

WHITE CAP 2022 SUSTAINABILITY REPORT

BUILDING TRUST THROUGH OUR COMMITMENTS

WHITE CAP[®]





WHITE CAP
BUILDING TRUST ON EVERY JOB.

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MESSAGE FROM OUR CEO

To Our Valued Stakeholders,

We are proud to publish our second annual sustainability report and recognize another milestone in our ongoing journey towards Environmental, Social and Governance (ESG) leadership. We are proud of the progress we have made on the commitments outlined in our inaugural report and the integration of ESG into our company culture and many aspects of our operations. The strategies and initiatives outlined in this report are guided by the **TRUSTED** values we follow as a company: **T**eamwork, **R**elentless, **U**nwavering, **S**ervice, **T**ransparent, **E**xperienced and **D**ependable. These values compel us to partner with like-minded members of the construction industry and drive toward our shared goal of building a more sustainable future.

With thousands of customers and suppliers, we are uniquely positioned in the industry to make a positive impact by distributing high-quality, resource-efficient and sustainably sourced products. Our ESG initiatives are designed to leverage this position and further realize **our Vision**: *to set the standard of excellence in delivering industry-leading products, services and expertise through our knowledgeable associates^[1] and seamless customer experience.*

Since publishing our inaugural sustainability report, we have made notable progress in several key ESG areas:

- Introduced ESG and climate risks into our overall Enterprise Risk Management framework;
- Piloted the first electric vehicles within our delivery fleet and expanded our LED lighting initiatives to reduce emissions;
- Added two new independent directors to our Board of Directors, including another female director;
- Expanded our ESG disclosures by publishing an Environmental Policy statement and initiated the process of aligning to the Task Force on Climate-related Financial Disclosures (TCFD) framework; and
- Created a Diversity, Equity and Inclusion (DE&I) scorecard to assess and identify ways to expand diversity and inclusion efforts.

We plan to further extend our ESG industry leadership by formalizing measurable goals and expanding the initiatives used to support our vision. We are excited about the opportunities on the horizon as we continue this journey.

We firmly believe that the best way to serve our customers is by establishing a highly sustainable business model. Our customers are our top priority as expressed in **our Mission: to earn the trust of our valued customers and relentlessly drive their success by always delivering what they need, when and where they need it.** Through collaboration with our suppliers, we can continue delivering our high-quality products while working together for a clean, ethical and safe future. White Cap's demonstrated history of providing exceptional service to our customers is a testament to our relentless pursuit of excellence, and our ESG journey is an extension of this pursuit.

Our success is only possible thanks to the unique talents, diverse perspectives and incredible dedication of our knowledgeable and dependable associates. We value all of our associates and their health, safety and wellbeing. Our associates truly embody our **TRUSTED** values, demonstrating an unwavering commitment to each other, our industry partners and our communities every day.

Throughout this report, we proudly highlight ESG as a fundamental component of our business strategy. Innovation and creativity are powerful tools in overcoming the vast environmental and social challenges we face as an industry and society. Each year we aim to build upon the progress of the previous year. We have only begun to address the many opportunities available, and we are excited to partner with our stakeholders to realize a more sustainable future.

Thank you for supporting White Cap's efforts to drive sustainability throughout the construction industry.

With all my best,



JOHN STEGEMAN
Chief Executive Officer

Building Trust on Every Job™



"Our success is only possible thanks to the unique talents, diverse perspectives and incredible dedication of our knowledgeable and dependable associates. Our associates truly embody our TRUSTED values, demonstrating an unwavering commitment to each other, our industry partners and our communities every day."

¹ White Cap defines an associate as a full-time or part-time, noncontingent employee of White Cap.

ABOUT WHITE CAP

White Cap serves as a one-stop shop for specialty concrete accessories and construction products and supplies. We are a leading distributor for professional contractors across non-residential, infrastructure and residential end markets throughout the U.S. and Canada. With headquarters in Norcross, GA and over 9,500 associates, White Cap aims to deliver excellent products and services to meet customer needs and stakeholder expectations.

OUR VISION

Set the standard of excellence in delivering industry-leading products, services and expertise through our knowledgeable associates and seamless customer experience.

