

2024

Environmental | Social | Governance

Corporate Responsibility Report



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Forward-Looking Statements

This report includes “forward-looking” statements made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, including statements about 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 2024 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 publicly update or revise any of these statements or information to reflect new circumstances or unanticipated events as they occur.

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 may change if, among other things, 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 not audited, reviewed or prepared in accordance with U.S. generally accepted accounting principles, and it is possible that other companies calculate or disclose their data in a manner different from us.

A Letter From Our Leadership

Our unwavering commitment to our four operating priorities – safety, growth, profitability and striving to be an Employer of Choice – fuels our success, drives our culture and shapes how we serve our customers and communities. We are proud of our customer-focused and community support programs, innovative and eco-friendly products and ongoing development of our digital ecosystem that positively impact our employees, communities, suppliers and customers.

In 2024, we focused our operating priorities on certain key areas.

- **Safety** is at the forefront of everything we do. We presented our third annual POOLCORP® Safety Challenge Coin awards and recognized two exceptional drivers with the POOLCORP® Safe Driver of the Year Award. These employees exemplify our safety values and actively foster a safer work environment.
- Our **growing** portfolio of digital offerings is reshaping the way pool professionals do business. Our POOL360® WaterTest and POOL360® PoolService tools integrate e-commerce, software applications and data-driven insights to improve our retail and service customers' abilities to serve pool owners. Our newly launched all-inclusive Regal® and E-Z Clor® Pool Care mobile apps, linked to our proprietary chemical brand products, improve water chemistry and clarity while simplifying the pool ownership experience.
- Through fuel optimization and adding more electric units to our fleet, we are improving **profitability** while reducing our impact on the environment.
- We strive to be an **Employer of Choice** by investing in the engagement, development, retention and well-being of our employees. We support our exceptional team through a range of offerings, including leadership and mentoring opportunities, dynamic in-house training, recognition and reward efforts and our Diving Into Wellness health program.

Employees across our organization work together to contribute their time and talents to various outreach programs ranging from disaster relief to support for local food banks and other community initiatives. At the heart of these efforts is SWiMPACT!, a POOLCORP® program that provides water safety lessons to underserved children through our partnership with YMCAs around the country. Since SWiMPACT!'s launch through 2024, we have funded swim lessons for more than 42,000 children and provided training for 3,000 lifeguards, creating meaningful impact where it's needed most.

The outdoor living industry is defined by enhancing enjoyment of our natural environment and promoting healthy lifestyles. Our operating practices foster healthy, safe surroundings “where outdoor living comes to life”, drive growth and profitability to solidify our position as the industry leader and empower the success of our workforce. Together, we are shaping a brighter, more sustainable future in our pursuit of creating exceptional value, returns and opportunities.

Sincerely,



**John E.
Stokely**

Chair of the Board of Directors



**Peter D.
Arvan**

President and Chief Executive Officer

About this report:

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.

The information in this report covers the 2024 calendar year and generally applies to Pool Corporation on a company-wide basis.

About POOLCORP®

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 maintenance products in the United States.

Our Core Strategies

- to promote the growth of our industry
- to promote the growth of our customers' businesses
- to continuously strive to operate more effectively

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.

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.

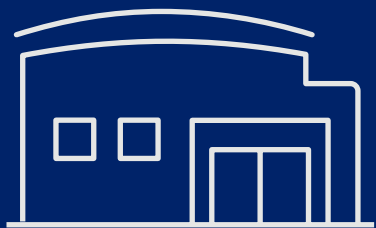
3. Profitability

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.

2024 Highlights:



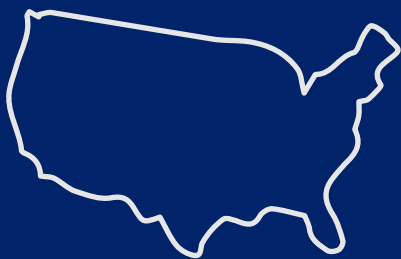
448

sales centers



12

countries



42

states & territories



6,000

employees



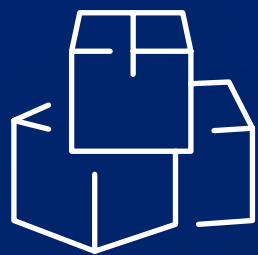
200k

products



125k

customers



\$5.3B

net sales



\$617M

operating income



\$11.30

diluted EPS

Expanding Our Digital Ecosystem to Drive Growth

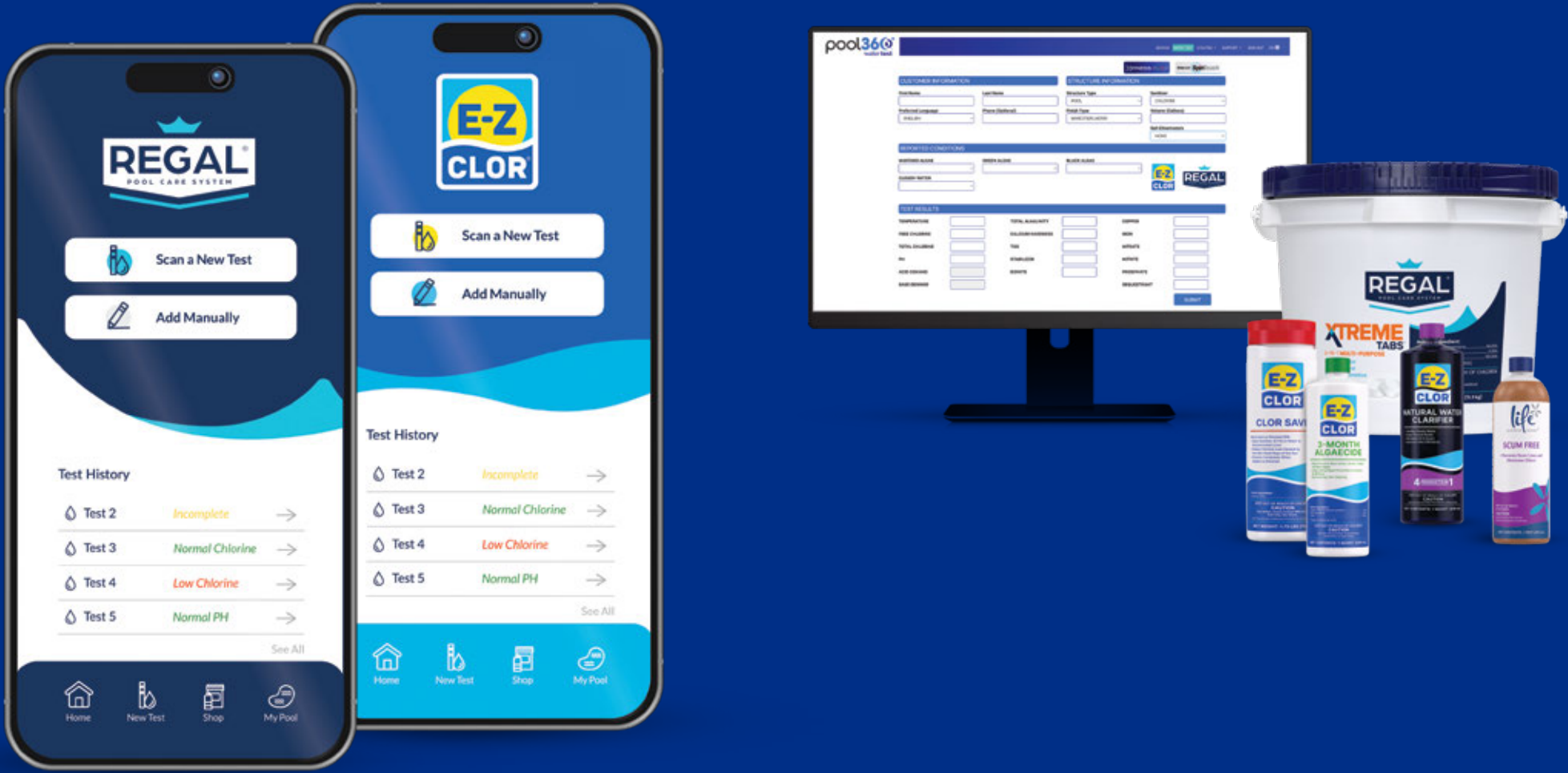
We are growing our portfolio of digital offerings to enhance our customers' experience. Continued integration of customer-centric digital technology is transforming the way pool professionals do business.

