



2024 SASB Index

The Sustainability Accounting Standards Board (SASB) has developed standards for businesses to identify, manage and report on sustainability topics to meet investor needs. This table references the Consumer Goods sector Multiline and Specialty Retailers & Distributors industry standards; references to the relevant information can be found in our Corporate Responsibility Report or in other public documents.

Disclosures below are as of and for the year ended December 31, 2024. Energy consumption, number of locations and area are representative of our consolidated operations. Other disclosures relate to our U.S. operations, as information is more readily available for analysis and represents the largest component of our business. Inclusion of information in this index should not be construed as a characterization of the materiality or financial impact of that information. Please see our Form 10-K for the year ended December 31, 2024 and other publicly-filed documents, which are available at ir.poolcorp.com.

Topic	Metric	Category	Unit of Measure	Code	Response																																				
Energy Management in Retail & Distribution	(1) Total energy consumed	Quantitative	Gigajoules (GJ)	CG-MR-130a.1	(1) 140,018																																				
	(2) Percentage grid electricity	Quantitative	Percentage (%)		(2) 60.1%																																				
	(3) Percentage renewable	Quantitative	Percentage (%)		(3) Unknown/No Data																																				
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	CG-MR-230a.1	2024 Form 10-K Item 1C pages 21 - 22																																				
	(1) Number of data breaches (2) Percentage that are personal data breaches (3) Number of customers affected	Quantitative	Number, Percentage (%)	CG-MR-230a.2	We did not have any material data breaches during the reporting period.																																				
	Labor Practices	(1) Average hourly wage (2) Percentage of in-store and distribution center employees earning minimum wage, by region	Quantitative	Presentation currency, Percentage (%)	CG-MR-310a.1	(1) \$21.97 (2) 0% of in-store and distribution center employees earn minimum wage																																			
(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees		Quantitative	Percentage (%)	CG-MR-310a.2	(1) 31% (2) 9% The above percentages exclude seasonal workers.																																				
Total amount of monetary losses as a result of legal proceedings associated with labor law violations		Quantitative	Presentation currency	CG-MR-310a.3	Not reported																																				
Workforce Diversity & Inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	Gender Representation <table><tr><td></td><td>Men</td><td>Women</td></tr><tr><td>Executive management</td><td>60%</td><td>40%</td></tr><tr><td>Non-executive management</td><td>81%</td><td>19%</td></tr><tr><td>All other employees</td><td>81%</td><td>19%</td></tr></table> Diversity Group Representation <table><tr><td></td><td>White</td><td>Asian</td><td>Black</td><td>Hispanic</td><td>Other ⁽¹⁾</td></tr><tr><td>Executive management</td><td>100%</td><td>0%</td><td>0%</td><td>0%</td><td>0%</td></tr><tr><td>Non-executive management</td><td>74%</td><td>1%</td><td>4%</td><td>19%</td><td>2%</td></tr><tr><td>All other employees</td><td>53%</td><td>1%</td><td>14%</td><td>28%</td><td>4%</td></tr></table> <small>⁽¹⁾ Other includes employees identifying as Native Hawaiian/Pacific Islander, two or more races and American Indian/Alaskan.</small>		Men	Women	Executive management	60%	40%	Non-executive management	81%	19%	All other employees	81%	19%		White	Asian	Black	Hispanic	Other ⁽¹⁾	Executive management	100%	0%	0%	0%	0%	Non-executive management	74%	1%	4%	19%	2%	All other employees	53%	1%	14%	28%	4%
						Men	Women																																		
					Executive management	60%	40%																																		
Non-executive management	81%	19%																																							
All other employees	81%	19%																																							
	White	Asian	Black	Hispanic	Other ⁽¹⁾																																				
Executive management	100%	0%	0%	0%	0%																																				
Non-executive management	74%	1%	4%	19%	2%																																				
All other employees	53%	1%	14%	28%	4%																																				
Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Presentation currency	CG-MR-330a.2	Not reported																																					
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental or social sustainability standards	Quantitative	Presentation currency	CG-MR-410a.1	\$401.3 million related to Energy-Star certified products																																				
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-MR-410a.2	2024 Corporate Responsibility Report page 11																																				
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	CG-MR-410a.3	2024 Corporate Responsibility Report page 10																																				

Activity Metric	Category	Unit of Measure	Code	Response
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	(1) We own one Pinch A Penny retail store in Florida that we acquired as part of our Porpoise Pool & Patio acquisition in December 2021. (2) 448
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m²)	CG-MR-000.B	(1) Not reported (2) 1,160,544