



2023 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 December 31, 2023. Total energy consumed is representative of our North American and European 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, 2023 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)		(1) 151,676																											
	(2) Percentage grid electricity	Quantitative	Percentage (%)	CG-MR-130a.1	(2) 60.7%																											
	(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	2023 Form 10-K Item 1C page 22																											
	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of customers affected	Quantitative	Number, Percentage (%)	CG-MR-230a.2	We did not have any data breaches during the reporting period.																											
	Labor Practices	(1) Average hourly wage (2) Percentage of in-store employees earning minimum wage, by region	Quantitative	Presentation currency, Percentage (%)	CG-MR-310a.1	(1) \$20.86 (2) 0% of in-store employees earn minimum wage																										
(1) Voluntary turnover rate for in-store employees (2) Involuntary turnover rate for in-store employees		Quantitative	Rate	CG-MR-310a.2	(1) 36% (2) 10% 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 gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	<p>Gender Representation</p> <table border="1"> <thead> <tr> <th></th> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Management</td> <td>81%</td> <td>19%</td> </tr> <tr> <td>All Other Employees</td> <td>81%</td> <td>19%</td> </tr> </tbody> </table> <p>Racial/Ethnic Diversity</p> <table border="1"> <thead> <tr> <th></th> <th>White</th> <th>Asian</th> <th>Black</th> <th>Hispanic</th> <th>Other</th> </tr> </thead> <tbody> <tr> <td>Management</td> <td>75%</td> <td>1%</td> <td>4%</td> <td>17%</td> <td>3%</td> </tr> <tr> <td>All Other Employees</td> <td>55%</td> <td>1%</td> <td>14%</td> <td>26%</td> <td>4%</td> </tr> </tbody> </table> <p>Other includes employees identifying as Native Hawaiian/Pacific Islander, two or more races and American Indian/Alaskan.</p>		Men	Women	Management	81%	19%	All Other Employees	81%	19%		White	Asian	Black	Hispanic	Other	Management	75%	1%	4%	17%	3%	All Other Employees	55%	1%	14%	26%	4%
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All Other Employees	55%	1%	14%	26%	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 and/or social sustainability standards	Quantitative	Presentation currency	CG-MR-410a.1	\$389.1 million related to Energy-Star certified products																											
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-MR-410a.2	2023 Corporate Responsibility Report page 12																											
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	CG-MR-410a.3	2023 Corporate Responsibility Report page 11																											
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 three Pinch A Penny retail stores in Florida that we acquired as part of our Porpoise Pool & Patio acquisition in December 2021. (2) 439																												
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m ²)	CG-MR-000.B	(1) Not reported (2) 1,107,147																												