Our POOL360® digital ecosystem allows us to provide best-in-class service to our customers by improving the customer experience and operational efficiency. Our POOL360® WaterTest and POOL360® PoolService tools integrate e-commerce, software applications and data-driven insights to support our retail and service customers' abilities to serve pool owners. We also launched our new all-inclusive Regal® and E-Z Clor® Pool Care mobile apps, linked to our proprietary chemical brand products, that improve water chemistry and clarity and simplify the pool ownership experience.

Our digital portfolio increases our customers' operational efficiency by reducing their back-office overhead, which in turn reduces the industry's environmental footprint.

REGAL® & E-Z CLOR® Water Testing Apps

We launched the all-new Regal® and E-Z Clor® Pool Care mobile apps for homeowners, which utilize the same engine inside POOL360® WaterTest, for consistent accurate water testing at home. Users can manually input their test results or use our AI strip scanner and our exclusive Regal® or E-Z Clor® testing strips to encourage the DIY customer to maintain their pool in between store visits. These apps add value to our customers by using technology to drive in-store purchases while enhancing the overall customer experience for homeowners.



“Our integrated digital platform is transforming how we, and our industry, interact. POOL360® is customer focused – providing a best-in-class experience for our customers and enhancing their ability to better serve pool owners.”

Peter D. Arvan
POOLCORP® President and Chief Executive Officer

Environmental



Energy Efficiency in Our Operations

We are guided by our [environmental policy](#) and are committed to energy 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 maintenance and use this data to inform decisions regarding when and where to use a vehicle and when to retire a vehicle.

Consistent with our commitment to improve our fleet’s efficiency and reduce our impact on the environment, we have implemented the following initiatives.

- We configure our delivery routes to maximize fuel efficiency and minimize emissions.
- To support our goal of maintaining idling time of 15% across our fleet, we partner with our vehicle manufacturers to factory set engine shutdowns after 10 minutes of idling on all new vehicles, and we apply the same parameters to the remainder of our fleet.
- We are modernizing our fleet by purchasing alternative fuel vehicles with an emphasis on electric vehicles. In 2024, we added over 300 electric material handling units to our fleet, making our electric units nearly 80% of our total fleet of material handling units.

	2024	2023
Gallons of fuel consumed	3.6 million	3.7 million
Gallons of fuel consumed per vehicle	1,560	1,660

Our Facilities

We are committed to improving energy efficiency at our facilities by reducing consumption and increasing our use of alternative energy sources. Upgrades such as LED lighting, occupancy sensors and motion sensors reduce both energy use and operational costs. Additionally, we have incorporated alternative energy sources — such as skylights and solar panels at 139 of our locations. As opportunities arise, we plan to continue expanding these initiatives, including the broader implementation of occupancy and motion sensors in our warehouses.

	2024	2023
Electricity consumed (kWh) ¹	38,917,956	42,135,584
Electricity consumed (kWh) per square foot	3.2	3.7

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

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 can 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, including our SuperPro® XtremeBlue® filters, efficiently filter out small 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 provide effective water heating using less energy, reducing costs and noise levels.
- ReNew™ vinyl liners contain up to 51% recycled content and are made from the first high-performance pool vinyl to be certified as a sustainable product.
- Pool covers, like our PoolStyle® pool covers, help homeowners conserve energy and water by reducing heat loss and limiting evaporation of water and chemicals.
- Solar pool heating systems boast lower 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.
- Horizon's® Rain Safe™ enclosure assembly provides durable, all-weather protection for both central and cloud-based irrigation controllers.

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

The irrigation industry is dedicated to developing new technology that reduces water usage while preserving 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 team has consistently introduced initiatives, including tools that calculate cost savings when updating an irrigation system to “smart,” to guide industry professionals to these new products.

Soil Health

At Horizon®, we recognize the importance of soil health to reduce the need for chemicals and fertilizer on turf. Our program “Stop Treating Your Soil Like Dirt” helps customers improve the overall microbial makeup of the soil, which reduces the occurrence of weeds, fungus and other pests. Our pioneering tool, “Turf Triage,” walks customers through the stages of soil testing and uses our proprietary technology to make product recommendations to promote healthy, attractive lawns without the use of synthetic fertilizer. By identifying issues associated with irrigation water, such as hardness or sodium, our proprietary technology improves soil makeup to be more penetrable and allows water to better infiltrate soil so it does not run off or evaporate.

Battery Equipment

We have embraced recent innovations in battery technology as an opportunity to move our industry toward a more environmentally-friendly future. Our team is leading this 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. We are also driving adoption through training, demonstrations, advertising, social media, webinars 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. Our Soil Health strategy is responsible for the development of our private label fertilizer line, focusing on the three aspects of fertility: chemical, physical, and biological components. Many of our TurfGro® fertilizer 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.

Stormwater Management and Erosion Control

Stormwater management is a critical aspect of urban planning and environmental conservation as runoff can negatively impact the environment by increasing erosion, pollution, flooding and habitat destruction. Effective stormwater management mitigates these impacts by slowing down runoff, promoting infiltration and removing pollutants before they reach waterways. Horizon® promotes effective stormwater management through sales of erosion control products and permeable pavers. In addition, Horizon® has partnered with our strategic drainage vendor to promote the NDS® Professional Drainage Contractor Course through our website and in-store trainings.

The NDS® certification mark is a third-party mark unaffiliated with POOLCORP®.

Recycling Impact

POOLCORP® participates in a diverted refuse project aimed at reducing our carbon footprint and keeping recyclable items out of landfills. In 2024, we diverted nearly **11,000 tons** of waste materials, reducing our waste content going to landfills by **22%**. We continue to explore innovative solutions to enhance our recycling efforts and further reduce our carbon footprint.

Tons of Waste Diverted by Material Type

	2024
Mixed recyclables	4,831
Construction/demolition	4,224
Cardboard	1,272
Wood	292
Other	249
Organics	109
% diverted	22%

Total tons diverted from landfills 10,977

Returnable Packaging

Our returnable container and bulk chemical programs play a key role in waste reduction by keeping significant amounts of plastic and cardboard out of landfills.

Tons of Packaging Returned

	2024
Cardboard	1,600
Plastic	2,000

Vinyl Liner Recycling Program

Our **ReNew™** Champions partnership is a first of its kind post-consumer pool recycling program whereby customers are encouraged to take their used pool liner material to our sales centers for recycling. In 2024, we recycled **83 tons** of plastic, preventing approximately **1,220** pool liners from entering landfills.