OUR MISSION

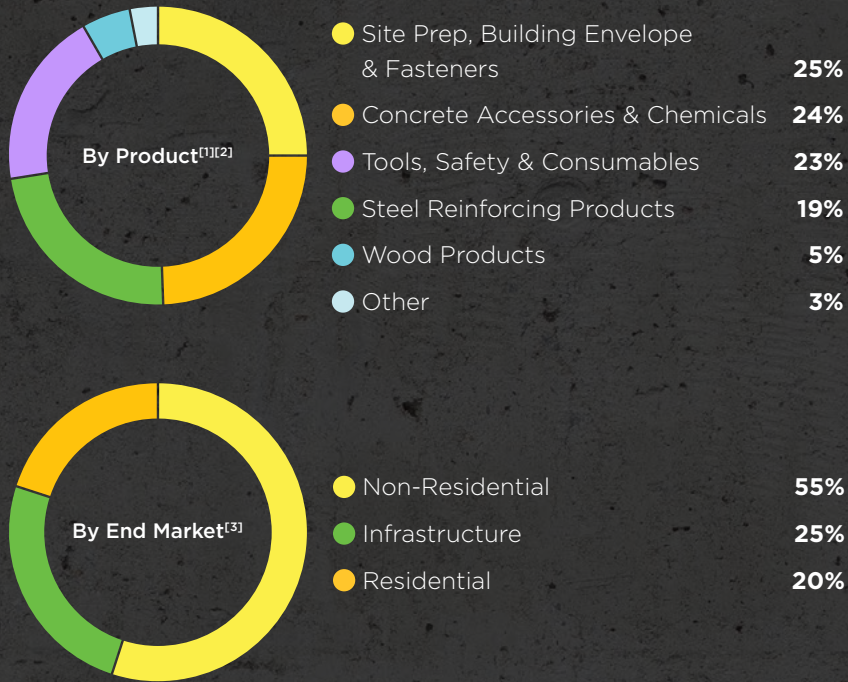
Earn the trust of our valued customers and relentlessly drive their success by always delivering what they need, when and where they need it.

OUR VALUES

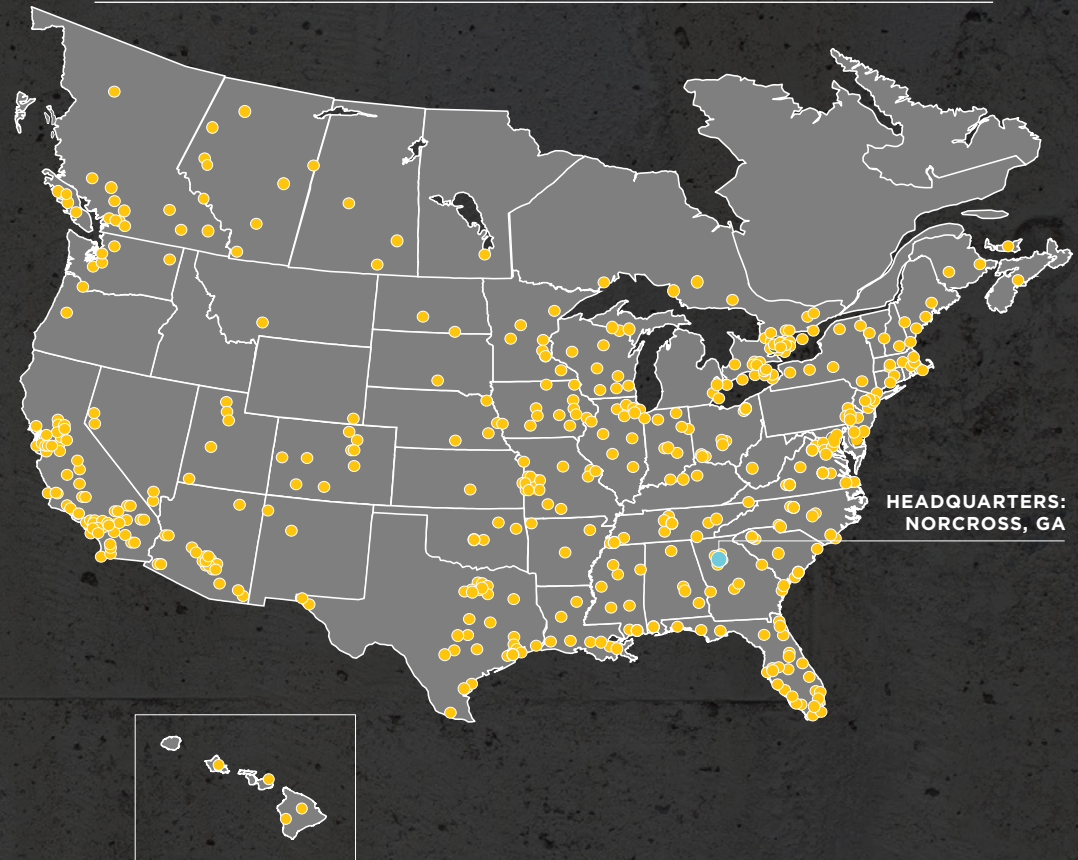
From ensuring customer satisfaction to giving back to our communities and supporting our associates, the White Cap **TRUSTED** values guide us in everything we do.

