

Corporate Responsibility Report

Environmental

Social

Governance



2022
poolcorp.com

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From Our Leadership

To our shareholders, supporters and communities we serve,

As a leading global distributor of outdoor lifestyle products, POOLCORP's® purpose is clear. We serve to make a difference: to provide exceptional value through innovation within our industry, with our over 2,000 vendors and 125,000 customers, in the lives of our 6,000 employees and within the communities where we operate 420 sales centers.

But purpose alone does not suffice. It takes purpose with a plan, followed by deliberate and consistent execution by our teams, which is something POOLCORP® has proudly delivered over our nearly 28 years as a public company.

Our company is guided by four operating priorities, which are safety, growth, profitability and being an Employer of Choice. These values are instilled in our culture and drive how we serve our customers while positively impacting the communities we serve.

Our current year achievements across our operating priorities were focused on:

- **ensuring safety** by keeping this at the forefront of everything we do. In 2022, we launched the annual POOLCORP® Safety Challenge Coin program to recognize employees who exemplify our safety values and actively foster a safer work environment;
- **driving growth** through sales center openings, acquisitions and the expansion of existing sales centers, as well as increasing our product selection and unveiling emerging products utilizing the latest technology in energy efficiency and other trends;
- **delivering profitability** while lessening our environmental impact through optimizing our fleet's fuel consumption and enhancing the energy efficiency of our facilities; and

- **striving to be an Employer of Choice** through the expansion of our diversity, equity and inclusion (DEI) initiatives. In 2022, we partnered with diversity-focused recruiters like Diversity Jobs, Women in Trucking, and Recruit Military. We also launched a DEI mentoring program for diverse employees and introduced the Women's Interactive Network (WIN) to offer a unique networking experience to women at POOLCORP® including leadership development, mentorship and other interactive opportunities.

We live and work in communities surrounded by water and are proud of our partnership with the YMCA to provide swimming lessons that teach basic water safety skills to children. From the inception of our program in 2021, we have donated more than \$3 million to YMCAs throughout the country, funding swim lessons for more than 30,000 children and training 2,000 lifeguards.

When we reflect on the value that we have created for our shareholders, customers, suppliers, employees and communities – our commitment to corporate stewardship is within the core of our actions. Together, we are working to shape a brighter, more sustainable future for all in our continual pursuit of creating exceptional value, returns and opportunities.

Sincerely,



John E. Stokely
Chairman of the
Board of Directors



Peter D. Arvan
President and Chief
Executive Officer



About POOL

Pool Corporation, a member of the S&P 500 Index, is the world's largest wholesale distributor of swimming pool supplies, equipment and related leisure products and is one of the leading distributors of irrigation and landscape products in the United States.

Our Mission

To provide exceptional value to our customers and suppliers, creating exceptional return for our shareholders while providing exceptional opportunities for our employees.

Our Vision

To be the best worldwide distributor of outdoor lifestyle products that include all products relating to swimming pools, irrigation and other products that enhance the quality of outdoor home life.

About This Report

The information in this report covers our corporate responsibility performance for the 2022 calendar year and generally applies to Pool Corporation on a company-wide basis. We calculated non-financial references, including carbon emissions, fleet metrics, water and electricity usage and recycling impacts, based on our North American operations as information is more readily available for analysis and represents the largest component of our business. Our prior year metrics were updated using current year methodology and were restated to include total North American operations.

We are guided by our four operating priorities:



1. Safety

Safety is our first operating priority, and we consider safety first in everything we do. We owe it to our people, their families, and our communities to operate safe facilities and a safe fleet.

2. Growth

Growth is a critical part of our success. We have grown, and will continue to grow, through sales center openings, acquisitions and the expansion of existing sales centers. Increasing our product selection and capitalizing on emerging products utilizing the latest technology will provide additional growth opportunities.

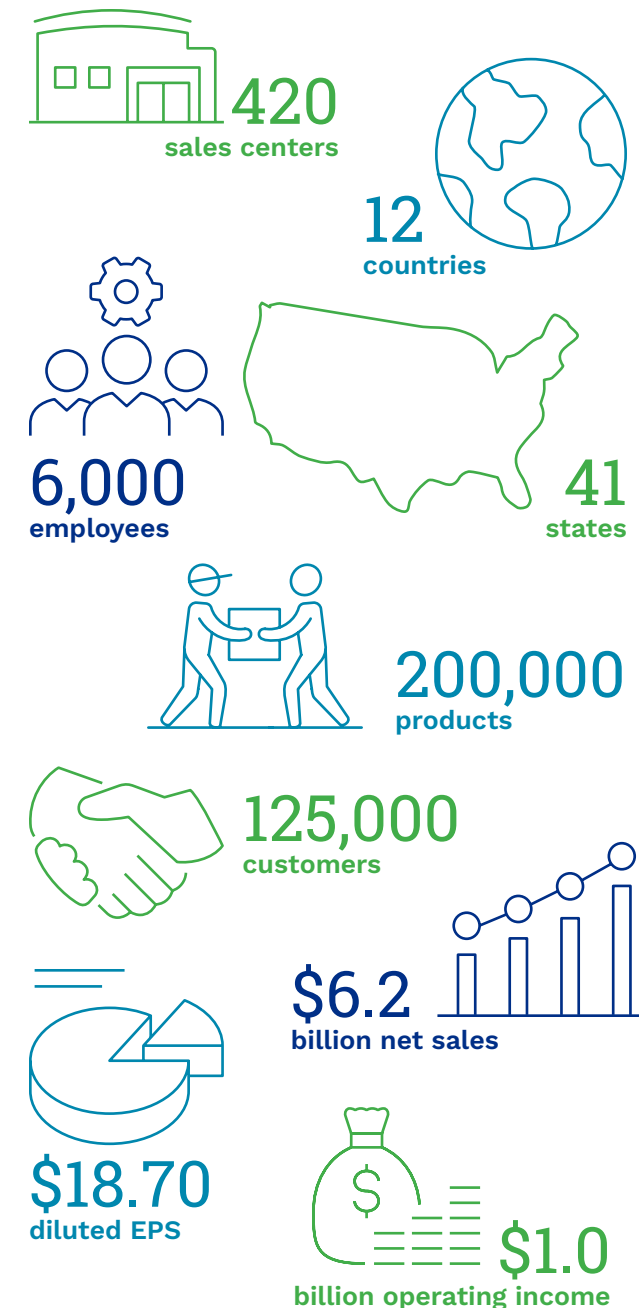
3. Profitability

One key to capturing additional profit is capacity creation, which means making better use of current investments.