The ReNew™ trademark is a third-party mark unaffiliated with POOLCORP®.



Environmental Health and Safety Program

As we distribute products and transport chemicals across North America, Europe and Australia, protecting the environment and our people while using resources responsibly are our foremost concerns.

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

We extensively train our employees to appropriately manage chemicals, including 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 better protect our employees and the environment.

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. We also provide our customers 24/7 emergency support through a third-party vendor to assist with product-related emergencies.

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



Our Carbon Footprint

We are committed to addressing climate-related risks by enhancing our operational efficiencies across both our fleet and facilities.

To lessen our carbon footprint, we participate in a landfill diversion program and tree planting efforts. In 2024, we diverted nearly **11,000 tons** of waste materials, reducing our waste content going to landfills by **22%**. We also donated **5,250 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.

Greenhouse Gas Emissions (in MtCO2e)

	2024	2023	% Change
Scope 1	42,204	47,416	(11)%
Scope 2 (market-based)	14,175	14,961	(5)%
Total Scope 1 and Scope 2 (market-based)	56,379	62,377	(10)%
Scope 2 (location-based)	12,692	13,993	(9)%
Total Scope 1 and Scope 2 (location-based)	54,896	61,409	(11)%
Sales Centers	448	439	2%
GHG Emissions (location-based) per Sales Center	123	140	(12)%

Emissions by Greenhouse Gas Scope and Type

	Scope 1		Scope 2 (market-based)		Scope 2 (location-based)	
Greenhouse Gas Type	2024	2023	2024	2023	2024	2023
Carbon Dioxide (CO ₂)	41,326	46,708	13,585	14,892	12,120	13,931
Methane (in CO ₂ e)	21	33	40	29	38	26
Nitrous Oxide (in CO ₂ e)	278	381	550	40	534	36
Hydrofluorocarbon (in CO ₂ e)	579	294	-	-	-	-
Total GHG Emissions	42,204	47,416	14,175	14,961	12,692	13,993

Emissions Methodology

We calculated Scope 1 and 2 greenhouse gas (GHG) emissions according to the Greenhouse Gas Protocol. We utilized emissions factors from various sources including the U.S. Environmental Protection Agency (EPA)'s GHG Emissions Factors Hub, U.S. EPA's Emissions & Generation Resource Integrated Database, Green-e's Residual Mix Emissions Rate Tables, Association for Issuing Bodies' European Residual Mix, The Climate Registry's Default Emission Factors and Environment and Climate Change Canada's National Inventory Report.

For Scope 2 market-based emissions, we utilized residual mix emission factors following the GHG Protocol Scope 2 accounting hierarchy (available for all sites except those in Australia, Canada and Mexico for which location-based factors were used). We sourced global warming potentials for each GHG from the Intergovernmental Panel on Climate Change's Sixth Assessment Report. In some cases, usage estimations were incorporated when actual data was not available.

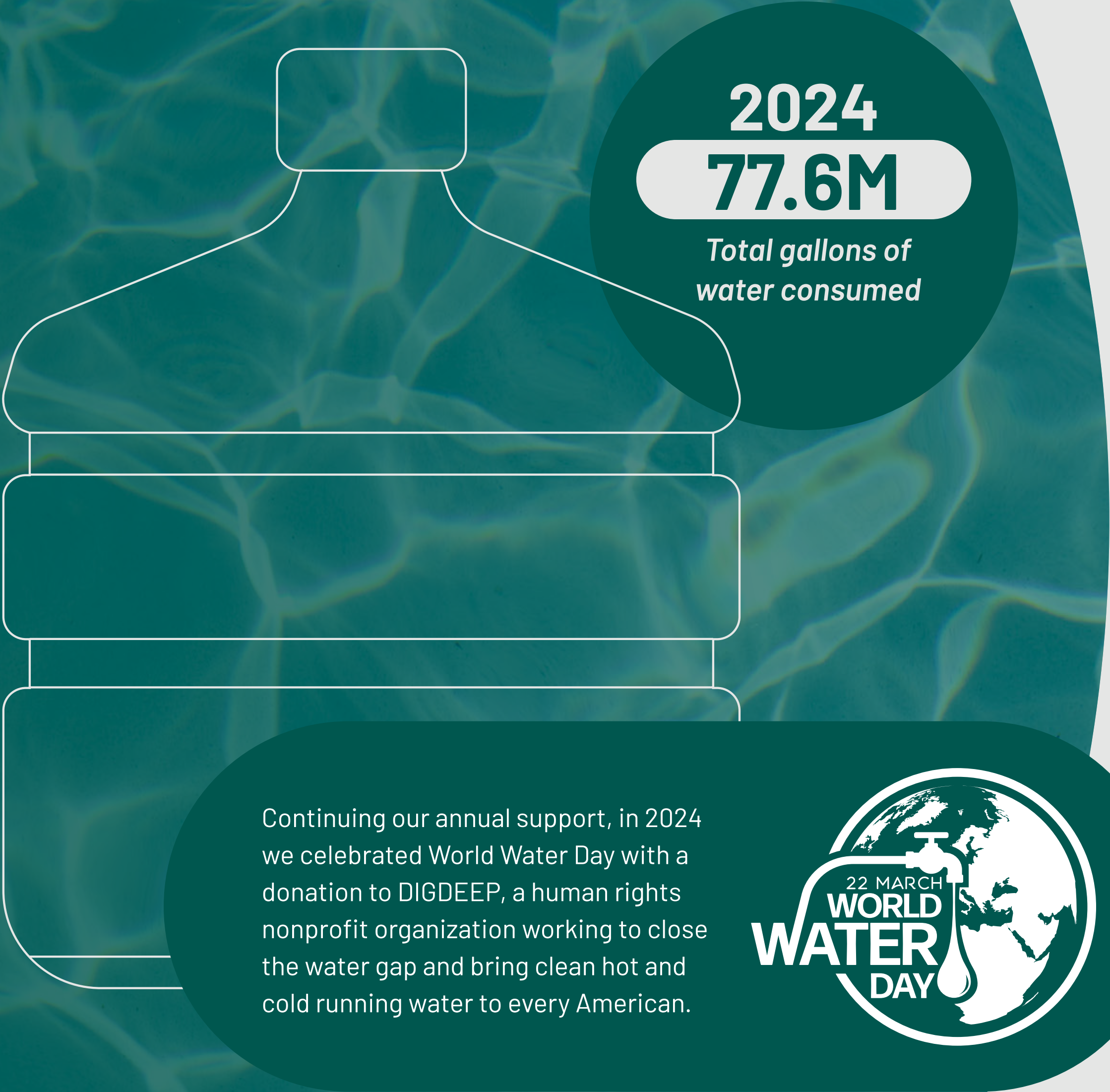
We utilized the operational control approach to define our organizational boundary. We previously designated 2023 as our base year.

Conserving Water

Our industry revolves around water, and we are dedicated 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® designed to reduce a household’s irrigation water usage.

We also offer a wide range of swimming pool covers designed to reduce evaporation, conserve water and minimize chemical loss. These include physical covers, such as safety, solar and automatic options, as well as liquid covers, all of which help pool owners maintain water efficiency. We have also implemented practices to monitor and minimize water consumption at our sales centers and corporate offices.



2024 Solenis Sustainability Award

In 2024, POOLCORP® was recognized for advancing sustainability in the pool industry by promoting effective chemical solutions that reduce environmental impact while maintaining operational excellence.

Social



Employer of Choice

At POOLCORP®, we recognize that our success is due to the outstanding achievements of our people.

