



Environmental, Social, & Governance

2022 REPORT



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About this Report

Leslie's, Inc. (Leslie's, we, or the Company) 2022 Environmental, Social, and Governance Report (Report) contains information on how we serve our consumers, associates, shareholders, and communities by continuing to deliver the expertise, service, and innovative products necessary to enjoy clean, safe, and beautiful pools and spas. The environmental, social, and governance (ESG) priorities and information referenced in this Report are for the fiscal year ending October 1, 2022, unless otherwise stated. As part of our commitment to integrity and transparency, a portion of our reported data is independently verified by a third party. We report voluntarily on our sustainability strategy and performance, referencing the Sustainability Accounting Standards Board (SASB) Standards for Multiline and Specialty Retailers & Distributors Standards. We have also identified specific United Nations Sustainable Development Goals (UN SDGs) that align with Leslie's ESG priorities and the services we provide. For an overview of our oversight and management of our ESG priorities, including certain quantitative information, please refer to the [Appendix](#).

CEO Letter

This Report marks the third year of our environmental, social, and governance disclosures, and second year as a public company. Fiscal year 2022 delivered record financial performance against a challenging operating environment, including supply chain disruptions, persistent cost inflation, and labor shortages. We successfully navigated the obstacles we faced by remaining steadfast to our six strategic growth initiatives, maintaining our focus on the safety and well-being of our associates and communities, and continuing to provide our customers with the products, knowledge, and services they need to confidently maintain clean, safe, and beautiful pools and spas.

We look to generate value by investing in our growth, our people, and our communities. Through our philanthropic partners, we are supporting our pillar causes of health and well-being, disaster relief, diversity, equity, and inclusion, and water safety. This year, we had the honor of being recognized by St. Jude Children's Research Hospital® as the St. Jude New Corporate Partner of the Year. In connection with our vendor partners, we are providing new innovative products that improve energy and water conservation and reduce chemical consumption. We are creating opportunities for our associates by encouraging their aspirations, driving results, and challenging each other to grow. We are building an engaged and inclusive workplace that learns from one another through workshops, insight surveys, and our employee resource groups. We are holding ourselves and our supply chain partners accountable with the adoption of our Vendor Code of Conduct. We are also expanding our environmental monitoring program to encompass waste and an expanded list of Scope 3 greenhouse gas (GHG) emissions alongside our current water, energy, and Scope 1 and 2 GHG emissions reporting. Our combined activities are producing results as evidenced by the improvement of our MSCI ESG ratings from an A to AA.

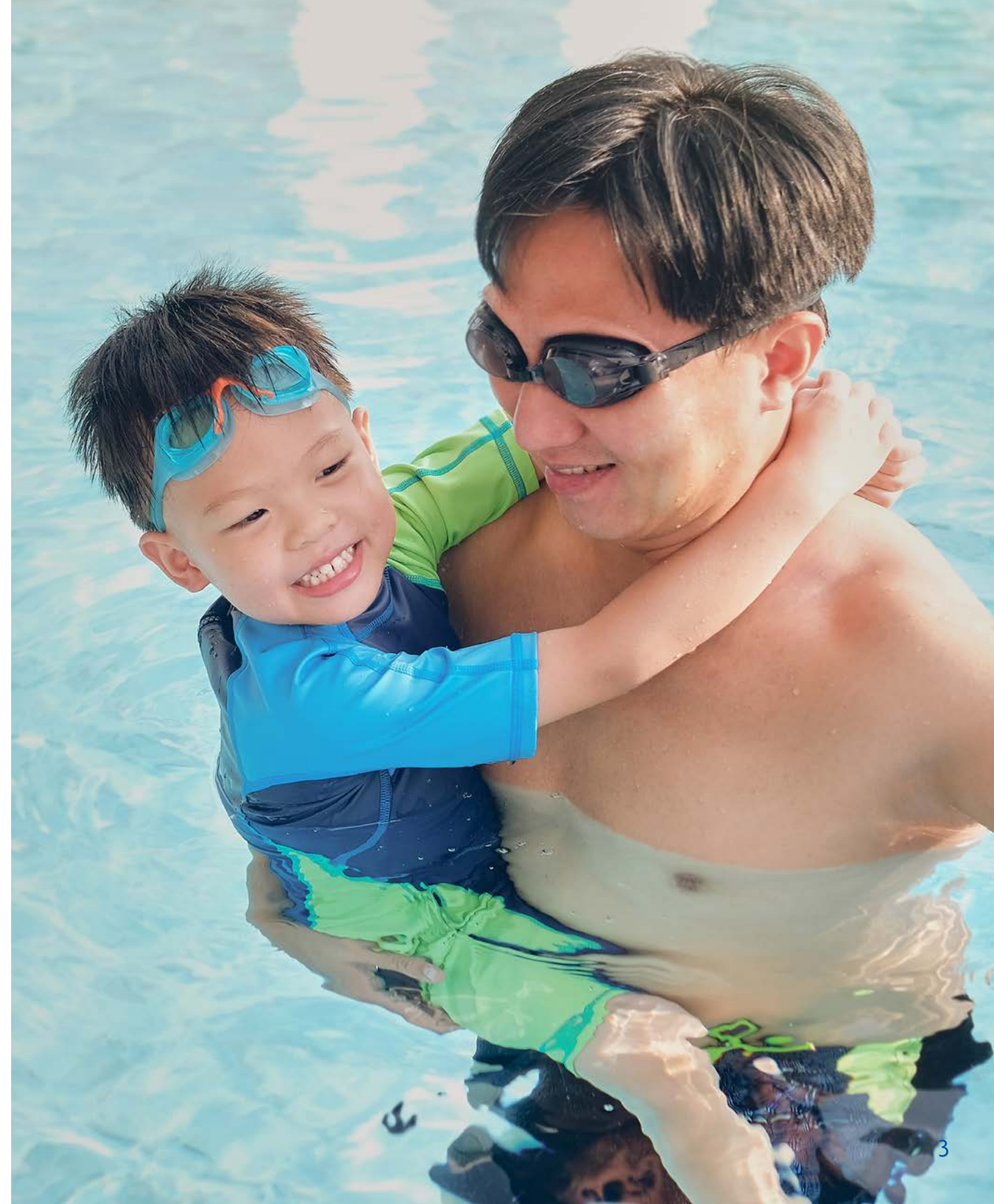
Leslie's is committed to continuing to be an organization that makes a positive difference for our consumers, associates, shareholders, and the communities in which we operate. I am pleased to present our third annual Report and am encouraged by the progress we have made. I invite you to read on in this Report to learn more about our latest accomplishments.



Sincerely,

A handwritten signature in black ink that reads "Michael R. Egeck".

Michael Egeck



Board Statement

It is our honor to serve as Directors on Leslie's Board and fulfill our responsibility of overseeing Leslie's strategic initiatives. Leslie's commitment to delivering the total solution for pool and spa owners while integrating benefits for all its stakeholders is the foundation upon which Leslie continues to attain improved performance and strong financial results. We ensure that management's decisions achieve key operating priorities, while promoting Leslie's mission, values, purpose, and ESG priorities, by working together in full Board discussion and through our respective committee appointments.

The actions and accomplishments presented in the annual ESG Reports demonstrate how Leslie prioritizes and manages key ESG risks and opportunities. By dedicating the necessary attention and resources to internal

programs and processes, Leslie is able to enhance its operational and reporting performance in areas including, but not limited to, procurement, supply chain management, cybersecurity, and diversity, equity, and inclusion. This has led to greater depth to Leslie's monitoring programs, which over the year have expanded to include procurement spend reports on business enterprises and additional waste and Scope 3 category data within its environmental management program. The measurement and management of Leslie's ESG priorities is what continues to propel Leslie forward as a leader in the industry.

We thank you for taking the time to read about Leslie's approach and accomplishments and look forward to providing future updates on Leslie's ongoing activities.

STEVEN L. ORTEGA

Chairman
Director since October 2005

MICHAEL R. EGECK

Chief Executive Officer (CEO)
Director since February 2020

YOLANDA DANIEL

Director since October 2020

Audit Committee
Nominating and Corporate
Governance Committee

ERIC KUFEL

Director since January 2018

SUSAN O'FARRELL

Director since October 2020

Audit Committee (Chair)

JAMES RAY, JR

Lead Independent Director
Director since August 2021

Compensation Committee
Nominating and Corporate
Governance Committee (Chair)

CLAIRE SPOFFORD

Director since May 2022

Compensation Committee
Nominating and Corporate
Governance Committee

JOHN STRAIN

Director since August 2018

Audit Committee
Compensation Committee (Chair)

About Us

At Leslie's, We Know Pools.

We are the largest and most trusted direct-to-consumer brand in the pool and spa care industry. Every day, we help our customers spend less time maintaining and more time enjoying their pools. Our aspiration is to have backyard moments become memories through the pride and joy of clean, safe, and beautiful pools and spas.

