



BRIGHTSTAR

CAPITAL PARTNERS

ESG & SUSTAINABILITY
2023



PARTNERSHIPS THAT REINFORCE OUR COMMITMENT TO RESPONSIBLE BUSINESS

Environmental, Social and Governance (“ESG”) considerations, including a focus on diversity and inclusion, are deeply woven into our firm



Through long-standing partnership, contribute to multi-stakeholder dialogue on the future of our industry and the global economy



Founding member of a coalition dedicated to fostering digital inclusion



Collaborate with forward thinking CEOs and companies across industries to share best practices on advancing diversity in the workplace



Joined ILPA Diversity in Action initiative to contribute to industry wide initiatives dedicated to promoting diversity



Provide internships annually to SEO students from underrepresented groups

Notes: Logos for illustrative purposes only. ESG goal are aspirational and not guarantees or promises that all goals will be met, and there are distinctions and regional variations in the meaning and use of this term. There is no guarantee that the company will have or create a positive ESG impact, that consideration of ESG factors will enhance long-term value and financial returns for limited partners, or that ESG performance of the company will align with any investor's ESG goals.



ESG INTEGRATION IN THE INVESTMENT PROCESS

We believe that a strong ESG proposition creates value for our portfolio companies



DEAL PHASES

Sourcing

Screen opportunities

Due Diligence

Identify risks and opportunities

Ownership Period

Implement ESG Strategy

Progress Review

Exit

Valuation for sustainable and resilient business

ACTIVITIES

- Early-stage **sector and geography** 'red flag' assessment
- Preliminary analysis of **industry outlook and trends**

- Identify **material ESG** risks and opportunities throughout **value chain**
- Utilize **external experts** as appropriate for **ESG assessment** of potential investments

- Work with portfolio **company management** on material **ESG opportunities and risks**, starting with a discussion at the post-close kick-off workshop
- As appropriate, identify relevant **KPIs to monitor** progress

- Where KPIs have been agreed, **quarterly and annual review** of progress as part of IC company updates
- Discussion of material events at **Board level**

- **Reduce risks at time of exit** for portfolio companies
- **Highlight value enhancement** and future value for sustainable and resilient businesses

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ESG + C

CUSTOMERS



HELPING BLUE-CHIP COMPANIES ACHIEVE ESG GOALS

RETENTION



STRONG EMPLOYEE PROGRAMS

ENVIRONMENT



BECOMING A LEADER IN ELECTRIC VEHICLES

RISK MANAGEMENT & CYBER SECURITY



SECURE AND COMPLIANT SYSTEMS