We strive to be an **Employer of Choice** by focusing on the engagement, development, retention and health and well-being of our employees. Our commitment to this mission is evident through industry-leading programs across safety and wellbeing and through our expanding programs that support and develop top talent.

We invest in every employee through dynamic trainings that cover topics ranging from safety protocols to innovative new technology, so they can reach their fullest potential. Our in-house talent development initiatives include manager trainee and professional development initiatives that empower our employees to lead and excel today and in the future.

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.

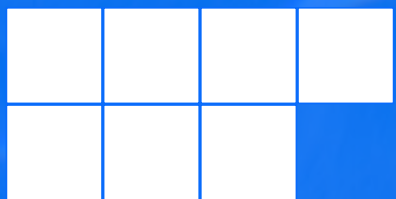
Responsible labor practices

Throughout our operations and supply chain, we are committed to upholding the highest standards of ethical labor practices. We seek to comply fully with wage, work hours, overtime, and benefits laws, striving to exceed minimum requirements to create a workplace where excellence is both expected and rewarded.



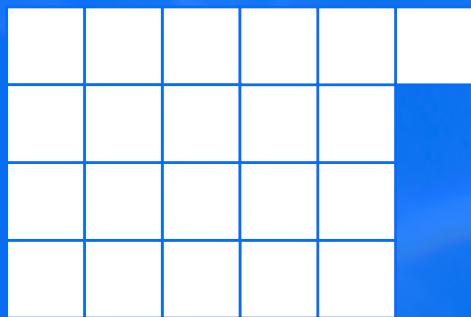
6,000

Employees



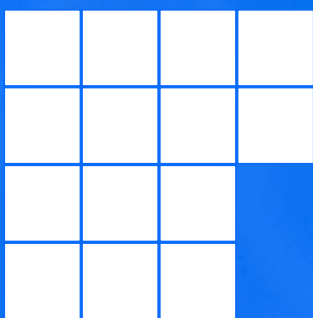
7 Years

Average Tenure of Employees



21 Years

Average Tenure of Field Management



14 Years

Average Tenure of Executive Leadership Team



“

Our people are our greatest strength. As we continue to grow alongside our customers and vendors, the key to driving success across the industry is building and developing a network of incredible talent.”

Luther A. Willems,

POOLCORP® Vice President and Chief Human Resources Officer

A Culture of Safety

Safety is our top operating priority.

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 daily through an intense focus on training, safety awareness, risk identification and other essential safety protocols.

Our path to GOAL ZERO includes the following key steps.

- We strive to provide the safest workplace environments possible, intentionally working to improve safety in each of our locations by building on our existing strengths and identifying any areas for improvement. 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.

Our Safety and Risk Management Department is responsible for establishing a culture of safety and risk reduction throughout the company and empowering operations managers to oversee safety at their sales centers.

We celebrate our safety successes.

In the program’s third year, we were proud to present the **2024 POOLCORP® Safety Challenge Coin** to selected employees who embody our safety values and go above and beyond to promote a safer working environment. In addition, we recognized two exceptional employees across our fleet of over 700 drivers with the **POOLCORP® Safe Driver of the Year Award**.



Employee Compensation and Benefits

Our performance-based compensation philosophy rewards our employees' individual contributions to our success. 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. We offer a wide range of benefits that focus on the whole employee, including healthcare and wellness programs, tuition reimbursement, multi-year scholarship opportunities for dependents, and financial wellness programs that provide education and tools to help our employees plan their financial futures.

POOLCORP® reward and recognition programs include:

- President's Club annual trip;
- Above and Beyond awards;
- driver recognition program;
- annual recognition of exceptional sales centers;
- milestone achievements for learning completed at our training facility; and
- service awards based on tenure in 5-year increments.



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**.



Health and Wellness

We're committed to supporting our employees' overall well-being, which includes physical, mental, emotional and financial health. That's why we offer a wide range of wellness resources designed to help them stay balanced in every area of life.

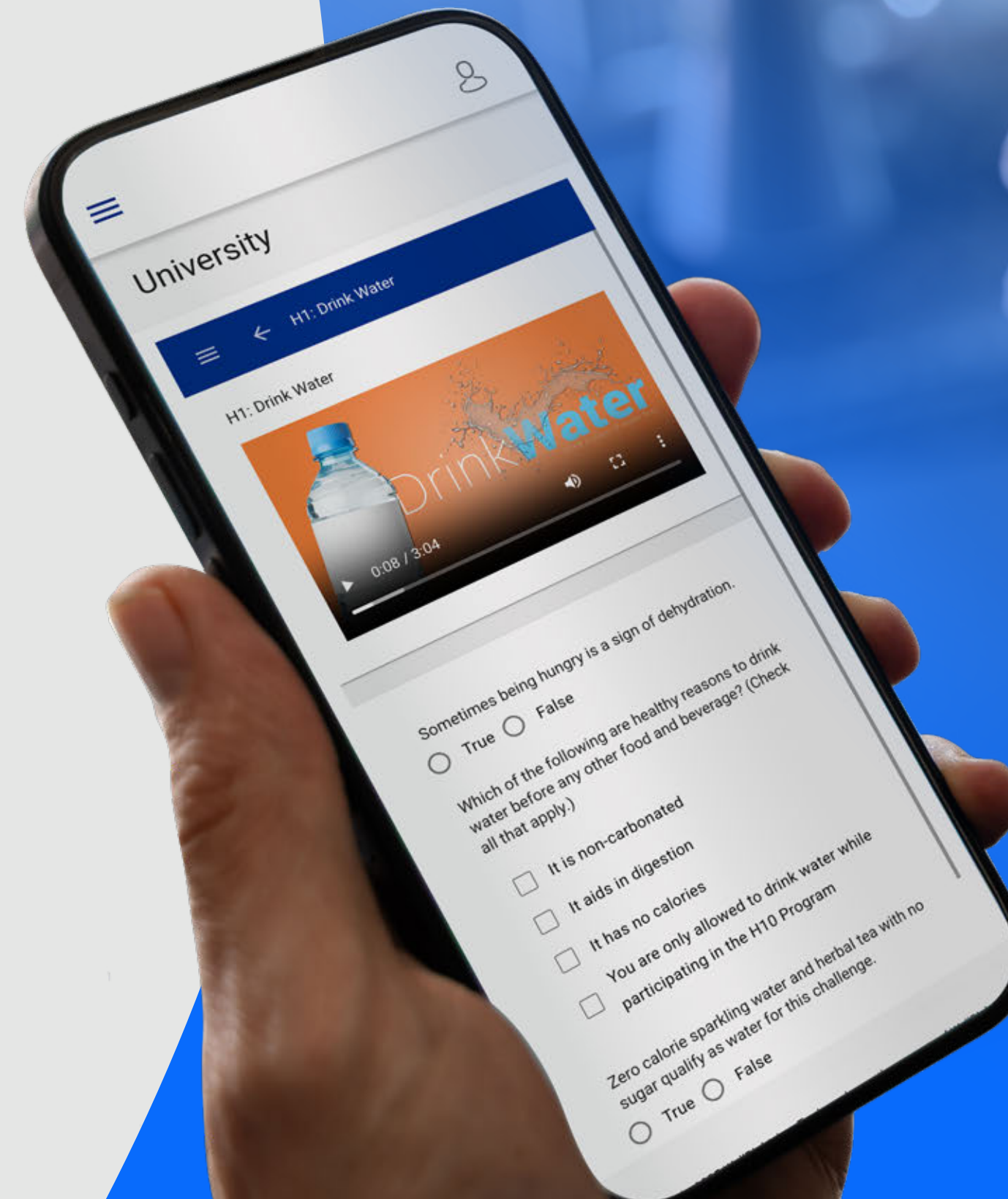
Our **Diving Into Wellness program** promotes a healthy active lifestyle with a long-term focus on wellbeing.