T TEAMWORK
R RELENTLESS
U UNWAVERING
S SERVICE
T TRANSPARENT
E EXPERIENCED
D DEPENDABLE

BUSINESS MIX



GEOGRAPHIC FOOTPRINT



\$6.4B

~450

~200k

200k+

9,500+

FY'22 Sales

Track record of above-market growth and expansion

Customer-Facing Locations

Distributed across major metros in 48 U.S. states and 8 Canadian provinces

Customers

General contractors/subcontractors who require specialized products and services

Products Offered

"One-Stop Shop" value proposition, serving full construction lifecycle

Knowledgeable Associates

Dedicated professionals in sales, operations, customer service and support roles

¹ Product mix is calculated using FY'22 net sales.

² Percentages may not add up to 100% due to rounding.

³ End market exposure based on management estimates.



Knowledgeable Associates

- Customer-centric sales force with over ten years of average experience supported by product sales specialists and knowledgeable branch associates
- Inside sales associates support outside sales teammates by providing expert consultation and proactive outreach to customers
- Counter sales associates provide technical expertise to our customers
- Solution-driven team with long-term customer relationships and expertise in commercial, industrial, institutional, residential, infrastructure and repair and restoration projects

Diversified Products

- Convenient “One-Stop Shop” value proposition of over 200,000 SKUs
- Diversified product offering including site prep, building envelope and fasteners, concrete chemicals and accessories, tools, safety and consumables, steel reinforcing products and wood products
- Serving the entire construction lifecycle from excavation to finishing, repair and restoration
- Strong, long-tenured strategic supplier partnerships

Value-Added Services

- Broad North American presence with branch network of ~450 customer-facing locations in 48 U.S. states and 8 Canadian provinces
- Rental capabilities for tilt-up construction, forming and shoring and light equipment
- Rebar fabrication services at 30+ locations
- Close partnership with suppliers to provide technical solutions for our customers
- Same day/next day jobsite delivery with specialized fleet and customer service-oriented drivers
- 2-hour ready will-call
- Material take-off, estimating and engineering services
- Jobsite safety awareness training
- Diverse supplier network to support customer needs

OUR APPROACH TO ESG

White Cap is dedicated to building a more sustainable future and integrating ESG more deeply into our business. We view ESG as an extension of our company values and a framework to help us track progress towards the commitments we have made to our stakeholders.

To underscore ESG's importance to White Cap, the Nominating and Governance Committee of our Board of Directors has oversight responsibility for our ESG program. Internally, our ESG commitments are managed by an executive steering committee and are implemented by a diverse set of functional teams, project managers and subject matter experts.

White Cap's ESG scope is primarily focused on internal operations and product offerings that mitigate environmental impacts for our customers and communities. We are also working to expand our scope to include additional stakeholders and other ESG opportunities as our efforts evolve.

White Cap's Enterprise Risk Management (ERM) Committee is responsible for assessing risks that affect our business in the short, medium and long term and has introduced ESG and climate risks into our ERM framework. This formal approach to assessing, quantifying, documenting and mitigating risks ensures that White Cap systematically considers ESG factors when assessing risks relevant to our business.

White Cap's Sustainability Report structure reflects our commitments: **Responsible Construction, Operational Integrity, Our People and Communities** and **Governance and Security**. Each of these commitments represents a section in our report and is indicative of our approach to ESG.

OUR CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

White Cap is committed to the United Nations' Sustainable Development Goals (SDGs), which serve as a call to action and a global blueprint for governments, businesses and organizations working towards peace and prosperity for humanity and the planet. In 2021, we selected six SDGs that aligned closely with our **TRUSTED** values and focused our efforts on them in 2022¹.



Gender Equality: Our **Unwavering** commitment to cultivating a diverse workforce, steadfast focus on fostering an inclusive environment and consistent encouragement for women to step into leadership roles has manifested in our team demographics. In 2022, White Cap's leadership consisted of 28.6% women, demonstrating progress over 25.6% in 2021.