At a Glance

12M+

POOL AND SPA CARE CUSTOMERS

3,350+

RETAIL ASSOCIATES, POOL & SPA CARE EXPERTS, AND EXPERIENCED SERVICE TECHNICIANS

990

LOCATIONS ACROSS 39 STATES

30K+

PRODUCTS ACROSS CHEMICALS, EQUIPMENT, PARTS, CLEANING & MAINTENANCE, SAFETY, RECREATIONAL & LIFESTYLE, AND FITNESS RELATED PRODUCTS

~5X

DIGITAL SALES COMPARED TO LARGEST DIGITAL COMPETITOR

59

CONSECUTIVE YEARS OF SALES GROWTH

Our Values

- Be Customer Focused
- Share Expertise
- Invest In Innovation
- Own The Outcome
- Welcome Everyone
- Measure Our Impact

Our Innovative Products & Expert Service

- Complimentary and Proprietary Water Testing
- Owned and Exclusive Brands
- Services, Installation, Repair, and Warranty Work
- Informed Recommendations and Advice
- Omni-Channel Sales and Fulfillment

ESG Leadership

We are committed to being an organization that makes a positive difference for all of our stakeholders – our consumers, associates, shareholders, and communities. We make this a reality by integrating our ESG program throughout our culture, strategy, and consumer groups and by monitoring our performance along the way.

Our ESG Priorities

- Water Safety & Community Engagement
- Sustainable Products & Supply Chain
- Human Capital Management
- Diversity, Equity, & Inclusion
- Employee & Product Health & Safety
- Environmental Management
- Cybersecurity & Data Privacy
- Business Ethics & Corporate Governance

See our [2020](#) and [2021](#) ESG Reports for details on the identification of our ESG priorities.

Leslie's achieved an AA MSCI ESG Rating in 2022.

Our ESG Governance



Everyone at Leslie's has a role in supporting our ESG priorities.

Water Safety & Community Engagement

Each and every day, we are inspired to serve others. We help dedicated pool owners meet their needs and build backyard memories. We raise awareness and educate on proper water safety, and we support and partner with our local and national communities to make a difference in peoples' lives. Guided by our Philanthropic Council and Charitable Foundation, we are giving back both in and out of the water.

Our Philanthropic Mission

To make a positive impact and support the communities in which we serve by leveraging our resources, associates, and expertise.

Our Four Core Pillars

Water Safety & Community



- Dive In and Make a Difference associate and customer donation campaign supporting water safety programs.



- YMCA Healthy Kids Day® water safety events improving kids' and families' health and well-being.

Diversity, Equity, and Inclusion



- Certification Boost Grant providing funding to support and empower underserved entrepreneurs.
- NEXTGEN Young Professional Leadership Program offering education and training for the next generation of civil rights leaders.

Health and Wellness



- St. Jude Thanks and Giving® associate and customer donation campaign supporting St. Jude's Children's Research Hospital.
- 5k Walk/Run-A-Thon raising funds to find cures for childhood cancer.

Recognized by St. Jude Children's Research Hospital® as the St. Jude New Corporate Partner of the Year in 2022.

Disaster Relief



American Red Cross

- Hurricane Ian Relief donations supporting emergency shelter, food, water, supplies, and emotional support for the people and communities impacted.
- Ukraine Crisis contributions alleviating suffering through the provision of lifesaving aid to the millions of displaced Ukrainians.

At a Glance

\$100K

ANNUAL COMMITMENT TO EACH OF OUR PILLAR PARTNERS

\$350K+

ADDITIONAL FUNDS RAISED FOR ST. JUDE, YMCA, AND BOYS AND GIRLS CLUB PROGRAMS THROUGH CUSTOMER AND EMPLOYEE DONATION CAMPAIGNS

\$800K+

TOTAL DONATIONS TO LOCAL AND PILLAR PARTNERS

Dive into our [Tips](#) and [Pool Safety products and services](#) for ways to keep your friends, family, and communities safe.

Sustainable Products & Supply Chain

We are helping to create backyard moments that are safe for people and the planet. We do this through the products we offer, the awareness we raise, the partners we engage, and the procurement and packaging practices we apply. By monitoring and setting expectations within our supply chain, we are able to maintain and expand responsible practices throughout our day-to-day operations.

Our Supplier Diversity Goal

Achieve annual increases in the number of diverse, local, and small business enterprises engaged in procurement process.

\$43M

TOTAL PROCUREMENT SPEND FROM DIVERSE, LOCAL, AND SMALL BUSINESS ENTERPRISES

Our Ethical & Sustainable Standards

- All agreements with our network of domestic and international suppliers for Leslie's-branded components and third-party direct-from-manufacture products include compliance with all applicable federal, state, and local laws.
- Leslie's Vendor Code of Conduct, established in 2023, addresses responsible sourcing, human trafficking and forced or child labor, anti-corruption, and sustainable business practices, among others, and is supplemented with other policies.

- Product assortment is assessed for potential presence of conflict minerals.
- Product teams investigate and test new technologies to ensure quality control and best product fit for our customers.
- Internal procurement strategy focused on product handling efficiency and supplier diversity.
- Certified eco-products, such as Jacuzzi® ENERGY STAR® certified variable speed pool pumps, offered for direct-from-manufacture third-party and Leslie's-branded products.
- Eco-friendly product marketing and education available through trained staff, in-store signage, product pages, landing pages, blog posts, new product announcements, and impact labeling.
- Packaging materials are under review for more sustainable alternatives.
- Ellen MacArthur Foundation Network member for guidance on circularity-inspired principles and practices.



Discover the details of Leslie's, Inc. [Vendor Code of Conduct](#) on our website.

At a Glance

30,000+

PRODUCTS WITH 55% OF SALES EXCLUSIVE TO LESLIE'S BRANDS

39%

OF ADULT AMERICANS ARE FAMILIAR WITH ECO-FRIENDLY POOL CARE PRODUCTS

1,850+

LESLIE'S DESIGNATED ECO-PRODUCTS OFFERED

8%

ANNUAL INCREASE IN ECO-PRODUCT SALES

Explore [eco-friendly pool care tips](#) on energy savings, [water conservation](#) and chemical efficiency.

Human Capital Management

Our associates are foundational to our growth and success. Through their service, expertise, and the care they give our customers who cherish their pools, spas, and backyard moments, we are living our values and delivering optimal performance and customer satisfaction. We support our associates by encouraging teamwork, professionalism, and diversity of thought, building their skills, identifying roles that fit them best, and recognizing and rewarding their contributions.

Our Associate Approach

- Comprehensive health and well-being benefits for associates and their families, including children, spouses, and same-sex or opposite-sex domestic partners.
- Company-wide and role-specific training via Pool School, one-on-one coaching, in-person courses and workshops, field leadership summits, and more.
- Compensation studies on regional-based retail labor markets and pay equity for pay setting and increase decisions.
- Pay plans inclusive of competitive hourly rates, sign-on bonuses, commissions, performance-based bonuses, and equity compensation for eligible associates.
- Promote-from-within career development philosophy.
- Performance reviews driven by the implementation of ARC – Aspirations, Results, and Challenge to Grow - in 2023.
- Engagement opportunities through annual and pulse surveys, corporate-wide virtual communication platform, and the November 2022 launch of employee resource groups (ERGs).
- Recognition programs for outperformance, milestone celebrations, innovative ideas, and special events.

At a Glance

~4,300

ASSOCIATES

~680

SEASONAL ASSOCIATES

\$18.38

AVERAGE HOURLY PAY FOR FULL-TIME RETAIL, COMMERCIAL SERVICE, AND DISTRIBUTION CENTER (DC) ASSOCIATES

190

TOTAL FIELD HOURS OF MANAGER LEADERSHIP DEVELOPMENT TRAINING

77%

THREE-YEAR AVERAGE INTERNAL PROMOTION RATE

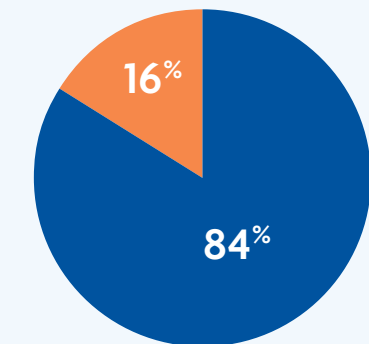
73%

ENGAGEMENT FAVORABILITY SCORE ON OUR JANUARY 2023 EMPLOYEE ENGAGEMENT SURVEY

Visit our [Careers at Leslie's](#) page for an overview of our benefits.

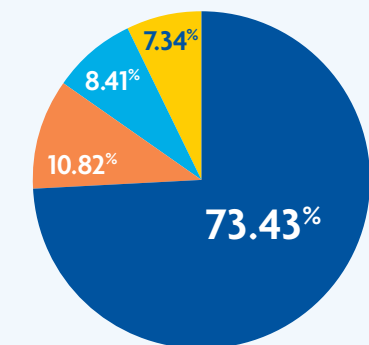
87% LEADERSHIP EFFECTIVENESS (+8% COMPARED TO RETAIL BENCHMARK)

ASSOCIATES BY EMPLOYMENT



● Full-Time ● Part-Time

ASSOCIATES BY SERVICE



● Physical/Retail Locations ● Corporate Office
● Distribution Centers ● In-Field Service Technicians

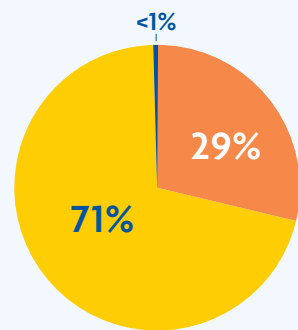
Diversity, Equity, & Inclusion

Leslie's is proud to have a culture of inclusion that allows us to celebrate and embrace the different backgrounds and perspectives that drive our success. Our associates bring their own unique talents, qualities, and contributions to Leslie's and it is through our commitment from our leadership team, Dive In Council, and associates from across the Company that we welcome everyone and inspire each other, each and every day.