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 connection opportunities;
- access to 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 products and services such as fitness centers and nutrition counseling; and
- other various topics 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 for covered employees.



Employee Development

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

To this end, we invest heavily in bolstering our employees’ skills, knowledge and capabilities to ensure that we have the best workforce in our industry, fully engaged and prepared to provide world-class service to our customers.

We offer all employees ongoing learning and development opportunities across a wide range of topics from safety and security protocols, product knowledge, technology skills, leadership strategies and more. In 2024, our employees completed 97,000 hours of training and development through online classes, in-person learning at our EDGEducation training center, at regional and divisional meetings and as a core part of our annual International Sales Conference.

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 meaningful 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 translated to the promotion of over 8% of our workforce in 2024.

Management in Training

One of our cornerstone development efforts is our Management In Training (MIT) program. This intensive development program prepares participants for sales and operations management opportunities to build our pipeline for field leadership. We offer these opportunities to our new employees and to existing employees working to advance their careers. The program, which utilizes hands-on projects, detailed role-play scenarios, customer interactions and classroom sessions facilitated by industry experts, equips participants with the knowledge, tools and leadership skills necessary to succeed in our organization.



Talent Empowerment

At POOLCORP®, we value the differences in perspective and lived experience that our thousands of employees bring to work. We understand that a talented team, with varying viewpoints and ideas, is a strong team. We strive to attract and retain the best talent by building a culture where people want to work and fostering an environment where everyone feels that their voice is heard and valued.

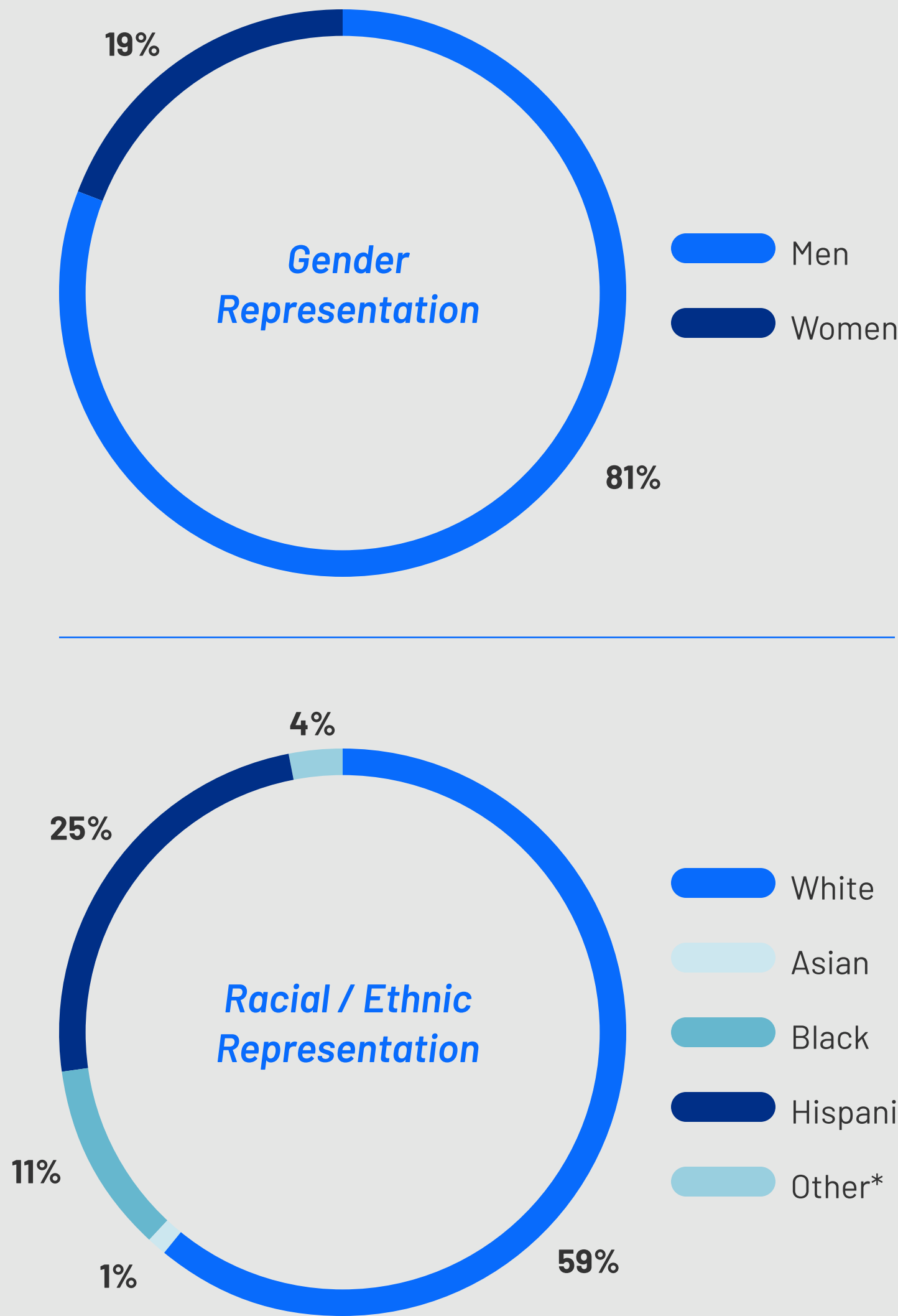
We're dedicated to creating an environment where everyone can succeed. Our approach is focused on supporting our workforce through the hiring, retention and advancement of top-tier talent through the following:

- recruiting, developing and retaining a dynamic workforce and providing developmental opportunities for career advancement for all employees;
- ensuring that our policies, practices and procedures are fair and provide equal employment opportunity for a wide range of prospective candidates and employees; and
- communicating that we, as an **Employer of Choice**, are committed to a culture with action-oriented programs that produce results and employee engagement.

Mentoring Program

Our mentoring program provides connection and growth opportunities for our high-potential employees. Mentors and mentees meet monthly and regularly receive materials to support a robust dialogue about career goals and growth. Feedback from discussions and surveys shapes the evolution of the program to better serve participants.

U.S. Workforce Demographics



* Other includes employees identifying as Native Hawaiian/ Pacific Islander, two or more races and American Indian/Alaskan.



Our **Women's Interactive Network (WIN)** offers women at POOLCORP® the opportunity to expand their network and hone their leadership skills. In 2024, WIN hosted quarterly sessions covering a wide range of topics through panel discussions, guest speakers, and skill building seminars.



Women at POOLCORP®

Women currently represent 40% of our executive leadership team.



A Culture of Caring

At POOLCORP®, our commitment to community involvement runs deep. When our employees volunteer their time and talents to actively engage in the communities where they live and work, they're not only improving lives around them, but they are also connecting with each other in a meaningful way. In 2024, our employees banded together to serve a host of organizations, including the Special Olympics and the Northshore Food Bank. From a fun contest building structures out of donated food to volunteering together on weekends or during work hours, our employees' desire to give back is inspiring and fosters a sense of cohesiveness that is an important part of our culture.