Industry, Innovation and Infrastructure: White Cap offers **Dependable** products and strives to help our customers build resilient infrastructure; approximately 25% of our products are sold to infrastructure projects. Additionally, we provide safety products and training at the jobsite along with products that reduce erosion and stormwater runoff.



Reduced Inequalities: White Cap believes that a strong business is reliant upon **Teamwork** involving diverse viewpoints and inclusive environments. White Cap's Culture and Values Council, which is led by associates selected from a wide array of teams, drives our inclusion initiatives, reinforces the focus we place on our values and creates plans to drive meaningful associate engagement.



Sustainable Cities and Communities: White Cap values our relationships with local communities and is constantly working towards building safer and healthier cities. We prioritize **Service** and maintain strong ties to our communities by engaging with many nonprofits to volunteer our time and dedicate our capital. We also extend construction longevity by supplying high-quality products and support jobsite safety through a dedicated product assortment and industry specialists.



Responsible Consumption and Production: White Cap is **Relentless** in our pursuit of reducing our environmental impacts throughout all areas of the business. To reduce our emission and energy use, several of our facilities are being retrofitted with energy-efficient LED lighting. We are exploring more sustainable energy alternatives to reduce environmental impacts and increase energy efficiency. Our robust hazardous waste and recycling programs divert harmful waste from landfills and allow us to responsibly manage our waste production.



Climate Action: Being **Transparent** is a foundational step in combating climate change. In 2021, we first calculated our greenhouse gas (GHG) inventory metrics and measured our emissions again in 2022. These efforts involved working with customers and suppliers to track and reduce emissions in our value chain. White Cap also supports natural disaster relief and mitigation of severe weather impacts through our business and product offerings.

¹ Refers to White Cap's Fiscal Year 2022.

MATERIALITY PROCESS

At White Cap, we strive to understand the unique perspectives of all our stakeholders. We performed our first Materiality Assessment in 2021 to capture stakeholder sentiments on ESG issues relevant to White Cap and our role in the construction value chain. Through customer, supplier, associate, lender and bondholder interviews, we gathered varying insights on the most salient ESG issues for White Cap's long-term sustainability, growth, success and industry excellence.

Each topic identified is considered material to White Cap from the perspective of these stakeholders. We allocate resources based on the results of this analysis and our internal strategy and will periodically refresh this analysis to stay aligned with our stakeholders' evolving priorities.

In addition, White Cap regularly engages industry partners and stakeholders to understand the most important ESG issues and to identify synergies in ESG strategies and approaches. We operate in a dynamic and evolving environment, requiring close coordination with our supply chain and community partners to ensure that we are directing our efforts and resources to the topics that matter most.



1 Based on Senior Leadership Materiality Assessment surveys.

2 Based on Customer, Supplier, Associate, Lender and Bondholder Materiality Assessment surveys.

ESG TOPICS

- 1 Renewables/Energy Efficiency
- 2 Water Usage
- 3 GHG Emissions
- 4 Waste/Recycling
- 5 Supply Chain Optimization
- 6 Climate Resilience
- 7 Diversity, Equity, & Inclusion
- 8 Total Rewards
- 9 Development & Engagement
- 10 Associate Safety
- 11 Supplier Diversity
- 12 Community Engagement
- 13 Board Diversity
- 14 Executive Compensation
- 15 Data Security
- 16 Labor Relations
- 17 Anti-Corruption
- 18 Responsible Sourcing
- 19 Product Quality & Safety
- 20 "Green" Products
- 21 Alternative Building Materials
- 22 Packaging Management
- 23 Customer ESG Support
- 24 Supply Chain Transparency

2022 ESG HIGHLIGHTS

2022 CULTURE SURVEY RESULTS

- Over 90% of our associates believe that safety is a priority to White Cap and its leadership. In this area, we score well above all available benchmarks.
- Associates are highly involved, with 72.4% of associates reporting being fully engaged in their roles. Almost all engagement areas included in this survey met or exceeded our benchmark comparisons.
- The most significant year-over-year improvement in 2022 was to associates' sense of empowerment in decision-making, inclusion and respect at work. Perceptions of culture and inclusion and feeling involved are trending upwards and are critical to engagement and retention.

83.7%

of White Cap associates reported having experienced personal accomplishment in their work.