4. Employer of Choice

Our employees are our greatest asset and the foundation for our growth and success. We strive to be an Employer of Choice by investing in our people.

2022 Highlights



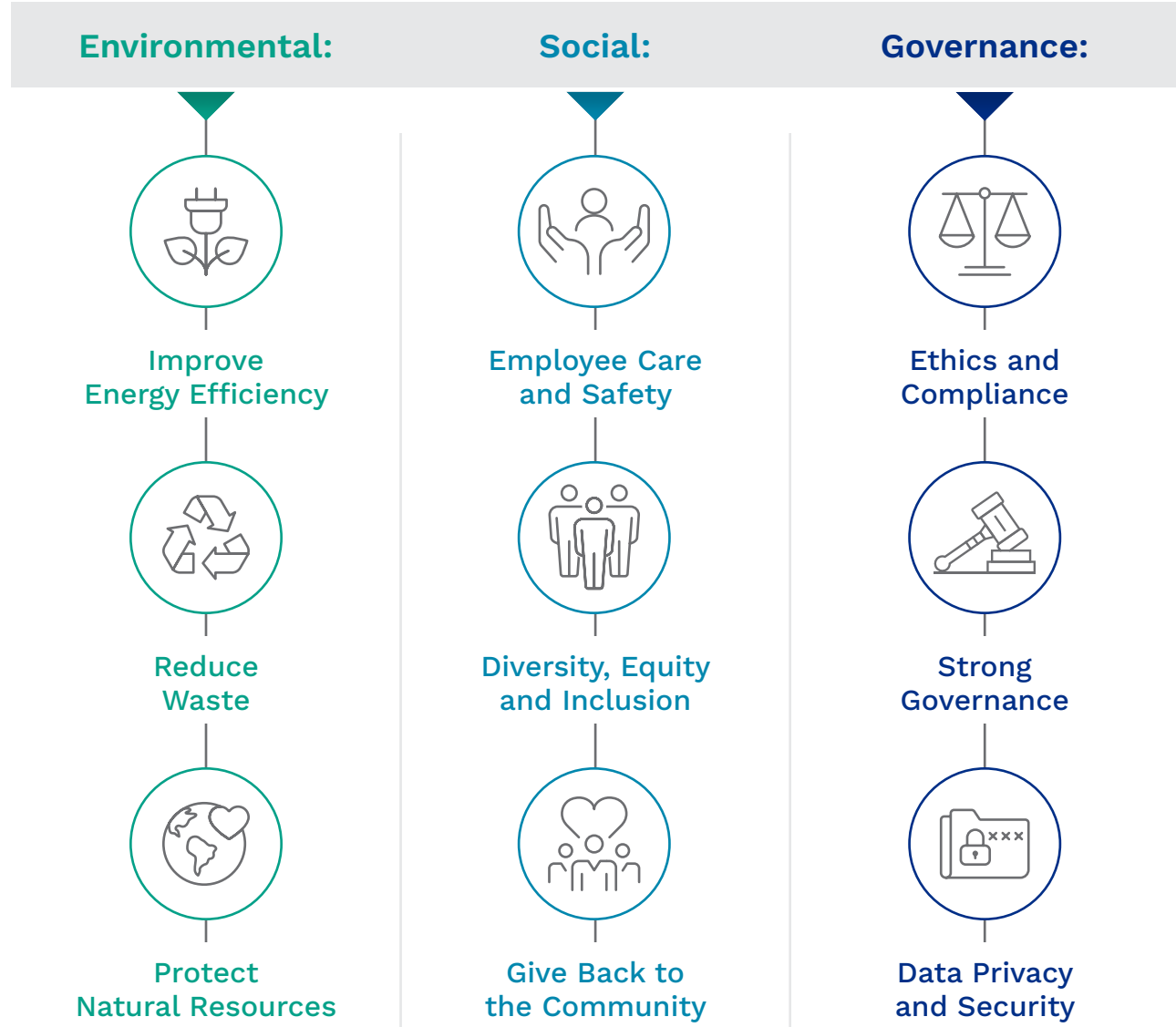
POOLCORP® is firmly committed to safe, sustainable work practices.

Our goal is to enrich outdoor home life for families while ensuring the best future for our employees, our customers, our suppliers and the communities in which we live and work.

We are dedicated to appropriately managing environmental, social and governance matters and believe it is essential to our role as a global industry leader.



E S G



Environmental



Environmental Policy

Purpose



POOLCORP® strives to implement and administer an environmental policy that prioritizes legal compliance, pollution prevention and resource conservation. We share an obligation with our suppliers across all stages of the supply chain to unify our efforts toward continued environmental integrity. Further, we expect our suppliers to abide by the principles of this policy.

Environmental Sustainability

Our environmental priorities include:

- **Sustainable Sourcing:**

We are committed to sourcing our products from environmentally-conscious suppliers. We encourage all companies involved in the lifecycle of our products to adhere to ISO 14000 environmental standards and all other relevant environmental legislation.

- **Climate Protection:**

As our company continues to expand, POOLCORP® and our suppliers aim to reduce carbon emissions throughout all phases of the supply chain. We are mitigating greenhouse gas emissions by introducing electric vehicles and equipment, implementing renewable energy and enhancing energy efficiency.