Our Dive In Goal

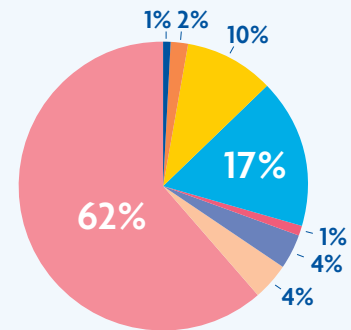
Achieve a diverse workforce, at all levels, that mirrors the U.S. census population by 2025.

GENDER DIVERSITY



- Female
- Male
- Not Specified

RACE/ETHNICITY DIVERSITY



- American Indian/Alaskan Native
- Asian
- Black/African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- Not Specified
- Two or More Races
- White

See our [ESG website](#) for our EEO-1 disclosures.

Our Dive In Strategy

Recruiting

Focuses on the recruitment, retention, and promotion of diverse talent, with an emphasis on minority representation in leadership positions.

Education & Training

Promotes and fosters a diverse and inclusive workplace through awareness raising and instructional programs and policies.

Community & Philanthropy

Engages in partnership with and charitable activities alongside communities and diversity-focused organizations to make a positive impact.

Mentorships & Scholarship

Provides opportunities for qualified associates to enhance their professional knowledge base and facilitate their growth within Leslie's.

At a Glance

60 MEMBERS ON EMPLOYEE-LED DIVE IN COUNCIL

4 DE&I E-LEARNING COURSES FOR A TOTAL OF 1.25 HOURS OF TRAINING PER ASSOCIATE

71% MINORITY-IDENTIFIED 2023 INTERNSHIP PROGRAM PARTICIPANTS CONVERTED TO FULL-TIME ASSOCIATES

\$50K SCHOLARSHIPS GRANTED TO ASSOCIATES OF COLOR

DE&I MODIFIER GOAL APPLIED TO SENIOR TEAM'S BONUS PAYOUTS

VOLUNTARY PRONOUN SELECTIONS RELEASED FOR ASSOCIATE PROFILES

VOLUNTARY GENDER IDENTIFICATION SELECTION ADDED TO CAREER APPLICATIONS

3 ERGS LAUNCHED IN NOVEMBER 2022 AND 1 ERG IN FEBRUARY 2023: HISPANIC AND LATINO, WOMEN IN LEADERSHIP, LGBTQ+, AND BLACK AND AFRICAN AMERICAN

[Watch](#) our CEO Mike Egeck discuss the importance and value of DE&I.

Employee And Product Health & Safety

One of our highest operational priorities is ensuring Leslie's products and locations offer safe experiences for our customers and associates. We achieve this by taking a preventative and systematic approach to health and safety matters and instilling a culture of safety across the Company. In all that we do, we emphasize the collective responsibility of all of us at Leslie's.

Our Safety Goal

Achieve zero job-related injuries and illnesses, customer-related incidents, and accidents.

4.20

TOTAL
RECORDABLE
INCIDENT RATE

0.015

ASSOCIATE
INCIDENT RATE

0

FATALITIES

Our Preventative Programs

- Environmental, Health, and Safety (EHS) policies and practices related to packaging, labeling, handling, transportation, storage, disposal, and sale of swimming pool and spa-related chemicals, equipment, and supplies.
- Policies, programs, and product labels designed in compliance with federal, state, and local laws and regulation.
- Training and education programs initiated at the point-of-hire for all full- and part-time associates, tailored for specific locations and jobs, and renewed annually.
- EHS awareness and performance communicated through monthly safety meetings, notifications, and posters.
- Monthly location scorecards and safety inspections conducted to track safety incidents.
- Incident reporting measures implemented to identify and mitigate hazards and review current policies and procedures.
- Manufacture and supplier new product notifications inform of hazardous substances, chemicals, and precautionary measures.
- Consumer education materials raise awareness of proper use of pool and spa chemicals.
- Chemical alternatives offered in our portfolio of sustainable products.

Visit our website to search our [chemical and safety data sheet database](#) and learn more about [pool water safety](#).

At a Glance

8

ENVIRONMENTAL,
HEALTH, AND SAFETY
POLICIES

100+

SAFETY DATA SHEETS
(SDS) AVAILABLE TO
CUSTOMERS

12.5

AVERAGE HOURS OF
SAFETY TRAINING
PER ASSOCIATE

See why Leslie's is educating pool owners on the importance of [proper product labeling](#).

Environmental Management

We recognize that our manufacturing and distribution centers, offices and retail stores, and logistic decisions each uniquely contribute to our resource use. Over the years, we endeavor to improve our operational efficiencies. We consider ways to enhance our monitoring programs and implement practices that minimize our impact.

Our Conscious Practices

- Promote, act, and comply with all applicable laws and regulations.
- Engage third-party waste management partners to properly handle, transport, store, and dispose of chemical-related waste, general waste, and recycling.
- Leverage a climate-related physical risk study and platform to potentially mitigate weather impacts at our locations.
- Conduct and expand GHG emissions assessments for Scope 1, 2, and 3.
- Monitor total water usage with our utility-provider water assessment.
- Retrofit and upgrade facilities with energy-efficient lighting, exhaust fans, and HVACs.
- Explore opportunities to implement facility infrastructure upgrades with landlords, such as electric vehicle charging stations.
- Partner with JB Hunt for all of our transport truck and store distribution logistic operations and offset GHG emissions from small-parcel customer shipments.
- Maintain battery-powered forklifts and continue exploration of the purchase of additional hybrid service vehicles.
- Member of communities to improve sustainable practices, such as the Clean Energy Buyers Association, which we joined in 2023.

At a Glance

\$5M

INVESTED FOR ENVIRONMENTAL & SAFETY RETROFITS AT OUR DCS IN 2022

~7K

METRIC TONS (MT) OF CO₂ OFFSET FOR SMALL PARCEL CUSTOMER SHIPMENTS

~54

KGAL WATER USED AT OUR SERVICE CENTERS, DC, RETAIL, AND CORPORATE OFFICES

~96K

MWH ENERGY USAGE AT OUR SERVICE CENTERS, DC, RETAIL, AND CORPORATE OFFICES

~33.5K

MT CO₂E SCOPE 1 & 2 EMISSIONS (LOCATION-BASED)

~158K

MT CO₂E SCOPE 3 EMISSIONS

See a full breakdown of our environmental data in the [Appendix](#).



Cybersecurity & Data Privacy

A strong cybersecurity program and robust data privacy measures are fundamental to protecting our systems and networks and safeguarding our customers', vendors', and associates' information. We are steadfast in our commitment and have assigned responsibility across the organization from our Board with the Audit Committee, our management team with our Chief Digital and Technology Officer, and all our associates.

Our Protective Processes

- Implementation of a certified information security management system that follows the Center for Information Security (CIS) framework.
- Compliance with all federal and state regulatory requirements, including Sarbanes-Oxley Act (SOX) IT requirements and the California Consumer Privacy Act (CCPA) and California Privacy Rights Act (CPRA).
- Adherence to the Payment Card Industry (PCI) Security Council and American National Standards Institute (ANSI) encryption and payment standards.
- Partnership with a third-party Managed Security Service (MSS) for our managed detection and response program.
- Management of IT general controls and PCI assessment through a cloud-based governance, risk, and compliance management solution.
- Incident response and business continuity plans to prevent and mitigate any adverse events.
- Engagement in cyber intelligence communities, including the Retail & Hospitality Information Sharing & Analysis Center (RH-ISAC).
- Policies governing the collection, usage, access, sharing, storing, safeguarding, and deletion of sensitive and personal information.
- Annual enterprise-wide and role-based associate training on topics such as data security, PCI compliance, phishing, and other vulnerability matters.
- Awareness raising through exercises, newsletters, and Security Tips of the Day.

At a Glance

1.5

AVERAGE HOURS OF
CYBERSECURITY AND DATA
PRIVACY TRAINING PER
ASSOCIATE

0

REPORTED CYBERSECURITY
INCIDENTS DURING 2022

Review the terms of Leslie's [Privacy Policy](#) on our website.



Business Ethics & Corporate Governance

At Leslie's, we achieve our goals and execute our strategy by operating at the highest standards, acting with honesty and integrity, and owning our outcomes. We routinely evaluate our risks, assess the best course of actions, implement effective policies, practices, and procedures, and ensure proper oversight to guide our decision-making. All of this supports the long-term success of our Company and our commitment to making a positive difference for all our stakeholders.