In 2024, we were honored to receive the Lifesaver of the Year Award from the YMCA of South Florida. We are thankful for the spirit of volunteerism exhibited by our employees, and we are proud of the support they provide to serve the programs and people in their communities.

We are also pleased to provide matching contributions when our employees make monetary donations to qualified charitable organizations.



During the year, we were proud to sponsor the following organizations:

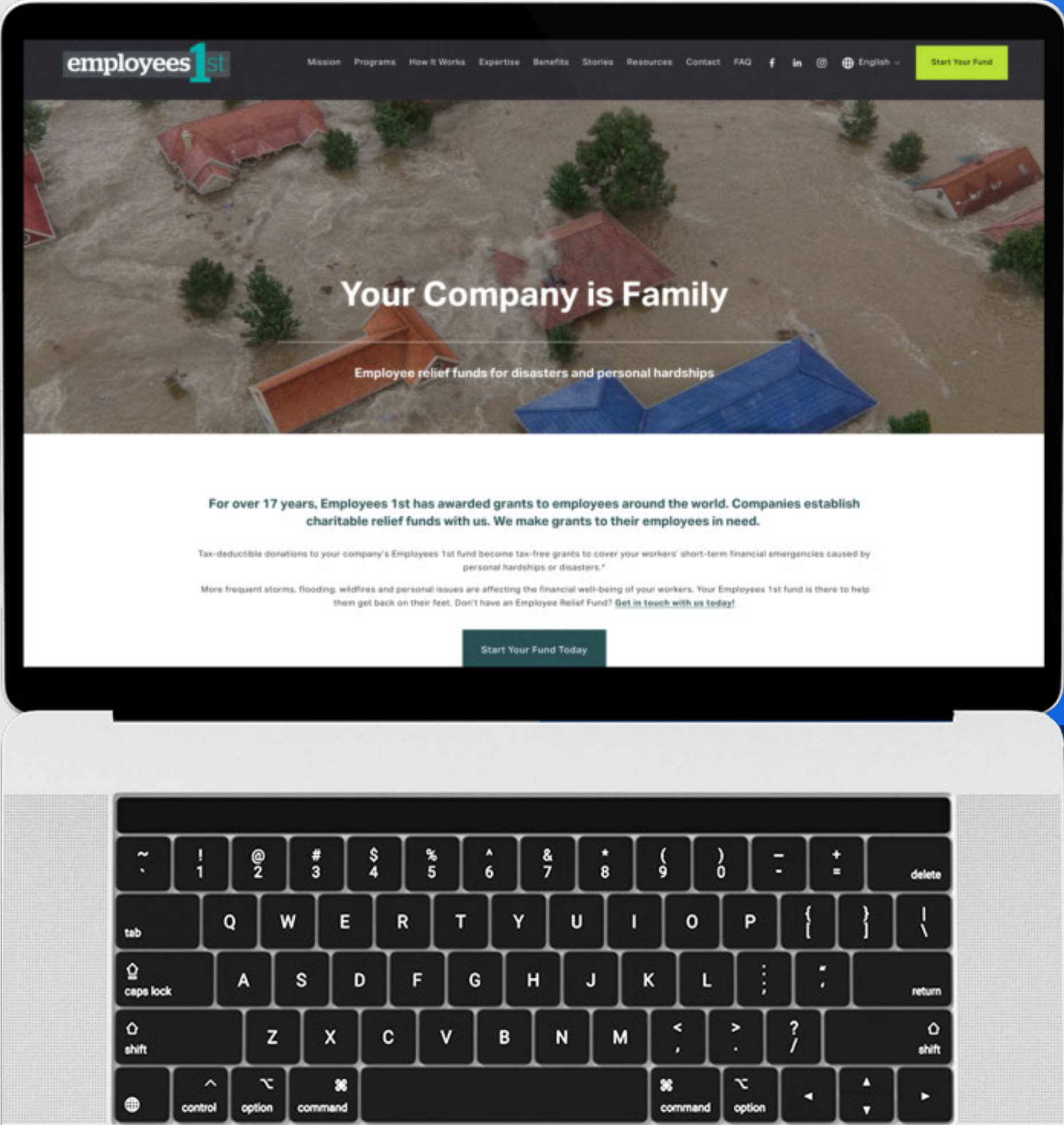


The logos pictured are third-party trademarks unaffiliated with POOLCORP®.

Disaster Relief

We understand the importance of rapid response and long-term recovery, and we have a long history of supplying humanitarian relief to our communities following natural disasters such as hurricanes, earthquakes and fires. Whether it's providing shelter for first responders, assisting employees and customers affected by extreme weather, or fundraising for industry partners, POOLCORP® is ready to lend a hand when disaster strikes.

To support our employees affected by disasters, we offer the POOLCORP® Employees 1st program. This program provides cash grants to employees in North America who meet the program criteria. Employees, vendors and others may also make donations to help POOLCORP® employees facing extreme hardship. We also locally stock supplies such as generators, drinking water and fuel cans so that we can respond quickly to employees in their time of need. In 2024, the POOLCORP® Employees 1st program supported our resilient employees in hurricane-impacted regions.



SWiMPACT!

We believe everyone should know how to swim, and we are on a mission, along with our partners at the YMCA, to teach water safety and swimming skills to children most at risk. Their success is our success, and we believe that learning to swim also instills a confidence that will carry each child to a brighter, healthier future.

From the inception of our program in 2021 through 2024, we have partnered with 24 YMCAs throughout the U.S. to provide swim lessons for more than 42,000 children and training for nearly 3,000 lifeguards. Our employees have enjoyed being poolside to cheer on the participants and distribute swimsuits, towels, goggles and other swim gear to make sure that every child has what they need.

Through our vital YMCA partnerships, we are reaching underserved youth in subsidized housing, foster care, domestic abuse shelters and school programming aimed at lifting up kids who are struggling the most. Additionally, several of our YMCA partners have outreach programs directly focused on children with divergent abilities. As the program continues to grow, the impact of SWiMPACT! has been enormous.



“One of the most gratifying aspects of my job is partnering with our team and the YMCA. We’ve come together to provide swimming lessons to underserved children in communities across the country, and the program has taught tens of thousands of children how to swim in the last couple of years alone. This partnership teaches kids to enjoy the water while staying safe, and it provides countless opportunities for us to make an impact in our communities and our industry.”

