

05

# ESG DATA TABLES AND CONTENT INDEX



# DIVERSITY TABLES

## White Cap Workforce Breakdown<sup>[1]</sup>

ETHNICITY	2021	2022
White	3,765 (47.0%)	4,123 (48.2%)
Hispanic or Latino	1,546 (19.3%)	1,700 (19.9%)
Black or African American	862 (10.8%)	986 (11.5%)
Asian	162 (2.0%)	180 (2.1%)
Two or More Races	146 (1.8%)	156 (1.8%)
Native Hawaiian or Other Pacific Islander	60 (0.7%)	69 (0.8%)
American Indian or Alaska Native	32 (0.4%)	52 (0.6%)
Not Specified <sup>[3]</sup>	1,440 (18.0%)	1,291 (15.1%)
<b>Total</b>	<b>8,013</b>	<b>8,557</b>

GENDER	2021	2022
Male	6,668 (83.2%)	7,060 (82.5%)
Female	1,309 (16.3%)	1,447 (16.9%)
Not Specified <sup>[3]</sup>	36 (0.4%)	50 (0.6%)
<b>Total</b>	<b>8,013</b>	<b>8,557</b>

## Leadership by Gender<sup>[1][2]</sup>

METRIC	2021	2022
Male	61 (74.4%)	70 (71.4%)
Female	21 (25.6%)	28 (28.6%)
Not Specified <sup>[3]</sup>	-	-
<b>Total</b>	<b>82</b>	<b>98</b>

## Leadership by Racial/Ethnic Diversity<sup>[1][2]</sup>

ETHNICITY	2021	2022
White	60 (73.2%)	80 (81.6%)
Hispanic or Latino	6 (7.3%)	8 (8.2%)
Black or African American	2 (2.4%)	2 (2.0%)
Asian	4 (4.9%)	3 (3.1%)
Two or More Races	2 (2.4%)	1 (1.0%)
Native Hawaiian or Other Pacific Islander	-	-
American Indian or Alaska Native	-	-
Not Specified <sup>[3]</sup>	8 (9.8%)	4 (4.1%)
<b>Total</b>	<b>82</b>	<b>98</b>

1 U.S. associates only.

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

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

# ENVIRONMENT

## Climate Risk/Resilience

METRIC	2021	2022
<b>Primary GHG Emissions (MT CO<sub>2</sub>e)<sup>[1]</sup></b>	<b>100,549</b>	<b>111,187</b>
Scope 1	82,303	91,196
Scope 2	18,246	19,991
<b>Primary GHG Emissions Intensity (MT CO<sub>2</sub>e/\$M revenue)<sup>[2]</sup></b>	<b>18.1</b>	<b>17.4</b>
Scope 1 Intensity	14.8	14.2
Scope 2 Intensity	3.3	3.1
Scope 3 Emissions (MT CO <sub>2</sub> e)	5,187,186	5,253,117
Real Estate Footprint with High Climate Risk (%) <sup>[3]</sup>	~5%	~5%

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<sup>[1]</sup>

METRIC	2021	2022
<b>Total Energy Consumption (MWh)</b>	<b>392,732</b>	<b>432,292</b>
Fuel	223,872	254,097
Electricity	52,029	56,901
Natural Gas	88,846	96,988
Other	27,986	24,306
<b>Total Energy Intensity (MWh/\$M revenue)</b>	<b>70.7</b>	<b>67.5</b>
Fuel	40.3	39.7
Electricity	9.4	8.9
Natural Gas	16.0	15.1
Other	5.0	3.8

1 Certain 2021 figures have been restated due to enhanced data availability.

## Waste and Water

METRIC	2021	2022
<b>Total Waste Generated (metric tons)</b>	<b>17,469</b>	<b>14,912</b>
Non-Hazardous	16,747	14,368
Hazardous	722	544
Hazardous Waste Recycled	556	523
Hazardous Waste Disposed	166	21
Waste Generation Intensity (metric tons/\$M revenue)	3.1	2.3
<b>Recycling Rate (%)</b>	<b>11.8</b>	<b>17.9</b>
<b>Total Water Consumption (m<sup>3</sup>)</b>	<b>181,113</b>	<b>185,676</b>
Water Intensity (m <sup>3</sup> /\$M revenue)	32.6	29.0

# SOCIAL

## Diversity, Equity and Inclusion<sup>[1][2]</sup>

METRIC	2021	2022
Workforce, percent women (%)	16.3	16.9
Leadership, percent women (%) <sup>[3]</sup>	25.6	28.6
Workforce, percent racially/ethnically diverse (%)	35.0	36.7
Leadership, percent racially/ethnically diverse (%) <sup>[3]</sup>	18.9	14.9

1 U.S. associates only.

2 Values for 2021 are restated to include unspecified associates.

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

## Supplier Diversity

METRIC	2021	2022
Diverse Supplier Spend \$M	-	110
Small Business Spend \$M	-	880

## Workforce

METRIC	2021	2022
Total Recordable Incident Rate (TRIR)	2.89	3.12
Lost Time Incident Rate (LTIR)	0.91	0.98
Days Away Restricted Time (DART)	2.81	1.57
Hours of EHS Training for associates	17,500+	19,000+
Hours of jobsite safety awareness training delivered by White Cap specialists	40,000	44,500

## Associate Development and Engagement

METRIC	2021	2022
Training Courses Offered	430	513
Average Tenure (years)	7.2	7.2
Associate Net Promoter Score	39	23 <sup>[1]</sup>
Completion Rate of New Associate Orientation	90.4	95.8
Associates that completed Leadership Training	-	375
Career Development Program (CDP): Retention Rate	75	79
Corporate/total donations through White Cap	\$450K	\$870K
Hours donated to local volunteer initiatives	-	30,000
<b>Turnover Rate (%)<sup>[2]</sup></b>	<b>19</b>	<b>28</b>
Voluntary Turnover	15	23
Involuntary Turnover	4	5

1 Includes associates from recent acquisitions.

2 Company estimate.

# GOVERNANCE

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## Ethics and Compliance

METRIC	2021	2022
Associates Trained on Code of Conduct (%)	99+	98+

## Board Composition

METRIC	2021	2022
Total # of Directors	11	12
Female Directors (%)	9.1	16.7
Racially and Ethnically Diverse Directors (%)	9.1	8.3
Independent Directors (%)	36.4	41.7

<sup>1</sup> Each member of White Cap's Board of Directors was asked to self-identify gender and demographic background. Percentages calculated based on affirmative responses divided by the total number of directors at the end of each period.

# SASB INDEX

## MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

### Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	WHITE CAP DISCLOSURE 2022
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) 1,556,254.8 GJ (2) 13.2% (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 " <a href="#">Data Security &amp; Cybersecurity</a> " section
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected <sup>[1]</sup>	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) 23% (total company) (2) 5% (total company)
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations <sup>[2]</sup>	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 2022
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees <sup>[3]</sup>	Quantitative	Percentage (%)	CG-MR-330a.1	See " <a href="#">Diversity, Equity and Inclusion</a> " section <sup>[4][5]</sup>  See " <a href="#">Diversity Tables</a> "
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination <sup>[6]</sup>	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 " <a href="#">Hazardous Waste</a> " 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 According to SASB 3.1.2, management reporting includes corporate & store representation. White Cap defines this at the corporate level only.

5 Excludes non-US employees.

6 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 2022
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	(1) See " <a href="#">About White Cap</a> " section  (2) 5
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m <sup>2</sup> )	CG-MR-000.B	(1) ~1,161,000m <sup>2</sup>  (2) ~27,000m <sup>2</sup>