Our Responsible Practices

- Code of Ethics, Vendor Code of Conduct, and supporting policies and guidelines, including our Employee Handbook and 2023 adopted Political Contributions and Lobbying Activities policy, guide the actions of our associates, vendors, suppliers, business partners, management, and directors.
- Whistleblower Policy, insider trader training, and 24/7 anonymous ethics hotline promote awareness and reporting of any real or potential violation of our Code of Ethics.
- Annual associate training reinforces the value and importance of upholding and adhering to our policies.
- Oversight and compliance teams, including our Sustainability Working Group, Dive In Council, and safety teams, among others, ensure we maintain and enhance our internal programs, policies, and procedures.
- Risk reports from external third parties on topics including cybersecurity and weather-related impacts inform our board's advisement and management's decision-making.
- Experienced, qualified, diverse, and engaged directors serve on our Board.
- Corporate Governance Guidelines and Board committee charters provide the framework of our director responsibilities.

At a Glance

**NEW POLICIES
ADOPTED IN 2023**

Political Contributions
and Lobbying Activities &
Vendor Code of Conduct.

1.5

**HOURS OF INSIDER
TRADING AND ANTI-
HARASSMENT TRAINING
PER ASSOCIATE**

10

**DIRECTOR BOARD AS
OF FY2022**

60%

**INDEPENDENT
DIRECTORS**

40%

FEMALE DIRECTORS

30%

**RACIALLY AND
ETHNICALLY DIVERSE**

See the full terms of our [Political Contributions and Lobbying Activities Policy](#) and [Foreign Corrupt Practices Act Compliance Policy](#) on our website.

Explore our [2023 Proxy Statement](#) for details about our corporate governance practices, Board composition, and committee oversight.



Sustainability Accounting Standards Board (SASB) Standards

Consumer Goods – Multiline and Specialty Retailers & Distributors

Topic	Accounting Metric	Code	Response	References
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-MR-130a.1	1) 95,894 MWh 2) 68.6% 3) 0%	See Environmental Management section.
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	<p>Leslie's has a comprehensive cybersecurity and data privacy program to identify, manage, and mitigate any risks to its customers', vendors', and associates' data, including personally identifiable information (PII), obtained through the normal course of business operations. The program includes a certified information security management system that follows the Center for Information Security (CIS) framework, complies with state, federal, and international regulatory requirements, including the California Consumer Privacy Act and California Privacy Act, and adheres to the Payment Card Industry Data Security Standard (PCI DSS). A third-party managed security service (MSS) runs its detection and response program, which includes a 24/7 security operations center (SOC), 24/7 security incident event management (SIEM), and quarterly vulnerability penetration tests. Leslie's uses a cloud-based governance, risk, and compliance management solution for IT general controls, PCI assessments, and vendor management. In addition, Leslie's is a member of Retail & Hospitality Information Sharing & Analysis Center (RH-ISAC).</p> <p>The cybersecurity and data privacy program is overseen by the Chief Digital and Technology Officer, who reports directly to the CEO and the Board's Audit committee on a periodic basis. The Chief Information Security Officer (CISO) manages all security operations and regulatory compliance, and the Vice President of Internal Audit oversees the Sarbanes-Oxley Act (SOX) IT requirements and general controls.</p>	See Cybersecurity & Data Privacy section.
Labor Practices	(1) Average hourly wage and (2) Percentage of in-store employees earning minimum wage, by region	CG-MR-310a.1	1) \$18.38 2) 0%, all of Leslie's employees earn above state-specific minimum wage mandates.	See Human Capital Management section.
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	CG-MR-310a.2	1) 78% 2) 21%, includes elimination of seasonal roles.	See Human Capital Management section.
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	CG-MR-310a.3	\$0	See Commitments and Contingencies in the Annual Report .

Topic	Accounting Metric	Code	Response	References																																							
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	CG-MR-330a.1	<table border="1"> <thead> <tr> <th>Gender</th> <th>Female</th> <th>Male</th> <th>Not Specified</th> </tr> </thead> <tbody> <tr> <td>Management</td> <td>31%</td> <td>69%</td> <td>0%</td> </tr> <tr> <td>All Other Employees</td> <td>29%</td> <td>71%</td> <td><1%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Race/Ethnicity</th> <th>Asian</th> <th>Black or African American</th> <th>Hispanic or Latino</th> <th>Native American</th> <th>Pacific Islander</th> <th>White</th> <th>Two or More Races</th> <th>Not Specified</th> </tr> </thead> <tbody> <tr> <td>Management</td> <td>3%</td> <td>7%</td> <td>11%</td> <td><1%</td> <td><1%</td> <td>74%</td> <td>4%</td> <td>1%</td> </tr> <tr> <td>All Other Employees</td> <td>2.4%</td> <td>11.1%</td> <td>20%</td> <td>0.5%</td> <td>0.6%</td> <td>56.9%</td> <td>3.8%</td> <td>4.7%</td> </tr> </tbody> </table>	Gender	Female	Male	Not Specified	Management	31%	69%	0%	All Other Employees	29%	71%	<1%	Race/Ethnicity	Asian	Black or African American	Hispanic or Latino	Native American	Pacific Islander	White	Two or More Races	Not Specified	Management	3%	7%	11%	<1%	<1%	74%	4%	1%	All Other Employees	2.4%	11.1%	20%	0.5%	0.6%	56.9%	3.8%	4.7%	See Diversity, Equity, & Inclusion section.
	Gender	Female	Male	Not Specified																																							
Management	31%	69%	0%																																								
All Other Employees	29%	71%	<1%																																								
Race/Ethnicity	Asian	Black or African American	Hispanic or Latino	Native American	Pacific Islander	White	Two or More Races	Not Specified																																			
Management	3%	7%	11%	<1%	<1%	74%	4%	1%																																			
All Other Employees	2.4%	11.1%	20%	0.5%	0.6%	56.9%	3.8%	4.7%																																			
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CG-MR-330a.2	\$0	See Commitments and Contingencies in the Annual Report .																																							
Product Sourcing, Packaging & Marketing	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR-410a.2	<p>Leslie's conducts a hazard- and risk-based review of new products as part of its chemical management approach. Product Safety Data Sheets (SDS) are reviewed for: (i) physical and health hazards, such as whether a product represents a new or significantly different hazard; (ii) National Fire Protection Association rating/ fire code hazard classes; (iii) health risks/ratings; spill clean-up/exposure information, including whether special PPE is required; (iv) storage and handling information; (v) Department Of Transportation information; (vi) stability/reactivity information; and (vii) other regulatory requirements. Leslie's product labels comply with all applicable regulations and provide information on hazardous content, hazard warning, precautionary measures, first aid and incident response, and safe storage and disposal instruction. In addition, SDS are available on our website.</p> <p>Leslie's may decide not to carry a new product due to difficulties with proper storage or separation from other incompatible products, a new and/or significant increase in degree of associated hazards, or negative environmental impact. Leslie's Director of Safety and Regulatory Affairs is alerted of new products, and may be notified of a chemical-related new product under consideration, inclusive of a current SDS from the product manufacturer or supplier. In addition, Leslie's prioritizes chemical efficiency within its category of sustainable product offerings as a way for customers to select nonchemical alternatives.</p>	See Sustainable Products & Supply Chain section.																																							
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	Leslie's has plans to review and enhance the sustainability of its packaging by exploring issues such as the overall size, weight, and design of product packaging, shipping containers, and material content, including post-consumer recycled content. To date, Leslie's has joined the Ellen MacArthur Foundation Network community to expand its awareness and knowledge of circular economy practices it may integrate into the review process.	See Sustainable Products & Supply Chain section.																																							

Activity Metric	Code	Response
Number of: (1) retail locations and (2) distribution centers	CG-MR-000.A	1) 990 2) 6
Total area of: (1) retail space and (2) distribution centers	CG-MR-000.B	1) 3,807,087 ft ² 2) 861,049 ft ²

