

05

ESG DATA TABLES AND CONTENT INDEX



DIVERSITY TABLES

White Cap Workforce Breakdown^[1]

ETHNICITY	MALE	FEMALE	NOT SPECIFIED ^[4]	TOTAL
White	3073 (38.4%)	690 (8.6%)	2 (0.0%)	3765 (47.0%)
Hispanic or Latino	1325 (16.5%)	220 (2.7%)	1 (0.0%)	1546 (19.3%)
Black or African American	741 (9.2%)	120 (1.5%)	1 (0.0%)	862 (10.8%)
Asian	120 (1.5%)	41 (0.5%)	1 (0.0%)	162 (2.0%)
Two or More Races	108 (1.3%)	37 (0.5%)	1 (0.0%)	146 (1.8%)
Native Hawaiian or Other Pacific Islander	49 (0.6%)	11 (0.1%)	-	60 (0.7%)
American Indian or Alaska Native	24 (0.3%)	8 (0.1%)	-	32 (0.4%)
Not Specified ^[4]	1228 (15.3%)	182 (2.3%)	30 (0.4%)	1440 (18.0%)
Total	6668 (83.2%)	1309 (16.3%)	36 (0.4%)	8013

Leadership by Gender^{[1][2][3]}

METRIC	MALE	FEMALE	NOT SPECIFIED ^[4]	TOTAL
Total	61 (74.4%)	21 (25.6%)	-	82

Leadership by Racial / Ethnic Diversity^{[1][2][3]}

METRIC	WHITE	HISPANIC OR LATINO	BLACK OR AFRICAN AMERICAN	ASIAN	TWO OR MORE RACES	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	NOT SPECIFIED ^[4]	TOTAL
Total	60 (73.2%)	6 (7.3%)	2 (2.4%)	4 (4.9%)	2 (2.4%)	-	-	8 (9.8%)	82

1 U.S. associates only

2 Leadership includes directors, senior directors, vice presidents, and executives

3 Excludes Ram Tool, acquired on December 1, 2021

4 Not Specified indicates data is unavailable due to M&A additions or associates opting not to indicate

ENVIRONMENT

Climate Risk / Resilience

METRIC	FY'21
Primary GHG Emissions (MT CO₂e)^[1]	103,091
Scope 1 (MT CO ₂ e)	76,969
Scope 2 (MT CO ₂ e)	26,122
Primary GHG Emissions Intensity (MT CO₂e / \$M revenue)^[2]	18.6
Scope 1 Intensity (MT CO ₂ e / \$M revenue)	13.9
Scope 2 Intensity (MT CO ₂ e / \$M revenue)	4.7
Scope 3 Emissions (MT CO ₂ e)	5,125,623
Real Estate Footprint with High Climate Risk (%) ^[3]	5.3

1 MT = metric tons

2 \$M = millions of dollars

3 Climate risks include sea level rise, wildfire, cold wave, heat wave, and flooding

Energy Consumption

METRIC	FY'21
Total Energy Consumption (mWh)	385,817
Fuel (mWh)	223,872
Electricity (mWh)	74,771
Natural Gas (mWh)	59,189
Other (mWh)	27,986
Total Energy Intensity (mWh / \$M revenue)	69.5
Fuel (mWh / \$M revenue)	40.3
Electricity (mWh / \$M revenue)	13.5
Natural Gas (mWh / \$M revenue)	10.7
Other (mWh / \$M revenue)	5.0

Waste and Water

METRIC	FY'21
Total Waste Generated (metric tons)	17,469
Non-Hazardous (metric tons)	16,747
Hazardous (metric tons)	722
Waste Generation Intensity (metric tons / \$M revenue)	3.1
Recycling Rate (%)	11.8
Total Water Consumption (m³)	181,113
Water Intensity (m ³ / \$M revenue)	32.6

SOCIAL

Diversity, Equity, and Inclusion^{[1][2]}

METRIC	FY'21
Workforce, percent women (%)	16.4
Leadership, percent women (%) ^{[3][4]}	25.6
Workforce, percent racially / ethnically diverse (%)	42.7
Leadership, percent racially / ethnically diverse (%) ^{[2][3]}	18.9

1 U.S. associates only

2 Excludes Non-Specified Associates

3 Leadership includes directors, senior directors, vice presidents, and executives

4 Excludes Ram Tool, acquired on December 1, 2021

Associate Safety

METRIC	FY'21
Total Recordable Incident Rate (TRIR)	2.89
Lost Time Incident Rate (LTIR)	0.91

Associate Development and Engagement

METRIC	FY'21
Associates in Leadership Training (#)	400
Associate Net Promoter Score	39
Average Associate Tenure (years)	7.2
Turnover Rate (%)^[1]	19
Voluntary Turnover (%)	15
Involuntary Turnover (%)	4

¹ Company estimate

Community Engagement

METRIC	FY'21
Total Giving (\$000s) ^[1]	450

¹ Includes associate and company donations

GOVERNANCE

Ethics and Compliance

METRIC	FY'21
Associates Trained on Code of Conduct (%)	>99

Board Composition

METRIC	FY'21
Total # of Directors	11
Female Directors (%)	9.1
Racially and Ethnically Diverse Directors (%)	9.1
Independent Directors (%)	36.4

SASB INDEX

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	WHITE CAP DISCLOSURE
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	(1) 1,388,942 GJ (2) 19.4% (3) N/A
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-230a.1	See " Data Security & Cybersecurity " section
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected ^[1]	Quantitative	Number, Percentage (%)	CG-MR-230a.2	White Cap does not disclose this information
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	CG-MR-310a.1	White Cap does not disclose this information
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	(1) 15% (total company) (2) 4% (total company)
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations ^[2]	Quantitative	Reporting currency	CG-MR-310a.2	White Cap does not disclose this information

1 Note to CG-MR-230a.2-Disclosure shall include a description of corrective actions implemented in response to data breaches.

2 Note to CG-MR-310a.3-The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	WHITE CAP DISCLOSURE
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees ^[3]	Quantitative	Percentage (%)	CG-MR-330a.1	See " Diversity, Equity, and Inclusion " section
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination ^[4]	Quantitative	Reporting currency	CG-MR-330a.2	White Cap does not disclose this information
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-410a.1	White Cap is developing processes to quantify its revenue from these types of products.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-MR-410a.2	See " Hazardous Waste " section
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	CG-MR-410a.3	N/A

³ Note to CG-MR-30a.1-The entity shall describe its policies and programs for fostering equitable employee representation across its global operations.

⁴ Note to CG-MR-30a.2-The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.

Activity Metrics

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	WHITE CAP DISCLOSURE
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000,A	(1) See " About White Cap " section (2) 5
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m ²)	CG-MR-000,B	(1) 1,110,000m ² (2) 27,000m ²