- **Waste Mitigation:**

We divert waste through our recycling programs and sensible disposal of hazardous products. We manage our waste comprehensively and address all locations with an individual plan.

- **Performance Tracking and Reporting:**

We report environmental, social and governance advancements in our annual corporate responsibility report. In addition to our annual corporate responsibility reporting, we utilize internal programs which track progress relating to our environmental objectives.

- **Employee Awareness:**

We believe that well-defined duties, training and engagement opportunities promote a culture of environmental distinction.

Energy Efficiency in Our Fleet and at Our Facilities

In our operations, we are committed to efficiency and minimizing our impact on the environment through reduction of our natural resource usage and emissions.

Our Fleet

Maximizing the efficiency of our fleet is an important step in reducing our carbon emissions. We actively monitor metrics such as vehicle utilization, speed, idle time, miles per gallon and historical maintenance and use this data to make decisions regarding when and where to use a vehicle and when to retire a vehicle.

In line with our commitment to improve the efficiency of our fleet and reduce our impact on the environment, we have implemented the following initiatives:

- We ensure that our delivery routes maximize vehicle efficiency and minimize emissions.
- We aim to maintain idling time of 10% or less throughout our fleet. We partner with our delivery vehicle manufacturers to factory set an engine shutdown after 10 minutes of idle time on new vehicles as well as set parameters on existing delivery vehicles to this same standard. In 2022, we achieved our target idling time of less than 10% across our fleet, which we expect to maintain going forward.
- We are modernizing our fleet by purchasing alternative fuel vehicles with an emphasis on electric vehicles. We added eight electric vehicles to our fleet in 2022 and anticipate adding more in 2023.

Our Facilities

In 2022, we benchmarked the electricity usage of our North American facilities, including sales centers, central shipping locations and corporate offices. Based on this data, our facilities consumed 32.9 million kilowatts (kW) of electricity or an average of 3.3 kW per square foot.¹

We are improving energy efficiency at our facilities by reducing energy consumption and advancing our use of alternative energy sources. Updating our facilities with LED lighting and occupancy and motion sensors trims energy consumption and cost. We are also utilizing alternative energy sources such as skylights and solar panels in 139 of our locations. We are expanding these improvements to more of our locations, along with increasing the number of occupancy sensors and motion sensors in our warehouses.

¹ Usage estimations were incorporated when actual data was not available.

Our Fleet	2022	2021
Gallons of fuel consumed	3.7 million	3.5 million
Fleet vehicles	2,106	2,007



Energy-Efficient and Environmentally-Friendly Products

We make an impact by promoting and selling energy-efficient and environmentally-friendly products.

- Energy Star® certified pool and spa pumps meet strict energy efficiency criteria and provide up to 80% energy savings per year.
- Variable speed pumps require less energy than their single-speed counterparts.
- Eco Select® products save energy, conserve water, eliminate or reduce noise or otherwise contribute to a more environmentally-responsible equipment system.
- Cartridge filters allow pool owners to efficiently filter out even the smallest particles without using water to backwash.
- Robotic pool cleaners can be up to 90% more efficient than suction and pressure cleaners.
- High-efficiency pool and spa heaters heat water using less energy, more cost-effectively and with lower noise levels.
- ReNew™ vinyl liners contain 51% recycled content and are made from the first high-performance pool vinyl to be certified as a sustainable product.
- Pool covers prevent heat, water and chemical loss, allowing homeowners to conserve energy and water.
- Solar pool heating systems boast extremely low annual operating costs and typically pay for themselves in a few years.
- LED and solar landscape lighting significantly reduce energy usage.
- Battery-operated power equipment and propane gas zero-turn mowers reduce greenhouse gas emissions and harmful noise.
- Solar-powered heating produces lower emissions than other comparable products.

The Energy Star® certification mark, EcoSelect® certification mark, and ReNew™ trademarks are third-party marks unaffiliated with POOLCORP®.



Irrigation and Landscape Energy-Efficient and Environmentally-Friendly Products

Smart Water Products

For nearly two decades, the irrigation industry has been dedicated to developing new technology to reduce the amount of water needed to maintain the lush beauty of turf and ornamentals. These products include pressure-regulating sprays and nozzles, soil moisture and rain sensors and weather-based controllers. Our Horizon® sales centers have continuously developed initiatives to guide industry professionals to these new products through in-store signage and literature to explain the benefits of choosing these new generation products and in-app tools to calculate the total savings when updating an irrigation system to “smart.”

Soil Health

For almost 10 years, our Horizon® business has been promoting the importance of soil health as a means to reduce the need for chemicals and fertilizer on the turf. “Stop Treating Your Soil Like Dirt” has been our battle cry to encourage our customers to improve the overall microbial makeup of the soil in order to naturally reduce the occurrence of weeds, fungus and other pests. Our pioneering tool, “Turf Triage,” walks customers through the stages of soil testing and uses technology to make product recommendations that result in healthy, attractive lawns without the use of synthetic fertilizer.

Battery Equipment

Two-cycle handheld tools and gas-powered mowers have been difficult to displace in lawn care because of the run time and power required for commercial work. However, recent innovations in battery technology have created an opportunity to move the industry to a more environmentally-friendly platform and we have embraced the change. Our team is advancing the transformation by offering one of the largest selections of battery equipment in the industry, including blowers, chainsaws, push and riding mowers and even utility vehicles. Further, we are driving adoption through training, demonstrations, advertising, social media and more.

Plant Nutrition

Our private label line of fertilizer gives us the opportunity to create fertilizer blends that we believe are better for the environment. Many of our TurfGro® products include Synergy, a unique additive that improves the penetration of water on turf to reduce the frequency and volume of water needed to maintain healthy grass. We also encourage the use of slow-release nitrogen to minimize runoff and decrease the number of applications required each season.