Jennifer M. Neil,

*POOLCORP® Senior Vice President,
Secretary and Chief Legal Officer*



42,000
Swim lessons
for children

3,000
Lifeguard
trainings



Governance

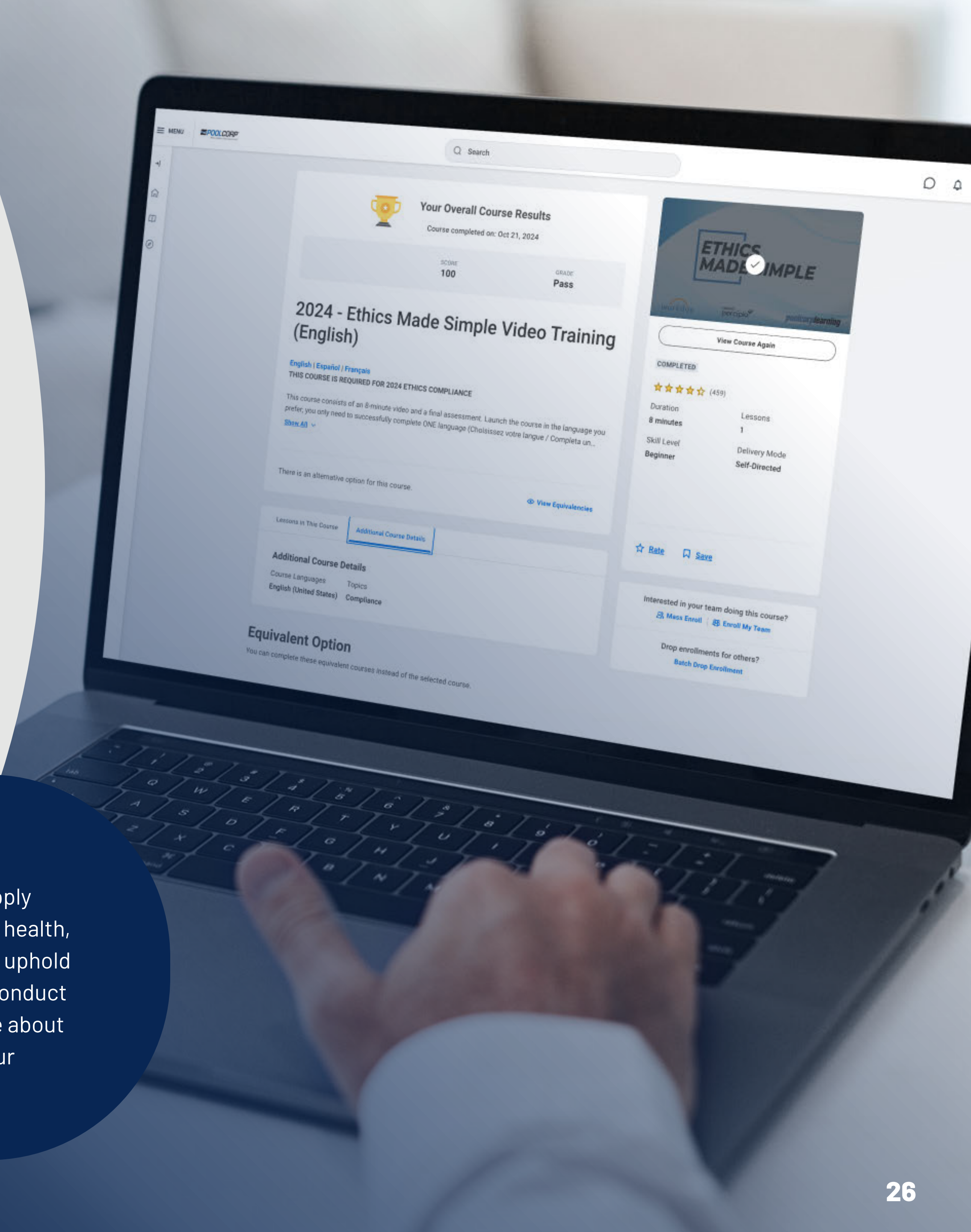


Ethics and Compliance

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 fosters compliance with laws and regulations but also builds trust and strengthens connections with our employees, suppliers, customers and communities.

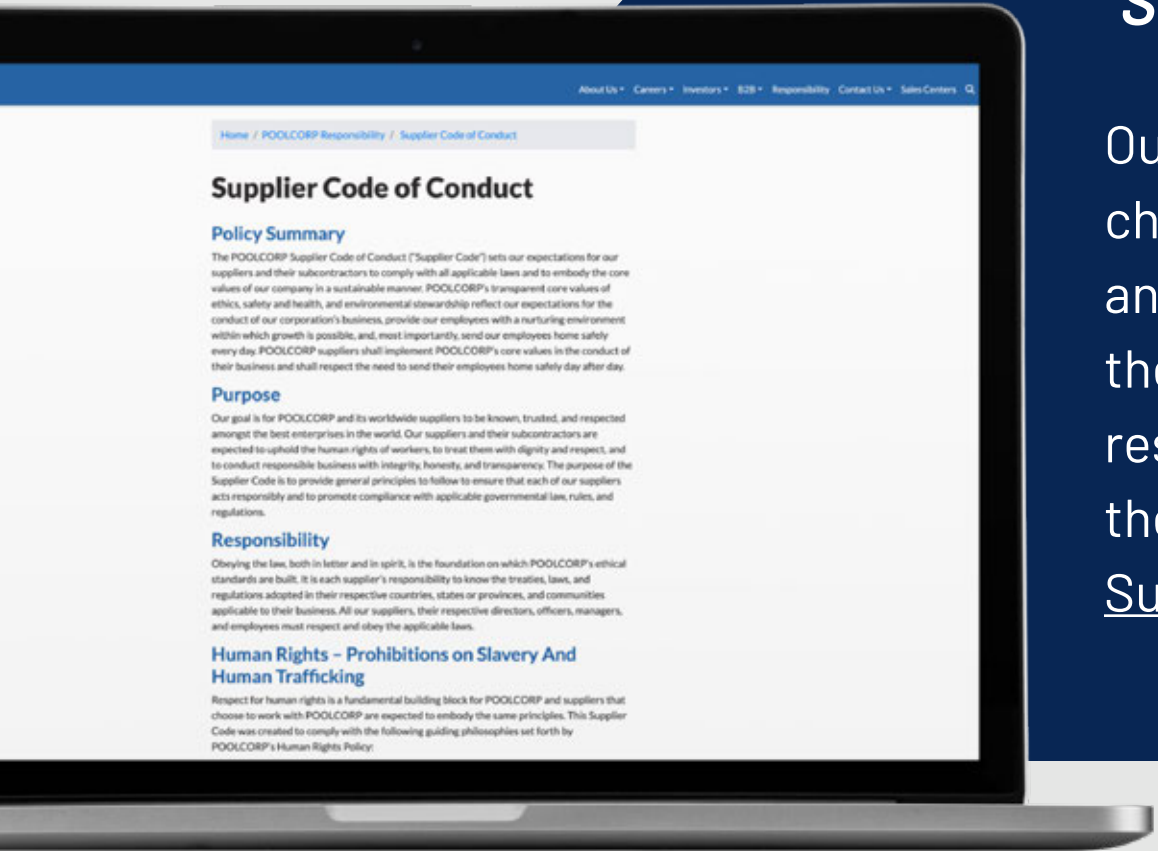
The POOLCORP® [Code of Business Conduct and Ethics](#) reflects our deep commitment to ethical behavior across the organization. To maintain awareness and ensure a robust culture focused on integrity, we require our employees to complete

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](#). Our human resources, legal and internal audit teams review these reports, which are also disclosed to our Board’s Audit Committee.



Supplier Code of Conduct

Our suppliers play an important role in our operations, and we expect our supply chain partners to share our values and our 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](#).





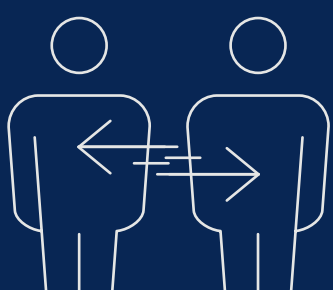
International Guidelines

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.



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. Consistent with our policy, we have not contributed any monetary amounts to lobbying activity or as political contributions.



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 board of directors committed to strong corporate governance practices that establish an environment of accountability for both our Board and our management team, enhance long-term value for our stockholders and build public trust in our company.