Supplemental Disclosures

Topic	Response	References												
Water Safety & Community Engagement	<p>Leslie's philanthropic pursuits are guided by four core pillars and their respective pillar partners: (i) water safety and community: YMCA and Boys & Girls Club; (ii) diversity, equity, and inclusion: NAACP; (iii) health and wellness: St. Jude Children's Research Hospital; and (iv) disaster relief: American Red Cross. Leslie's Philanthropy Council oversees the philanthropic programs and Leslie's Charitable Foundation. In 2020, Leslie's committed \$1.5 million over three years to support the core pillars and pillar partners. Programs Leslie's has supported include drowning education campaigns with the YMCA and Boys & Girls Club, walk and run events with St. Jude, and disaster relief support for communities impacted by the war in Ukraine and hurricanes in Florida. In 2023, Leslie's launched a diverse small business grant program in partnership with the NAACP.</p> <table border="1"> <thead> <tr> <th colspan="4">Contributions</th> </tr> <tr> <th>U.S. Dollars</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Approximate Total Donations to Local and Pillar Partners</td> <td>\$250,000</td> <td>\$700,000</td> <td>\$800,000</td> </tr> </tbody> </table>	Contributions				U.S. Dollars	2020	2021	2022	Approximate Total Donations to Local and Pillar Partners	\$250,000	\$700,000	\$800,000	See Water Safety & Community Engagement section.
Contributions														
U.S. Dollars	2020	2021	2022											
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Sustainable Products & Supply Chain	<p>Leslie's Chief Merchandising & Supply Chain Officer and Procurement team oversee product selection and vendor management for the wide network of domestic and international suppliers for Leslie's branded products and the third-party manufacturers for direct-purchase products. Leslie's Merchandising and Supply Chain team manages product assortment and vendor relationships to ensure they meet Leslie's quality, delivery, and performance expectations. The Procurement team ensures that the vendor contract process is efficient, that the agreements and practices defined therein comply with Leslie's requirements upon onboarding and throughout the engagement, in addition to monitoring and managing the vendor base, including the supplier diversity program. Leslie's Chief Merchandising & Supply Chain Officer reports directly to our CEO and our Procurement team to our CFO.</p> <p>To produce quality products, Leslie's expects its suppliers to uphold ethical standards, comply with all laws and regulations, and embrace sustainable, inclusive, and equitable business practices, as outlined in the 2023 adopted Vendor Code of Conduct. Leslie's complies with the California Transparency in Supply Chains Act and the requirements of the Securities and Exchange Commission, including those regarding annual product reviews for conflict minerals and related reporting.</p> <table border="1" data-bbox="609 621 2460 769"> <thead> <tr> <th colspan="3">Supplier Diversity Spend¹</th> </tr> <tr> <th>U.S. Dollars, in millions</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Total Supplier Diversity Spend</td> <td>\$46</td> <td>\$43</td> </tr> </tbody> </table> <table border="1" data-bbox="609 795 2460 942"> <thead> <tr> <th colspan="4">Sustainable Products</th> </tr> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Growth in Sales of Eco-Products</td> <td>15%</td> <td>40%</td> <td>8%</td> </tr> </tbody> </table>	Supplier Diversity Spend ¹			U.S. Dollars, in millions	2021	2022	Total Supplier Diversity Spend	\$46	\$43	Sustainable Products					2020	2021	2022	Growth in Sales of Eco-Products	15%	40%	8%	<p>See SASB Standards Table and Sustainable Products & Supply Chain section.</p>
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Environmental Management	<p>Leslie's environmental footprint is managed across the Company with the Construction and Facilities teams, Chief Merchandising & Supply Chain Officer, and Chief Legal, Real Estate, & Sustainability Officer. Leslie's environmental management approach is guided by all applicable local, state, federal, and international laws and regulations.</p> <p>Measures Leslie's has undertaken to understand and reduce its environmental impact include (i) retrofits at its distribution centers, (ii) engagements with landlords to implement facilities upgrades, (iii) logistics enhancements, including consolidation of defective merchandise for bulk shipments back to vendors or the appropriate recycler, the reduction of package shipment distances to customers by leveraging a Ship-from-Store (SFS) software system, and the optimization of routes by backhauling in-bound and third-party freight and reducing "empty miles"; (iv) purchase of hybrid vehicles for the fleet in fiscal year 2023; (v) GHG emissions reporting, including the expansion of Scope 3 categories; (vi) climate-related physical risk study to understand weather impacts at our locations; and (vii) resources use monitoring, including the expansion of waste categories.</p> <table border="1" data-bbox="609 1350 1863 1489"> <thead> <tr> <th>Tons²</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Total Waste</td> <td>5,837</td> </tr> <tr> <td>Total Waste Recycled</td> <td>2,963</td> </tr> </tbody> </table>	Tons ²	2022	Total Waste	5,837	Total Waste Recycled	2,963	<p>See Environmental Management section.</p>															
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1. Supplier Diversity Spend refers to small and local business enterprises and minority, women, veteran, veterans with disabilities, disabled, and/or LGBTQ+ owned business enterprises.

2. Due to availability of data, waste totals account for approximately 33% of Leslie's facilities.

Topic	Response	References		
	Water³			
	Gallons, in thousands	2020	2021	2022
	Water Usage	12,133	14,632	54,170
	Energy⁴			
	MWh	2020	2021	2022
	Electricity	50,647	53,869	65,698
	Natural Gas	60,159	47,087	30,010
	Total Energy	110,806	100,956	95,708
	Fleet⁵			
	Gallons Purchased, thousands	2020	2021	2022
	Gasoline	392.2	359.0	413.8
	Diesel	455.1	445.4	59.9
	Ethanol	1.3	1.4	0.1
	Total	848.6	805.8	473.8
	Scope 1 & 2 GHG Emissions⁶			
	CO₂e, metric tons	2020	2021	2022
	Scope 1	8,693	8,140	4,436
	Natural Gas	575	429	189
	Vehicle Fleet	8,118	8,140	4,247

3. Based on Leslie's footprint of 936 locations in FY 2020, 952 locations in FY 2021, and 990 locations in FY 2022. In some cases, usage estimations were incorporated when actual data was not available.

4. Based on Leslie's footprint of 936 locations in FY 2020, 952 locations in FY 2021, and 990 locations in FY 2022. In some cases, usage estimations were incorporated when actual data was not available.

5. 2020 Fleet consisted of 273 light-duty vans and trucks for service technicians and managers, 42 medium-duty box trucks for final-mile delivery from Commercial Service Center, 24 Class A vehicles for distribution through our network, and 68 vehicles for the hot tub business acquisitions. 2021 fleet consisted of 371 light-duty vans and trucks for service technicians and managers, 38 medium-duty box trucks for final-mile delivery from Commercial Service Center, and 24 Class A vehicles for distribution through our network. 2022 fleet consisted of 418 light-duty vans and trucks for service technicians and managers, 41 medium-duty box trucks for final-mile delivery from Commercial Service Center, and 2 Class A vehicles for distribution through our network.

6. Scope 1 and 2 GHG emissions were calculated according to the GHG Protocol, utilizing emissions factors from the U.S. EPA and eGrid for 2020 and 2021 and IEA Country and eGrid for 2022. In some cases, usage estimations were incorporated when actual data was not available. The data reflects Leslie's footprint as follows: 936 locations in FY 2020, 952 locations in FY 2021, and 990 locations in FY 2022. The Covid-19 pandemic likely impacted FY 2020 and 2021 totals.

Topic	Response	References		
	Scope 2 GHG Emissions (location-based)			
	CO₂e, metric tons	2020	2021	2022
	Scope 2	28,564	27,596	29,073
	Purchased and Consumed Electricity	18,236	19,491	23,821
	Purchased Heat	10,327	8,105	5,252
	Total Scope 1 & 2	37,257	35,736	33,509
	Scope 2 GHG Emissions (market-based)			
	CO₂e, metric tons	2020	2021	2022
	Scope 2	30,191	29,424	29,836
	Purchased and Consumed Electricity	19,864	21,319	24,585
	Purchased Heat	10,327	8,105	5,252
	Total Scope 1 & 2	38,884	37,565	34,272
	Scope 3 GHG Emissions⁷			
	CO₂e, metric tons	2020	2021	2022
	Category 1: Purchased Goods and Services ⁸	-	-	141,785
	Category 2: Capital Goods ⁹	-	-	8,776
	Category 3: Fuel- and Energy-Related Activities ¹⁰	-	-	10,519
	Category 6: Business Travel ¹¹	3	88	305
	Category 7: Employee Commuting ¹²	482	164	5,291
	Total Scope 3	485	252	166,676
	Carbon Offsets¹³			
	CO₂, metric tons		2021	2022
	Small Parcel Shipment		7,561	6,965

7. Scope 3 GHG emissions were calculated according to the GHG Protocol Value Chain standard. The Covid-19 pandemic likely impacted FY 2020 and 2021 totals.

8. Scope 3 Category 1: Purchased Goods and Services account for the extraction, production, and transportation of purchased goods and services.

9. Scope 3 Category 2: Capital Goods account for cradle-to-Gate emissions of purchased vehicles, software, and Capex for stores.

10. Scope 3 Category 3: Fuel- and Energy-Related Activities account for the upstream emissions from fuel used in the stationary combustion and heating and upstream emissions and transmission and distribution losses from purchased electricity.

11. Scope 3 Category 6: Business Travel account for the transportation of employees for business-related activities in airplanes operated by third parties.

12. Scope 3 Category 7: Employee Commuting Emissions were estimated based on vehicle miles travel for in-person work at Leslie's stores and offices. The values do not include emissions from telecommuting. Due to data availability, 2020 and 2021 emissions reflect only corporate employee data.

13. Offsets were purchased in partnership with Bluesource to support urban forestry, sustainable forest management, and rural cookstove programs.