Recycling Impact

POOLCORP® participates in a diverted refuse project to reduce our carbon footprint and keep recyclable items out of landfills. In 2022, we diverted 7,900 tons of waste materials, reducing our waste content going to landfills by 17%. We continue exploring innovative ways to increase recycling to further reduce our carbon footprint.

Tons of Waste Diverted by Material Type	2022
Total tons diverted from landfills	7,857
Mixed recyclables	3,773
Construction/demolition	2,615
Cardboard	926
Wood	388
Organics	106
Trash	49
% diverted	17%

Returnable Packaging

Our returnable container and bulk chemical programs reduce waste. These two programs are having a powerful impact on our waste reduction efforts. In 2022, our bulk bleach chemical sales prevented 1,800 tons of plastic and 2,200 tons of cardboard from entering landfills.

Tons of Packaging Returned	2022	2021
Cardboard	2,200	2,100
Plastic	1,800	1,700



Reducing Paper Documentation

Over the years, we have progressed in the conversion of purchase orders and invoices from paper to electronic. Our electronic documentation in 2022 and 2021 represented approximately 65% of our document usage.

Environmental Health and Safety Program

We distribute products and transport chemicals across North America, Europe and Australia. Protecting the environment and our people and using resources responsibly are our foremost concerns.

All employees have a duty to report any environmentally harmful acts with no threat of negative repercussions. We are committed to complying with applicable regulations pertaining to our packaging, labeling, reporting and transportation, and we expect our suppliers to meet these same standards.

We extensively train our employees to manage chemicals appropriately and train them on handling, storage, disposal, on-site response management and recalls. Our program consists of regular site inspections to identify deficiencies and provide measures for prompt correction if necessary. We also review new processes to identify potential hazards and make changes where necessary to ensure that our employees and the environment are protected.

We outline responsibilities in our POOLCORP® Safety Manual and within site-specific evacuation plans. Our North American sales centers have 24/7 access to the POOLCORP® Safety Emergency Line and response management vendors who are available to respond immediately to on-site emergencies, including hazmat and weather-related events. In addition, we also provide our customers 24/7 emergency support through a third-party vendor to assist with any product-related emergencies.

When we are notified of a chemical recall, we immediately quarantine the product and discontinue sales. We then coordinate the product's disposal from our sales centers through the manufacturer or hazardous waste disposal.



Reducing Our Carbon Footprint

Reducing greenhouse gas emissions is critical to protecting our environment and slowing climate change.

We are committed to addressing the risks of climate change by taking action to reduce our greenhouse gas emissions. Our main source of direct greenhouse gas emissions comes from our fleet of company vehicles.

Direct – Carbon Emissions from Our North American Fleet (in MtCO2e)	
2022	35,189
2021	33,410

Carbon emissions from our fleet grew 5% from 2021 to 2022 in support of our business growth, which saw a 17% increase in net sales over the same period. We more than offset this growth in our emissions with our carbon emissions offset efforts.

In 2022, we conducted an electricity usage benchmarking assessment of our North American sales centers, central shipping locations and corporate offices and calculated our indirect carbon emissions from this data.

Indirect – Purchased and Consumed Electricity from Our North American Facilities (in MtCO2e)	
2022	14,235

We estimate that we offset 18,067 MtCO2e of our emissions in 2022 through our landfill diversion program and tree planting efforts. In 2022, we donated 5,000 trees through the National Forest Foundation in celebration of Earth Day and partnered with LightStream™ and American Forests™ to plant a tree with every LightStream™ loan.

Carbon Emissions Offset (in MtCO2e)	
2022	18,067
2021	5,600

Our goal is to have 5% less net direct carbon emissions in 2025 than in 2021.



Conserving Water

Our industry revolves around water, and we are committed to protecting this vital resource through our product offerings and conserving water at our facilities.

We offer our customers a variety of water conservation solutions, as discussed in our earlier product section. Further, we are a member of the U.S. Environmental Protection Agency’s WaterSense program, which offers a simple way for consumers to identify water-efficient products. WaterSense-labeled products are third-party certified to use at least 20% less water, save energy and perform as well as or better than other competing models. Our WaterSense-labeled products include irrigation products sold by Horizon® that reduce a household’s irrigation water usage.

We also offer our customers many options of swimming pool covers, which fight evaporation and conserve water. Physical pool covers, including safety, solar and automatic covers, as well as liquid covers, all prevent evaporation and help pool owners conserve water and reduce chemical loss.

We have also implemented practices to monitor and minimize water consumption in our business. As disclosed in our 2021 Corporate Responsibility Report, we conducted an initial water study to understand our usage patterns. Based on this data from a sample of locations, we used an estimated 36 gallons of water per day per employee. In 2022, we expanded our assessment substantially to estimate water usage for our North American sales centers, central shipping locations and corporate offices. Based on this data, we used approximately 63.8 million gallons of water, or 32 gallons of water per day for each employee.

We set a goal in 2021 to reduce our employees’ water usage per day by 5% by 2026 from 36 gallons a person.



In 2022, in celebration of World Water Day, we donated to DIGDEEP, a human rights nonprofit organization working to close the water gap and bring clean, hot and cold running water to every American.



Social



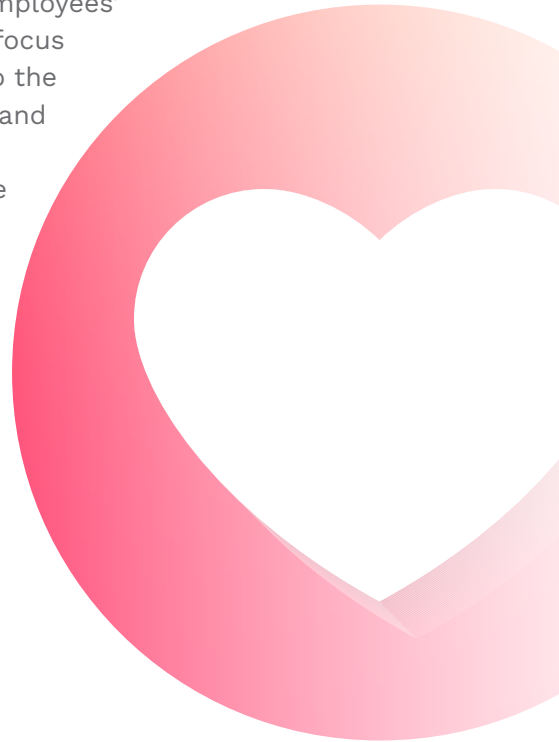
Make a
difference
M
Volunteer
POOFCORP

Reason
POFCORP

Employer of Choice

We know our people are critical to our success, and we strive to be an Employer of Choice every day.

