissions are inclusive of all Bright Horizons’ leased office spaces, owned child care centers, leased child care centers and client owned/leased child care centers as Bright Horizons has the authority to introduce and implement its operating policies at the child care centers.

Calculations

GHG emissions for carbon dioxide and carbon dioxide equivalents are calculated using the methodologies outlined in the GHG Protocol. Carbon dioxide and carbon dioxide equivalent emissions have been determined on the basis of electricity, refrigerant, natural gas and other fuel consumption at the Company’s leased office spaces, owned child care centers, leased child care centers and client owned/leased child care centers as reported by contracted utility providers, brokers, or otherwise estimated, multiplied by relevant published carbon emission factors as summarized in the table below.

The WRI and WBCSD issued additional guidance for Scope 2 emissions in 2015 (in GHG Protocol Scope 2 Guidance, An amendment to the GHG Protocol Corporate Standard), which sets forth reporting under both location-based and market-based methodologies. The prior version of the GHG protocol only addressed a location-based methodology. The location-based method applies average emissions factors that correspond to the grid where the consumption occurs, whereas the market-based method applies emissions factors that correspond to the specific generators from which energy is

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Notes to Schedule of Scope 1 and Scope 2 Greenhouse Gas Emission Data

contractually purchased. Bright Horizons reports both location-based and market-based Scope 2 emissions.

Indicator	Emission Source	Emissions Factor Utilized
Scope 1 GHG Emissions Attributable to Natural Gas Consumption	On-site heat generation equipment	Department for Environment, Food & Rural Affairs (“DEFRA”) 2024 for fuel combustion for the United States and the United Kingdom; International Energy Agency (“IEA”) 2022 for Australia; United States EPA 2024 for the Netherlands.
Scope 1 GHG Emissions Attributable Fugitive Emissions	On-site equipment requiring refrigerant use	Refrigerant quantities are multiplied by their 100-year Global Warming Potentials (“GWP”) from the Intergovernmental Panel on Climate Change (“IPCC”) Sixth Assessment Report.
Scope 2 GHG Emissions Attributable to Energy Consumption (location-based)	Grid Electricity	United States EPA Emissions and Generations Resource Integrated Database (“eGRID”) 2022 for the United States; Australia National GHG Accounts Factors for Australia; DEFRA UK 2024 for the United Kingdom; IEA 2022 for India and the Netherlands.
Scope 2 GHG Emissions Attributable to Energy Consumption (market-based)	Grid Electricity	Green-e residual Emission Factors (“EFs”) 2021 for the United States grids; European Residual Mixes 2023 with CH4 and N2O emissions added from DEFRA for EU-based grids; Australia National GHG Accounts Factors for Australia 2023 and 2024; IEA 2022 for India.

Estimation Uncertainties

GHG emissions quantification is subject to significant inherent measurement uncertainty resulting from limitations in the nature of the mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. In addition, energy usage data used in the GHG emissions calculations is subject to inherent limitations given the nature and the methods used for measuring such data. The selection of different but acceptable measurement techniques may have resulted in materially different measurements. The precision of different techniques may also vary.

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For office space and child care centers where natural gas or electricity consumption data were not available from the utility (which represented 64% and 53% of the facilities with natural gas and electricity consumption, respectively), Bright Horizons calculated consumption based on facility size, building type and building energy use benchmarks from the U.S. government and/or International Energy Agency.

For all facilities with refrigerant consumption, fugitive emissions were calculated based on estimates. Default refrigerant types were assigned based on building type and square footage to estimate refrigerant quantities based on the EPA Hydrofluorocarbon accounting tool values.