Topic	Response	References																																																																								
Human Capital Management	<p>Leslie’s human capital management program is overseen by the Chief People Officer, who reports to the CEO, and, on a periodic basis, to the Board’s Compensation Committee. The program is designed to attract, develop, reward, and retain a diverse team of full-time, part-time, and seasonal associates who support Leslie’s culture and strategic aims. Actions Leslie’s pursued in 2022/2023 include: (i) introduction of new associate benefits, including the Divisional Reward Programs; (ii) addition of performance goals to senior-level equity awards, (iii) creation of an LGBTQ+ benefits guide, (iv) launch of a new performance management portal, (v) piloting of corporate leadership training programs for roll-out across the Company.</p> <table border="1" data-bbox="609 430 2460 996"> <thead> <tr> <th colspan="4" data-bbox="609 430 2460 482">Associates</th> </tr> <tr> <th data-bbox="609 482 1512 534"></th> <th data-bbox="1512 482 1826 534">2020</th> <th data-bbox="1826 482 2140 534">2021</th> <th data-bbox="2140 482 2460 534">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="609 534 1512 586">Total Associates</td> <td data-bbox="1512 534 1826 586">3,700</td> <td data-bbox="1826 534 2140 586">3,700</td> <td data-bbox="2140 534 2460 586">4,300</td> </tr> <tr> <td data-bbox="609 586 1512 638">Retail & Commercial Service Network</td> <td data-bbox="1512 586 1826 638">2,650</td> <td data-bbox="1826 586 2140 638">2,650</td> <td data-bbox="2140 586 2460 638">2,800</td> </tr> <tr> <td data-bbox="609 638 1512 690">Distribution Center</td> <td data-bbox="1512 638 1826 690">275</td> <td data-bbox="1826 638 2140 690">325</td> <td data-bbox="2140 638 2460 690">320</td> </tr> <tr> <td data-bbox="609 690 1512 743">In-Field Technicians</td> <td data-bbox="1512 690 1826 743">250</td> <td data-bbox="1826 690 2140 743">250</td> <td data-bbox="2140 690 2460 743">280</td> </tr> <tr> <td data-bbox="609 743 1512 795">Corporate Associates</td> <td data-bbox="1512 743 1826 795">525</td> <td data-bbox="1826 743 2140 795">450</td> <td data-bbox="2140 743 2460 795">410</td> </tr> <tr> <td data-bbox="609 795 1512 847">Full-Time</td> <td data-bbox="1512 795 1826 847">73%</td> <td data-bbox="1826 795 2140 847">80%</td> <td data-bbox="2140 795 2460 847">83%</td> </tr> <tr> <td data-bbox="609 847 1512 899">Part-Time</td> <td data-bbox="1512 847 1826 899">24%</td> <td data-bbox="1826 847 2140 899">18%</td> <td data-bbox="2140 847 2460 899">16%</td> </tr> <tr> <td data-bbox="609 899 1512 951">Seasonal¹⁴</td> <td data-bbox="1512 899 1826 951">3%</td> <td data-bbox="1826 899 2140 951">2%</td> <td data-bbox="2140 899 2460 951">1%</td> </tr> <tr> <td data-bbox="609 951 1512 996">Three-Year Average Seasonal Associate Rehire Rate¹⁵</td> <td data-bbox="1512 951 1826 996">22%</td> <td data-bbox="1826 951 2140 996">26%</td> <td data-bbox="2140 951 2460 996">28%</td> </tr> </tbody> </table> <table border="1" data-bbox="609 1017 2460 1374"> <thead> <tr> <th colspan="4" data-bbox="609 1017 2460 1069">Compensation</th> </tr> <tr> <th data-bbox="609 1069 1512 1121"></th> <th data-bbox="1512 1069 1826 1121">2020</th> <th data-bbox="1826 1069 2140 1121">2021</th> <th data-bbox="2140 1069 2460 1121">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="609 1121 1512 1173">Average hourly pay for full-time retail, commercial service, and DC associates</td> <td data-bbox="1512 1121 1826 1173">\$13.56-\$16.54</td> <td data-bbox="1826 1121 2140 1173">\$16.20</td> <td data-bbox="2140 1121 2460 1173">\$18.38</td> </tr> <tr> <td data-bbox="609 1173 1512 1225">Minimum wage for full-time hourly associates who do not receive commission-based pay</td> <td data-bbox="1512 1173 1826 1225">-</td> <td data-bbox="1826 1173 2140 1225">\$15</td> <td data-bbox="2140 1173 2460 1225">\$15</td> </tr> <tr> <td data-bbox="609 1225 1512 1277">Number of Associates Receiving Equity Grants</td> <td data-bbox="1512 1225 1826 1277">-</td> <td data-bbox="1826 1225 2140 1277">>900</td> <td data-bbox="2140 1225 2460 1277">>390</td> </tr> <tr> <td data-bbox="609 1277 1512 1329">CEO Pay Ratio</td> <td data-bbox="1512 1277 1826 1329">-</td> <td data-bbox="1826 1277 2140 1329">236 to 1</td> <td data-bbox="2140 1277 2460 1329">60 to 1</td> </tr> <tr> <td data-bbox="609 1329 1512 1374">Gender Pay Ratio</td> <td data-bbox="1512 1329 1826 1374">-</td> <td data-bbox="1826 1329 2140 1374">-</td> <td data-bbox="2140 1329 2460 1374">96.4%</td> </tr> </tbody> </table>	Associates					2020	2021	2022	Total Associates	3,700	3,700	4,300	Retail & Commercial Service Network	2,650	2,650	2,800	Distribution Center	275	325	320	In-Field Technicians	250	250	280	Corporate Associates	525	450	410	Full-Time	73%	80%	83%	Part-Time	24%	18%	16%	Seasonal ¹⁴	3%	2%	1%	Three-Year Average Seasonal Associate Rehire Rate ¹⁵	22%	26%	28%	Compensation					2020	2021	2022	Average hourly pay for full-time retail, commercial service, and DC associates	\$13.56-\$16.54	\$16.20	\$18.38	Minimum wage for full-time hourly associates who do not receive commission-based pay	-	\$15	\$15	Number of Associates Receiving Equity Grants	-	>900	>390	CEO Pay Ratio	-	236 to 1	60 to 1	Gender Pay Ratio	-	-	96.4%	<p>See SASB Standards Table and Human Capital Management section.</p>
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14. Seasonal refers to associates with “Seasonal” within their job titles.

15. Seasonal refers to associates with “Seasonal” within their job titles and associates serving in seasonal part-time roles.

Topic	Response	References			
	Development and Retention				
		2020	2021	2022	
	Number of 1:1 Coaching Sessions Between Assistant or General Managers with General or District Managers	-	470	375	
	Number of managers who completed leadership acceleration program	-	100	62	
	Total field hours of manager leadership development training	-	39	190	
	Average hours of completed training per Associate	-	24	45 Retail: 50 Corporate: 5	
	Three-Year Average Internal Promotion Rate	74%	74%	77%	
	Three-Year Internal Promotion Rate for General Managers	-	99%	98%	
	Annual Retail Turnover Rate	71%	79%	78%	
	Involuntary Turnover - All Associates	5%	4%	5%	
	Full-Time Voluntary - All Associates	22%	31%	32%	
	Part-Time Voluntary - All Associates	44%	44%	31%	
	Associate Engagement				
	Employee Engagement Survey	January 2023			
	Employee participation	73%			
	Overall Favorability Score	73%			
	Number and Type of Questions	25 Total Questions: 4 – Engagement; 7 – Leadership Effectiveness; 13 – Drivers of engagement, including pay, benefits, mission, training, etc.; 1 – Open Ended			