Our goal is to be an Employer of Choice to our 6,000 employees through focusing on the engagement, development, retention and health and safety of our employees. We believe that our success is a direct result of our employees' contributions. It's their initiative and focus that has helped build POOLCORP® into the global market leader in outdoor living and distribution that it is today. To reward and engage our employees, we provide competitive pay and benefits, ample training and continuing education opportunities, and a safe, supportive and inclusive environment to grow their careers.



A Culture of Safety

Our commitment to the safety of our employees ranks at the top of our operating priorities.

We owe it to our people, their families and our communities to operate safe facilities and a safe fleet. We strive for goal zero: zero employee injuries, zero preventable vehicle accidents and zero roadside violations. This effort begins immediately with new employees and is reinforced each day through intense focus on training, safety awareness, risk identification and other essential safety protocols.

We take many steps to help us achieve our goal.

- We provide the safest workplace environments possible, continually working to improve safety in each of our locations. Constant vigilance is key to maintaining a safe work environment.
- We actively engage with employees and demonstrate commitment to an injury-free workplace.
- We maintain strong safety and health policies and procedures, including regular audits and investigations as needed.
- We require extensive in-facility, as well as virtual, training on safe work practices.
- We continue to modernize our fleet with advanced safety features such as hands-free capabilities and back-up cameras.
- We deliver high-quality products along with easily accessible safety data sheets and product manuals.
- We ensure employees understand they have the right and the duty to stop unsafe situations without risk of retaliation.

We celebrate our safety successes.

In 2022, we introduced the annual POOLCORP® Safety Challenge Coin to honor the significant contributions of our employees and their commitment to safety. These coins were awarded to selected employees who embody our safety values and go above and beyond to promote a safer working environment.



“Our ultimate goal is to send every employee home each night in the same condition in which they came to work that morning.”



— Peter D. Arvan,
POOLCORP® President and
Chief Executive Officer

Employee Compensation and Benefits

Our performance-based compensation philosophy is based on rewarding each employee’s individual contributions. Our total compensation package includes cash compensation (base salary and incentive or bonus payments), company contributions toward additional benefits (such as health and disability plans), retirement plans with a company match and paid time off. We also offer the opportunity to become a shareholder through equity grants for management and through our employee stock purchase plan, which is available to all employees who work a minimum number of hours per year. Our employees can take advantage of a range of benefits, including healthcare and wellness programs, tuition reimbursement for eligible employees, multi-year scholarship opportunities to their dependents, as well as financial wellness programs to provide education and tools to assist in improving and maintaining our employees’ financial futures.

POOLCORP® Reward and Recognition Programs:

- President’s Club annual trip
- Above and Beyond awards
- Milestone achievements for learnings completed at our training facility
- Annual recognition of exceptional sales centers
- Annual driver recognition program



Appreciating and Rewarding Our People

At POOLCORP®, we believe that recognizing and celebrating our employees’ contributions to our business is a critical part of being an Employer of Choice. We have numerous programs that celebrate the achievements of our employees.

Health and Wellness

Wellness encompasses a broad array of physical, mental, emotional and financial dimensions. We offer a vast assortment of wellness resources to help our employees balance these different aspects of life and stay on top of their game, fully engaged and prepared to provide world-class service to our customers.

Our Diving Into Wellness program, available to all employees and their families, promotes a healthy, active lifestyle with a long-term focus on wellbeing.

Some of the benefits of the program include:

- free annual health screenings that benchmark and track changes in metrics such as weight, blood pressure and cholesterol;
- online training sessions focusing on physical and mental wellness;
- physical and mental wellness challenge activities that also provide employees with opportunities to connect with others;
- access for all employees and their families to LifeWorks, an online program providing tools on hundreds of topics including physical and emotional health, personal finance, people management, addiction and recovery, legal support, retirement guidance, workplace engagement and parenting;
- a wellness discount program, offering employee discounts on wellness-related products and services such as fitness centers and nutrition counseling; and
- a healthy recipe forum on our Diving Into Wellness website.

Our comprehensive wellness approach also includes:

- tobacco cessation support;
- financial planning classes and assistance; and
- remote healthcare provider access through Teladoc.



Employee Development

Our success directly depends on our ability to attract, develop and retain a talented team.

To do this, we invest heavily in bolstering our employees' skills, knowledge and capabilities to ensure that we have the best workforce in our industry.

We provide all of our employees with continuous learning and development opportunities that cover a wide range of topics from safety and security protocols, product knowledge, technology skills, leadership techniques and more. In 2022 alone, our employees took part in approximately 88,000 hours of training and development classes online, in-person at our EDGEducation training center, at regional and divisional meetings and as a core part of our annual International Sales Conference.

One of our cornerstone development efforts is our Management In Training (MIT) program. This intensive development program prepares participants for significant roles in outside sales and operations management. We offer these opportunities to external candidates entering the workforce or to existing employees who want to continue advancing their careers. The program includes hands-on projects, detailed role-play scenarios, customer interactions and classroom sessions facilitated by industry experts to provide participants with the knowledge, tools and leadership skills necessary to take on additional responsibilities in our organization.