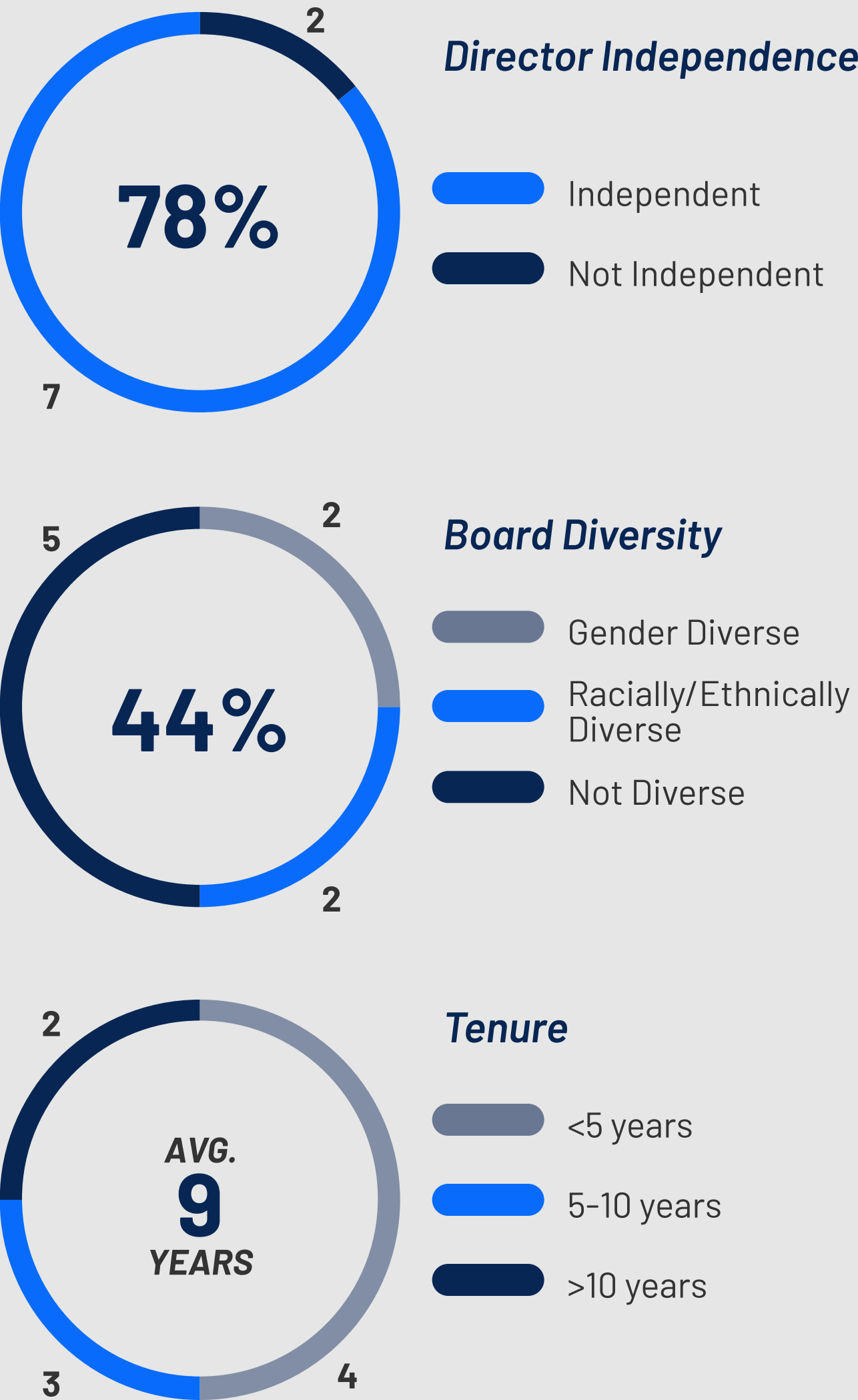
Our Board provides governance and oversight of the strategy and operations of our company and oversees our senior management team, who manage the day-to-day operations of our business. Our Board is also responsible for overseeing our risk management programs, ensuring that an appropriate risk appetite and management culture exists within the company, and assisting management in addressing

enterprise 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 are comprised solely of independent directors, and each operates under a written charter, which is posted on our [website](#).

We are committed to maintaining a balanced board, with members who bring a variety of skills, expertise, experiences, perspectives, tenures and personal characteristics.

Director Dashboard (as of May 31, 2025)



External Engagement

Throughout the year, we regularly engage with our stakeholders to review our financial performance and strategic initiatives and discuss emerging issues so that management can better understand their perspectives. We believe this active dialogue is important to our commitment to deliver exceptional, sustainable value. Periodically, we solicit feedback through a third-party investor perception study to gauge investor sentiment. Our CEO, CFO and members of our investor relations team maintain regular contact with a broad base of investors through our quarterly earnings calls, investor conferences and other meetings. Periodically, we host an investor day where senior management presents our long-term strategic goals and outlook for the year. The presentation materials for our 2024 Investor Day are available on our website at <https://ir.poolcorp.com/presentations/>.

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, reporting standards and disclosures. The Board meets quarterly to review ESG matters.

Our ESG Oversight Committee assists the Board and our executive leadership team in advancing our ESG efforts. This committee is a cross-functional team with representatives from operations, legal, human resources, marketing, investor relations, internal audit 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.



“Our sustainability initiatives drive us to prioritize strategic investments in energy-efficient products, technologies and vehicles, such as our industry-leading POOL360® digital platform and continued integration of electric and alternative fuel vehicles into our expansive fleet. These investments create long-term value that positively impact the communities in which we operate.”

**Melanie
M. Hart,**

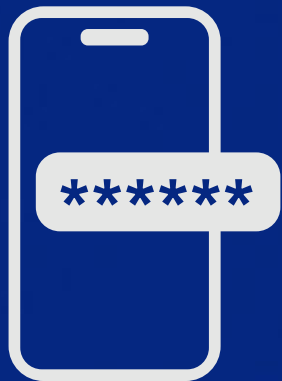
*POOLCORP® Senior Vice President,
Chief Financial Officer & Treasurer*

Ensuring Data Remains Secure

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

We designed our cybersecurity program to identify, assess and manage material risks from cybersecurity threats. Our program leverages components from the National Institute of Standards and Technology Cybersecurity Framework, which we use to help us identify, assess and manage cybersecurity risks relevant to our business. Our cybersecurity program is a component of our overall enterprise risk program. We deploy multiple strategies and dedicate significant resources toward systems designed to identify, assess, manage, mitigate and respond to cybersecurity threats. We also consistently strive to improve the detection and response capabilities of our cybersecurity program. To do this, we monitor best practices across the cybersecurity space and endeavor to incorporate those in our own cybersecurity program.

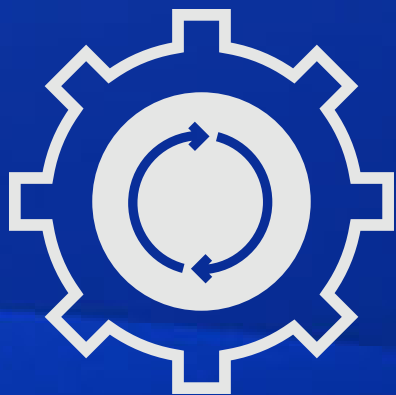
We only store the minimum personal identifiable information (PII) required for business functions. All data are encrypted both in place and in motion. We conduct routine advisory and adversarial cybersecurity engagements to test protection of data and response readiness. We leverage an independent consulting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



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



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



We routinely perform advisory and 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 attempts to move this data into 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 properly 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.



2024 Corporate Responsibility Report