Topic	Response	References																																																				
Diversity, Equity, and Inclusion	<p>Leslie's prohibits discrimination against any candidate or associate on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin or ancestry, citizenship status, physical or mental disability, genetic information, veteran status, uniformed service member status, or any other status protected by federal, state, or local law. Leslie's seeks to provide a work environment free from unlawful harassment and does not tolerate bullying behavior. Leslie's anti-harassment policy includes robust mechanisms to report and investigate events, holding accountable those in violation of our policies and protecting against any form of retaliation.</p> <p>Leslie's DEI program is advanced by the 60-member Diversity and Inclusion Advisory Council (Dive In), which includes the Chief People Officer as the executive lead. Progress and initiatives are reported to the CEO and the Board's Compensation Committee, on a periodic basis. Leslie's requires annual unconscious bias training for all associates and held an inclusive leadership training with the executive team in fiscal year 2023. In 2020, Leslie's announced its overarching goal to achieve a diverse workforce that mirrors the U.S. census population by 2025.</p> <table border="1" data-bbox="609 591 2460 1256"> <thead> <tr> <th colspan="4" data-bbox="609 591 2460 644">Gender Diversity¹⁶</th> </tr> <tr> <th data-bbox="609 644 1512 690">Executives</th> <th data-bbox="1512 644 1829 690">2020</th> <th data-bbox="1829 644 2146 690">2021</th> <th data-bbox="2146 644 2460 690">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="609 690 1512 743">Female</td> <td data-bbox="1512 690 1829 743">24%</td> <td data-bbox="1829 690 2146 743">25%</td> <td data-bbox="2146 690 2460 743">26%</td> </tr> <tr> <td data-bbox="609 743 1512 795">Male</td> <td data-bbox="1512 743 1829 795">77%</td> <td data-bbox="1829 743 2146 795">75%</td> <td data-bbox="2146 743 2460 795">74%</td> </tr> <tr> <td data-bbox="609 795 1512 847">Not Specified</td> <td data-bbox="1512 795 1829 847">0%</td> <td data-bbox="1829 795 2146 847">0%</td> <td data-bbox="2146 795 2460 847">0%</td> </tr> <tr> <th colspan="4" data-bbox="609 847 2460 899">Senior Management</th> </tr> <tr> <td data-bbox="609 899 1512 951">Female</td> <td data-bbox="1512 899 1829 951">14%</td> <td data-bbox="1829 899 2146 951">25%</td> <td data-bbox="2146 899 2460 951">31%</td> </tr> <tr> <td data-bbox="609 951 1512 1003">Male</td> <td data-bbox="1512 951 1829 1003">86%</td> <td data-bbox="1829 951 2146 1003">75%</td> <td data-bbox="2146 951 2460 1003">69%</td> </tr> <tr> <td data-bbox="609 1003 1512 1055">Not Specified</td> <td data-bbox="1512 1003 1829 1055">0%</td> <td data-bbox="1829 1003 2146 1055">0%</td> <td data-bbox="2146 1003 2460 1055">0%</td> </tr> <tr> <th colspan="4" data-bbox="609 1055 2460 1107">All Other Employees</th> </tr> <tr> <td data-bbox="609 1107 1512 1159">Female</td> <td data-bbox="1512 1107 1829 1159">32%</td> <td data-bbox="1829 1107 2146 1159">30%</td> <td data-bbox="2146 1107 2460 1159">29%</td> </tr> <tr> <td data-bbox="609 1159 1512 1211">Male</td> <td data-bbox="1512 1159 1829 1211">68%</td> <td data-bbox="1829 1159 2146 1211">70%</td> <td data-bbox="2146 1159 2460 1211">71%</td> </tr> <tr> <td data-bbox="609 1211 1512 1256">Not Specified</td> <td data-bbox="1512 1211 1829 1256"><1%</td> <td data-bbox="1829 1211 2146 1256">0%</td> <td data-bbox="2146 1211 2460 1256"><1%</td> </tr> </tbody> </table>	Gender Diversity¹⁶				Executives	2020	2021	2022	Female	24%	25%	26%	Male	77%	75%	74%	Not Specified	0%	0%	0%	Senior Management				Female	14%	25%	31%	Male	86%	75%	69%	Not Specified	0%	0%	0%	All Other Employees				Female	32%	30%	29%	Male	68%	70%	71%	Not Specified	<1%	0%	<1%	<p>See SASB Standards Table and Diversity, Equity, & Inclusion section.</p>
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Female	32%	30%	29%																																																			
Male	68%	70%	71%																																																			
Not Specified	<1%	0%	<1%																																																			

16. Gender diversity categories are based on job title where Executives refer to Vice President and above and Senior Management refers Directors and Senior Directors.





Topic	Response	References																																																																																																				
	<p>Racial and Ethnic Diversity¹⁷</p> <table border="1"> <thead> <tr> <th data-bbox="609 274 819 309">Percent</th> <th colspan="3" data-bbox="819 274 1364 309">2020</th> <th colspan="3" data-bbox="1364 274 1909 309">2021</th> <th colspan="3" data-bbox="1909 274 2454 309">2022</th> </tr> <tr> <th data-bbox="609 309 819 378"></th> <th data-bbox="819 309 997 378">Executives</th> <th data-bbox="997 309 1179 378">Senior Management</th> <th data-bbox="1179 309 1364 378">All Other Employees</th> <th data-bbox="1364 309 1546 378">Executives</th> <th data-bbox="1546 309 1727 378">Senior Management</th> <th data-bbox="1727 309 1909 378">All Other Employees</th> <th data-bbox="1909 309 2091 378">Executives</th> <th data-bbox="2091 309 2273 378">Senior Management</th> <th data-bbox="2273 309 2454 378">All Other Employees</th> </tr> </thead> <tbody> <tr> <td data-bbox="609 378 819 421">Asian</td> <td data-bbox="819 378 997 421">-</td> <td data-bbox="997 378 1179 421">10%</td> <td data-bbox="1179 378 1364 421">1.8%</td> <td data-bbox="1364 378 1546 421">6%</td> <td data-bbox="1546 378 1727 421">6%</td> <td data-bbox="1727 378 1909 421">2%</td> <td data-bbox="1909 378 2091 421">7%</td> <td data-bbox="2091 378 2273 421">4%</td> <td data-bbox="2273 378 2454 421">2%</td> </tr> <tr> <td data-bbox="609 421 819 482">Black or African American</td> <td data-bbox="819 421 997 482">-</td> <td data-bbox="997 421 1179 482">2%</td> <td data-bbox="1179 421 1364 482">7.6%</td> <td data-bbox="1364 421 1546 482">13%</td> <td data-bbox="1546 421 1727 482">5%</td> <td data-bbox="1727 421 1909 482">8%</td> <td data-bbox="1909 421 2091 482">4%</td> <td data-bbox="2091 421 2273 482">7%</td> <td data-bbox="2273 421 2454 482">10%</td> </tr> <tr> <td data-bbox="609 482 819 526">Hispanic or Latino</td> <td data-bbox="819 482 997 526">12%</td> <td data-bbox="997 482 1179 526">6%</td> <td data-bbox="1179 482 1364 526">15.9%</td> <td data-bbox="1364 482 1546 526">-</td> <td data-bbox="1546 482 1727 526">6%</td> <td data-bbox="1727 482 1909 526">18%</td> <td data-bbox="1909 482 2091 526">-</td> <td data-bbox="2091 482 2273 526">7%</td> <td data-bbox="2273 482 2454 526">18%</td> </tr> <tr> <td data-bbox="609 526 819 569">Native American</td> <td data-bbox="819 526 997 569">-</td> <td data-bbox="997 526 1179 569">-</td> <td data-bbox="1179 526 1364 569">0.5%</td> <td data-bbox="1364 526 1546 569">-</td> <td data-bbox="1546 526 1727 569">-</td> <td data-bbox="1727 526 1909 569"><1%</td> <td data-bbox="1909 526 2091 569">-</td> <td data-bbox="2091 526 2273 569">-</td> <td data-bbox="2273 526 2454 569"><1%</td> </tr> <tr> <td data-bbox="609 569 819 612">Pacific Islander</td> <td data-bbox="819 569 997 612">-</td> <td data-bbox="997 569 1179 612">2%</td> <td data-bbox="1179 569 1364 612">0.5%</td> <td data-bbox="1364 569 1546 612">-</td> <td data-bbox="1546 569 1727 612">1%</td> <td data-bbox="1727 569 1909 612"><1%</td> <td data-bbox="1909 569 2091 612">-</td> <td data-bbox="2091 569 2273 612">1%</td> <td data-bbox="2273 569 2454 612"><1%</td> </tr> <tr> <td data-bbox="609 612 819 656">White</td> <td data-bbox="819 612 997 656">88%</td> <td data-bbox="997 612 1179 656">80%</td> <td data-bbox="1179 612 1364 656">66.8%</td> <td data-bbox="1364 612 1546 656">81%</td> <td data-bbox="1546 612 1727 656">81%</td> <td data-bbox="1727 612 1909 656">67%</td> <td data-bbox="1909 612 2091 656">87%</td> <td data-bbox="2091 612 2273 656">73%</td> <td data-bbox="2273 612 2454 656">61%</td> </tr> <tr> <td data-bbox="609 656 819 699">Two or More Races</td> <td data-bbox="819 656 997 699">-</td> <td data-bbox="997 656 1179 699">-</td> <td data-bbox="1179 656 1364 699">5.1%</td> <td data-bbox="1364 656 1546 699">-</td> <td data-bbox="1546 656 1727 699">-</td> <td data-bbox="1727 656 1909 699">5%</td> <td data-bbox="1909 656 2091 699">-</td> <td data-bbox="2091 656 2273 699">4%</td> <td data-bbox="2273 656 2454 699">4%</td> </tr> <tr> <td data-bbox="609 699 819 743">Not Specified</td> <td data-bbox="819 699 997 743">-</td> <td data-bbox="997 699 1179 743">-</td> <td data-bbox="1179 699 1364 743">1.8%</td> <td data-bbox="1364 699 1546 743">-</td> <td data-bbox="1546 699 1727 743">1%</td> <td data-bbox="1727 699 1909 743">-</td> <td data-bbox="1909 699 2091 743">2%</td> <td data-bbox="2091 699 2273 743">4%</td> <td data-bbox="2273 699 2454 743">4%</td> </tr> </tbody> </table>	Percent	2020			2021			2022				Executives	Senior Management	All Other Employees	Executives	Senior Management	All Other Employees	Executives	Senior Management	All Other Employees	Asian	-	10%	1.8%	6%	6%	2%	7%	4%	2%	Black or African American	-	2%	7.6%	13%	5%	8%	4%	7%	10%	Hispanic or Latino	12%	6%	15.9%	-	6%	18%	-	7%	18%	Native American	-	-	0.5%	-	-	<1%	-	-	<1%	Pacific Islander	-	2%	0.5%	-	1%	<1%	-	1%	<1%	White	88%	80%	66.8%	81%	81%	67%	87%	73%	61%	Two or More Races	-	-	5.1%	-	-	5%	-	4%	4%	Not Specified	-	-	1.8%	-	1%	-	2%	4%	4%	
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<p>Employee and Product Health & Safety</p>	<p>Leslie's environmental health and safety program is managed by the EHS team, which is comprised of the Vice President of Risk Management, the Director of Safety and Regulatory Affairs, and Risk Management Claims Manager. The team is responsible for reviewing, developing, and implementing EHS measures across retail, distribution, manufacturing, service, and commercial operations, in addition to the management of product labeling, including regulatory compliance, customer information about hazardous content, hazard warnings, precautionary measures, first aid and incident response, and safe storage and disposal instructions. Leslie's EHS team reports to our Chief Legal, Real Estate, & Sustainability Officer.</p> <p>Leslie's EHS policies include: (i) Safety & Health Policy; (ii) Occupational Illness and Injury Reporting Policy; (iii) Incident without Injury Reporting; (iv) Safety Meeting Policy, Chemicals Delivery Policy; (v) Chemical Storage & Handling Policy; (vi) DC Loading and Retail Store Delivery Policy; (vii) Rules of the Road; and (viii) Test Water Disposal Policy. All new hires must undergo orientation safety training, which is followed by annual training going forward. Leslie's continuously monitors and manages an incident reporting system, which encourages all associates to be proactive in reporting incidents as they occur, while the EHS team assesses and takes appropriate steps to ensure regulatory compliance.</p> <p>Leslie's products undergo reviews to ensure they are safe and reliable. Customers are educated about products and safe handling through product labels, education resources on our website, and the product Safety Data Sheets.</p> <table border="1"> <thead> <tr> <th data-bbox="609 1237 1509 1272">Safety Metrics¹⁸</th> <th data-bbox="1509 1237 1826 1272">2020</th> <th data-bbox="1826 1237 2143 1272">2021</th> <th data-bbox="2143 1237 2454 1272">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="609 1272 1509 1324">Total Recordable Incident Rate (per 200,000 hours worked)</td> <td data-bbox="1509 1272 1826 1324">3.58</td> <td data-bbox="1826 1272 2143 1324">3.96</td> <td data-bbox="2143 1272 2454 1324">4.20</td> </tr> <tr> <td data-bbox="609 1324 1509 1376">Associate Incident Rate (per average head count)</td> <td data-bbox="1509 1324 1826 1376">0.026</td> <td data-bbox="1826 1324 2143 1376">0.027</td> <td data-bbox="2143 1324 2454 1376">0.015</td> </tr> <tr> <td data-bbox="609 1376 1509 1428">Annual Driver Accidents</td> <td data-bbox="1509 1376 1826 1428">48</td> <td data-bbox="1826 1376 2143 1428">44</td> <td data-bbox="2143 1376 2454 1428">57</td> </tr> <tr> <td data-bbox="609 1428 1509 1480">Non-Preventable Accidents</td> <td data-bbox="1509 1428 1826 1480">20</td> <td data-bbox="1826 1428 2143 1480">20</td> <td data-bbox="2143 1428 2454 1480">13</td> </tr> <tr> <td data-bbox="609 1480 1509 1532">Preventable Accidents</td> <td data-bbox="1509 1480 1826 1532">28</td> <td data-bbox="1826 1480 2143 1532">24</td> <td data-bbox="2143 1480 2454 1532">44</td> </tr> <tr> <td data-bbox="609 1532 1509 1584">Fatalities</td> <td data-bbox="1509 1532 1826 1584">0</td> <td data-bbox="1826 1532 2143 1584">0</td> <td data-bbox="2143 1532 2454 1584">0</td> </tr> </tbody> </table>	Safety Metrics ¹⁸	2020	2021	2022	Total Recordable Incident Rate (per 200,000 hours worked)	3.58	3.96	4.20	Associate Incident Rate (per average head count)	0.026	0.027	0.015	Annual Driver Accidents	48	44	57	Non-Preventable Accidents	20	20	13	Preventable Accidents	28	24	44	Fatalities	0	0	0	<p>See SASB Standards Table and Employee and Product Health & Safety section</p>																																																																								
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18. FY2022 safety metrics include performance from companies acquired during the fiscal year.