We connect the importance of learning and development with concrete outcomes through our annual performance management process for all employees. This robust online process provides ongoing feedback to our employees regarding their objectives (what they are working on) and their competencies (how they are getting the work done). Our dynamic focus on development and performance has a strong impact on our organization, resulting in the promotion of over 13% of our workforce in 2022.



6,000
employees worldwide



88,000
training hours



13%
workforce promoted

Our Approach to Diversity, Equity and Inclusion (DEI)

We are committed to fostering a diverse, equitable and inclusive workplace that represents the communities in which we work and live. We believe that diversity drives innovation and delivers the best solutions to complex problems, and our culture is one where differences are welcomed, valued and respected.

Our approach to DEI is focused on expanding the diversity of our workforce through the hiring, retention and advancement of underrepresented populations through the following approach:

- Diversity: Recruit, develop and retain a diverse workforce and provide developmental opportunities for career advancement for all employees;
- Equity: Maintain policies, practices and procedures that promote equal employment opportunity for all prospective candidates and employees; and
- Inclusion: Provide action-oriented programs that produce results and employee engagement.

Equal Opportunity

We base employment decisions on merit, considering qualifications, skills and achievements. We are committed to equal opportunity and do not tolerate discrimination or harassment on the basis of sex, race, color, ethnicity, age, religion, sexual orientation, disability or any status protected by applicable law.

Responsible Labor Practices

Across our operations and through our supply chain, our expectations of ethical practices regarding labor conditions remain as stringent as ever. We are committed to operating in full compliance with wage, work hours, overtime and benefits laws. Our commitment to sound labor practices exceeds minimum standards as we strive to create an environment where the best people want to work.



In 2022, we expanded our efforts through collaboration with diversity-focused recruiting partners such as Diversity Jobs, Women in Trucking and Recruit Military.

“It is up to each of us to treat others fairly and to strive for equality. We are all in this together.”



– **Luther A. Willems,**
POOLCORP® Vice President
and Chief Human Resources
Officer

Equity and Inclusivity in Action

While hiring a diverse workforce is a key first step, it is not enough. It is critical that each of our employees can participate fully and equally in our business, lending their unique voices to our long-term success.

DEI Mentoring Program

In 2022, we launched our DEI mentoring program to provide connection and growth opportunities for our diverse employees. The program kicked off in person at our annual sales conference, followed by a virtual onboarding session to provide details, tools and resources to participants. Mentors and mentees meet monthly and regularly receive materials to support a rich, meaningful dialogue about career goals and growth, while group feedback through sharing sessions and surveys shapes the evolution of the program to better serve participants.

Women’s Interactive Network (WIN)

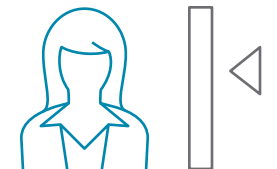
We launched our Women’s Interactive Network (WIN) in 2022 to offer a unique networking experience to women at POOLCORP® including leadership development, mentorship and other interactive opportunities. Our kickoff event gathered hundreds of women to focus on career planning and development and the power of goal setting. Other events included a guest speaker who shared her personal career journey, an interactive panel discussion with our senior female leadership and an informative session on the power of mentoring and building relationships inside and outside of our organization. This network also hosts an in-person event at our annual sales conference. As we look ahead, our goal is to cultivate a stronger leadership network and offer career development opportunities to the women at POOLCORP® and in the outdoor living and distribution industries.



Women at POOLCORP®



Women represent 40% of our executive leadership team



In 2022, women as a percentage of total promotions increased 300 basis points and 130 basis points as a percentage of total hires.

Making a Difference

POOLCORP® employees actively volunteer in a multitude of efforts that positively impact our communities.

Whether it is an event to support a local or global charity or assisting in the refurbishment of community swimming pools, our employees make our local communities better places to live, work and play. Our company's matching donation program amplifies the impact made by our employees and instills a sense of teamwork in all that we do.

The infographic features a central vertical line with circular icons at the top and bottom. The top icon shows two hands holding a heart. The bottom icon shows the YMCA logo. Along the line are eight logos of partner organizations:

- Boys & Girls Clubs of America
- Greater New Orleans Regional Economic Development
- National Forest Foundation
- Second Harvest Food Bank
- Special Olympics
- The Idea Village
- Dig Deep
- Make-A-Wish

The logos pictured are third-party trademarks unaffiliated with POOLCORP®.

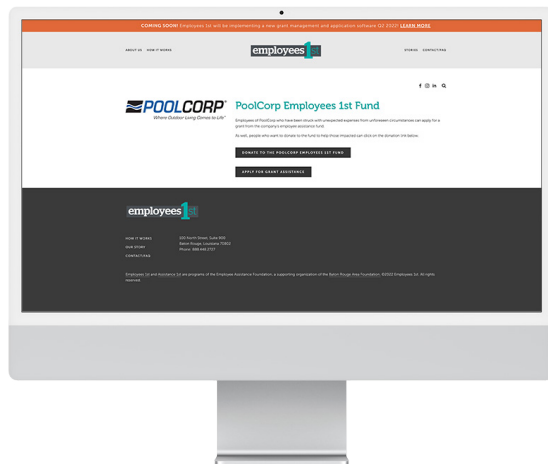


Disaster Relief

It is paramount that we rally around each other and provide support in times of crisis.

We have a long history of supplying humanitarian relief to our communities following natural disasters such as hurricanes, earthquakes and fires. We know that unexpected events can create extreme hardship for our employees, impacting the physical, emotional and financial wellness of our employees and their families.

To help our employees when disaster strikes, we offer the POOLCORP® Employees 1st program. This program provides cash grants to employees in the U.S., Mexico and Canada who meet the program criteria. Employees, vendors and others may also make donations to help POOLCORP® employees facing extreme hardship. We also stock supplies such as generators, water and fuel cans locally to provide to our employees in their time of need.



Everyone Should Know How to Swim

We believe everyone should know how to swim, and we have partnered with the YMCA to serve those children who otherwise would not have the chance to learn water safety skills or take swimming lessons. For children, learning to swim also instills confidence and paves the way for a brighter, healthier future.

From the inception of our program in 2021 through the opening of the swim season in 2023, we have donated more than \$3 million to 21 YMCAs throughout the country, funding swim lessons for more than 30,000 children and training 2,000 lifeguards. In 2022, we were honored to receive the C. Allen Favrot Humanitarian of the Year Award from the YMCA of Greater New Orleans. We are thankful to our partners at the Y for helping us to build stronger, healthier communities.

We are excited about the future of this program and empowering the next generation of swimmers!



Over **\$3 million** donated to **21 YMCAs**



30,000 children received swim lessons



2,000 lifeguards trained



2022 C. Allen Favrot Humanitarian of the Year Award



“Teaching children to swim is our number one outreach as a company. We are committed to making a difference in the communities where we live and work.”



– **Jennifer M. Neil,**
POOLCORP® Vice President,
Secretary and Chief Legal Officer

Governance



Ethics and Compliance

We are proud of our culture of ethics and compliance, which shapes our conduct and guides decisions at all levels in our organization.

We believe that ethical decision making not only complies with laws and regulations but also builds trust and strengthens connections with our employees, supply chain partners, customers and communities.

The POOLCORP® [Code of Business Conduct and Ethics](#) reflects our deep commitment to ethical behavior across the organization. To maintain awareness and ensure a robust culture focused on integrity, we require our employees to complete ethics and compliance training annually. We also encourage our employees to direct questions or report concerns or violations to their supervisor, any member of our senior management team, our human resources department or our legal department. Further, employees may report concerns regarding unethical behavior or a possible violation of our Code of Business Conduct and Ethics anonymously through an independent third-party provider that offers 24/7 access via a toll-free hotline or online. These reports are reviewed by our human resources and legal teams and disclosed quarterly to our Board’s Audit Committee.

Supplier Code of Conduct

Our suppliers play an important role in our operations. As such, we expect our supply chain partners to share our values and commitment to ethics, safety and health and environmental stewardship. Importantly, we also expect our suppliers to uphold the human rights of workers, to treat them with dignity and respect, and to conduct responsible business with integrity, honesty and transparency. To learn more about these requirements and our compliance monitoring activities, please read our [Supplier Code of Conduct](#).



“Our culture is defined by a longstanding history of working collaboratively with our suppliers. Together, we hope to drive the growth of our industry through responsible operations and expanded offerings of environmentally-friendly and energy-efficient products.”



– **Ike Mihaly**,
POOLCORP® Vice President,
Operations and Supply Chain

Political Involvement

Public policy issues have the potential to impact our business, employees and the communities in which we operate. Our policies prohibit all employees from using company funds or assets as political contributions to any political party or committee in or outside of the United States or to any candidate for, or holder of, any office in any national, state or local government, including purchases of tickets to fundraising activities.

International Guidelines

Given our international presence, we are governed by various global and country-specific laws and regulations, including the Foreign Corrupt Practices Act and UK Anti-Bribery Act. We conduct annual trainings to prepare our employees to comply with these laws and ethically represent our business.

Human Rights

Our [Human Rights Policy](#) captures our belief that being a responsible corporate citizen includes treating all human beings with fairness and dignity. We are committed to guarding human rights in our operations and our supply chain.



Strong Governance System

We have an engaged and diverse board of directors committed to strong corporate governance practices that establish an environment of accountability for both our Board and our management team, promote the long-term interests of our stockholders and build public trust in our company.

Our Board provides governance and oversight of the strategy and operations of our company and oversees our senior management team, who manage the day-to-day operations of our business. Our Board is also responsible for oversight of our risk management programs, ensuring that an appropriate culture of risk management exists within the company, and assisting management in addressing specific risks, such as strategic, financial, regulatory, cybersecurity, compensation and operational risks.

Our Board includes four standing committees that concentrate more fully on specific oversight responsibilities: Audit, Compensation, Nominating and Corporate Governance and Strategic Planning. Each of these committees is comprised solely of independent members, and each operates under a written charter, which is posted on our website.

Our directors are a balanced and diverse group, with members who bring a variety of skills, experience, perspectives and backgrounds, including with regard to gender, age and ethnicity.

Shareholder Engagement

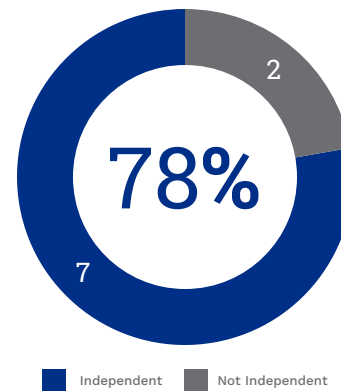
Our board and management place a high priority on engaging with our shareholders, and we believe that transparency is key to maintaining trust and driving long-term success. In addition to our regular communications, in 2022 we also completed an investor perception study to better understand what matters most to our shareholders.

Governance Highlights

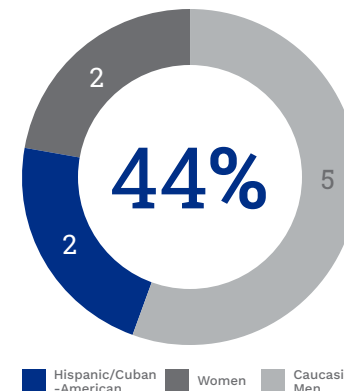
- Our Board is led by an independent member serving as chair.
- All of our committees are comprised solely of independent directors.
- Our executive pay is predominantly performance-based, and all of our variable compensation plans have caps.
- We maintain stock ownership guidelines for our senior executives and directors.
- We maintain anti-hedging and anti-pledging policies.
- Four of our nine directors are diverse and five of our directors have been added to our Board since 2018.
- The Nominating and Corporate Governance Committee annually evaluates the effectiveness of the Board and each of its committees.
- Our Board and committees meet regularly in executive session without management present.