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Business Ethics & Corporate Governance	<p>Leslie's adheres to the highest operational standards by conducting itself with honesty, integrity, and accountability. Leslie's management, including the CEO, CFO, Chief Legal, Real Estate, & Sustainability Officer, Chief Revenue Officer, and other members of management monitor and implement policies for managing enterprise-wide risks, including ESG matters, maintaining compliance, and upholding ethical conduct. Associates, board members, business partners, and suppliers are expected to meet the guidance and requirements set forth in Leslie's policies, including the Code of Ethics, Vendor Code of Conduct, Foreign Corrupt Practices Act Compliance Policy, Policy on Political Contribution & Lobbying Activities, and others. The Board oversees managements' risk decisions and allocates responsibility of key areas to its three standing committees: (i) Audit Committee; (ii) Compensation Committee; and (iii) Nominating and Corporate Governance Committee.</p> <table border="1"> <thead> <tr> <th colspan="4">Board Composition</th> </tr> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Number of Directors</td> <td>9</td> <td>10</td> <td>10</td> </tr> <tr> <td>Director Independence</td> <td>44%</td> <td>50%</td> <td>60%</td> </tr> <tr> <td>Female Representation</td> <td>33%</td> <td>30%</td> <td>40%</td> </tr> <tr> <td>Racial/Ethnic Representation</td> <td>22%</td> <td>30%</td> <td>30%</td> </tr> </tbody> </table>	Board Composition					2020	2021	2022	Number of Directors	9	10	10	Director Independence	44%	50%	60%	Female Representation	33%	30%	40%	Racial/Ethnic Representation	22%	30%	30%	See the 2023 Proxy Statement , Governance Documents , and Business Ethics & Corporate Governance section.
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United Nations Sustainable Development Goals (UN SDGs)

UN SDG	UN Definition	Leslie's Practices	References
	Ensure healthy lives and promote well-being for all at all ages.	The health and wellbeing of our associates is at the forefront of our concerns. We achieve this by identifying, reducing, and preventing risks, implementing proactive measures, maintaining comprehensive incident reporting and investigations, applying corrective actions as needed, and continuously enhancing our health and safety programs. We also support our associates with health and wellness benefits that keep them and their families moving every day.	See Employee and Product Health & Safety and Human Capital Management sections.
 	Achieve gender equality and empower all women and girls. Reduce inequality within and among inequalities.	As champions of DE&I, we are proud to foster a workplace that is inclusive of all perspectives and reduces inequalities among underrepresented communities. Our DIVE IN Council advances these values, in which our main goal is to ensure we achieve a diverse workforce, at all levels, that is representative of the U.S. census population by 2025. We achieve this by focusing on: (i) recruitment; (ii) education and training; (iii) community and philanthropy; and (iv) mentorships and scholarships.	See Diversity, Equity, & Inclusion section.
	Ensure availability and sustainable management of water and sanitation for all.	As a trusted leader, we make clean, safe, and beautiful pools and spas a priority. We prioritize consumer education and through our business and partnerships offer essential water sanitation and safety products and services. Leslie's range of branded and third-party eco-friendly product options also help to conserve water, minimize evaporation, sanitize, and repurpose backwash.	See Water Safety & Community Engagement and Sustainable Products & Supply Chain sections.

Forward-Looking Statements

The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice.

We do not undertake to update or revise any such statements. This report represents our current policy and intent and is not intended to create legal rights or obligations. This report may contain or incorporate by reference public information not separately reviewed, approved, or endorsed by us and no representation, warranty, or undertaking is made by us as to the accuracy, reasonableness, or completeness of such information. Inclusion of information in this report is not an indication that the subject or information is material to our business, results of operations, or financial position.

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements may be identified by the use of words such as “intend,” “commit,” “believe,” “expect,” and “may,” and other similar expressions that predict or indicate future events or that are not statements of historical matters. Forward-looking statements are based on current information available at the time the statements are made and on management’s reasonable belief or expectations with respect to future events, and are subject to risks and uncertainties, many of which are beyond the Company’s control. Actual performance, outcomes or results may differ materially from the belief or expectations expressed in or suggested by the forward-looking statements due to a variety of factors, including assumptions not being realized, technological developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations, or expansion into new products, services and geographic regions, or changes in circumstances. Additional factors or events that could cause actual results to differ may also emerge from time to time, and it is not possible for the Company to predict all of them. Forward- looking statements speak only as of the date on which they are made, and the Company undertakes no obligation to update any forward-looking statement to reflect future events, developments or otherwise, except as may be required by applicable law. Investors are referred to our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q filed with the Securities and Exchange Commission for additional information regarding the risks and uncertainties that may cause actual results to differ materially from those expressed in any forward- looking statement. The standards of measurement and performance contained in this report are developing and based on assumptions, and no assurance can be given that any belief or expectation set forth in this report can or will be achieved.

Update

The values for water, energy, fleet, Scope 1 and 2, and the total amount for Scope 3 on pages 12, 19 and 20 have been updated following the original publication of the Report to accurately reflect the third-party verified measurements.





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