Director Dashboard (as of May 15, 2023)

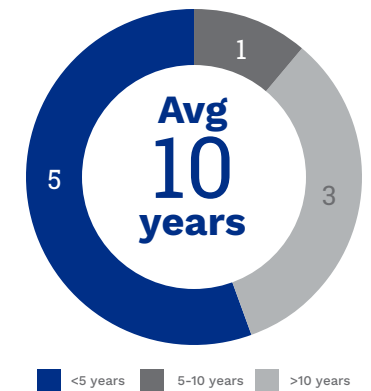
Director Independence



Board Diversity



Tenure Balance



ESG Oversight

We work collaboratively with customers, employees, suppliers and other stakeholders to promote environmentally-sustainable and socially-responsible business practices.

Our Board is responsible for the oversight of our ESG programs and goals, including monitoring our strategies, initiatives, policies and reporting standards and disclosures.

We have also formed an ESG Oversight Committee that assists the Board and our executive leadership team in advancing our ESG efforts. Our ESG Oversight Committee is a cross-functional team with representatives from operations, legal, human resources, marketing, investor relations and finance who work together to develop and implement our short- and long-term ESG programs and initiatives, monitor our progress and provide regular updates to our Board.



“We are proud of our board and management’s steadfast dedication to safeguarding the health and safety of every employee, making a positive impact on the outdoor living industry and improving the many communities where our employees, customers and suppliers live and operate.”



– **Melanie M. Hart,**
POOLCORP® Vice President and
Chief Financial Officer

Ensuring Data Remains Secure

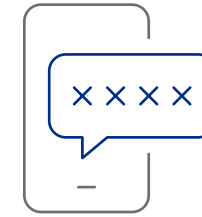
We are committed to ensuring that our company, customer, consumer and employee data are secure.

Our chief information officer (CIO), along with a supporting team of dedicated internal resources and third-party experts, is responsible for our data security. Our director of information security, reporting to our CIO, oversees security operations, our regulatory compliance and our rigorous employee training program with company-wide certifications required quarterly.

We evaluate our network against the National Institute of Standards and Technology (NIST) Center for Information Security (CIS) framework. Our Board considers data security to be of the utmost importance. As such, management provides a full report to the Board at least twice a year.

We deliberately store the minimum personal identifiable information (PII) required for business functions. All data are encrypted both in place and in motion. We conduct routine adversarial cybersecurity engagements to test readiness and protection of data. We leverage an independent consulting firm for our managed detection and response program, including security incident event management (SIEM) and multiple levels of both internal and external security operations centers (SOC).

In the event of a security issue, we employ an incident response plan to quickly triage, contain and understand, and eliminate the threat. This plan also includes working with our information security partners to help our team rapidly respond to new and emerging threats, and steps to help our vendors and customers if they are under attack. Our plan is tested as part of our adversarial red team engagements and updated routinely with lessons learned.



We require minimum personal identifiable information (PII) for business functions.



Employees participate in a rigorous cybersecurity training program requiring quarterly company-wide certifications.



We routinely perform adversarial cybersecurity engagements to test readiness and protect data.

Maintaining Clear Policies on Privacy Compliance

We are committed to protecting our customers' and consumers' right to privacy. Our published [Privacy Policy](#) both protects the rights to privacy and provides transparency on our approach to data. Further, we comply with the European Union's General Data Protection Regulation (GDPR) and with the California Consumer Privacy Act.

We do not store credit card information, and we monitor for any attempt to move this data in or out of the organization. We have also invested in additional auditing to ensure compliance and governance in deleting unused data. We are audited annually by a Qualified Security Assessor to verify our compliance with the Payment Card Industries Data Security Standard.

Key Points in our Privacy Policy:

- Personal information will not be sold or transferred to unaffiliated third parties.
- We retain personal information only for the length of time required for the specific purpose or purposes for which it was collected.
- Customers and consumers can unsubscribe from marketing communications at any time and can request that we delete their information.
- We have a dedicated data privacy team whose mission is to assess and monitor the environment ensuring compliance with our data privacy policies. This team performs audits and ensures that we safeguard the information entrusted to us.
- Monitoring is in place to prevent unauthorized access, use and disclosure of personally identifiable information.
- Customers and consumers can submit a data rights request to exercise their data rights.



FORWARD-LOOKING STATEMENTS

This report includes “forward-looking” statements regarding the future made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, including statements about our expectations, projections and assumptions concerning our environmental, social and governance program, commitments and goals and business outlook, priorities, expectations and intentions. Such statements involve risks and uncertainties and we can give no assurance that they will prove to be correct. Actual results may differ materially due to a variety of factors, including those discussed in this report and in our 2022 Annual Report on Form 10-K filed with the Securities and Exchange Commission (SEC), as may be updated by our subsequent filings with the SEC. Our forward-looking statements, and all other information included in this report, speak only as of the date of this report, and we undertake no obligation to update any of these statements or information.

While certain matters discussed in this report may be significant and relevant to our investors, you should not assume that these matters are material to our business or rise to the level of materiality for purposes of complying with the U.S. federal securities laws or the disclosure requirements of the SEC. The goals and projects described in this report are aspirational, and are likely to change if our business strategies change. As such, no guarantees or promises are made that these goals and projects will be met or successfully executed and they are not intended to create legal rights or obligations. Unless otherwise indicated, information contained in this report concerning our views and expectations regarding the industries in which we operate are based on estimates made by us using data from industry sources and assumptions based on our industry knowledge and experience. We have not independently verified data from industry or other third-party sources and cannot guarantee its accuracy or completeness. The ESG data, statistics and metrics included in this report are neither audited nor prepared in accordance with generally accepted accounting principles, and it is possible that other companies calculate or disclose their data in a manner different from us.