2022 COMMUNITY ENGAGEMENT HIGHLIGHTS

- Donated over 30,000 hours to local volunteer initiatives.
- Announced a new corporate partnership with the Arbor Day Foundation to support its mission to inspire people to plant, nurture and celebrate trees.
- Announced a new corporate partnership with Toys for Tots to benefit its mission of distributing toys to children in need during the holiday season.
- Expanded our efforts to increase diversity in our talent pools through engagement with 18 Historically Black Colleges and Universities (HBCUs) and 13 Hispanic Serving Institutions (HSIs) through career fairs and networking events.

01

RESPONSIBLE CONSTRUCTION

PRODUCT

PRODUCT PORTFOLIO

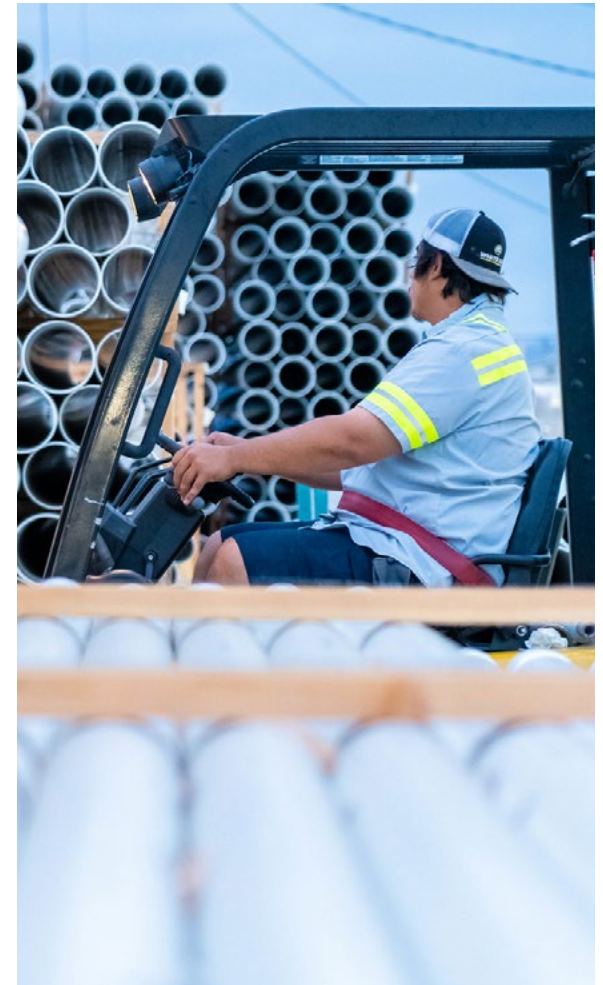
SDG 9 | SDG 11

White Cap is devoted to providing our customers with the highest quality products that adhere to the highest industry standards. We recognize the integral role that efficient and resilient infrastructure plays in the face of increasing climate and resource uncertainty. We have a responsibility to uphold our quality commitments as we meet this growing challenge, and White Cap is well-positioned to drive ESG progress across our supply chain and in our industry. Our knowledgeable sales force and close supplier partnerships help us recommend full solutions, including labor-saving products, to our customers. White Cap is expanding our product portfolio to meet the needs of our customers' and suppliers' ESG goals, and to contribute to the future of sustainable, resilient and efficient infrastructure.

Environmentally Preferable Products (EPP)

We see a growing interest in sustainable products and packaging from customers and suppliers across the industry. We are evaluating criteria to create an EPP portfolio comprising products carrying recognized environmental certifications. We are also evaluating the opportunity to introduce or expand our offerings of certain alternative products that fit our commitment to responsible construction, including fiberglass rebar, water-based chemicals and rechargeable battery-powered tools. White Cap has the scale and depth of operations to drive the industry forward with environmentally friendly products.

We are committed to enhancing supplier partnerships that bring environmentally-friendly product options to our valued customers.



DuPont™

DuPont™ Performance Building Solutions is committed to building cities and human settlements with inclusive, safe, resilient and sustainable products and materials. Thus, they recognize the importance of maintaining the high insulation performance and consistent market supply of their products, while lowering the emissions from manufacturing. White Cap partnered with DuPont in 2022 to provide our customers with resilient, energy-efficient and dependable Styrofoam™ brand insulation products. All DuPont Styrofoam products in North America operations use 100% renewable electricity^[1] during manufacturing and contain an average of 20% pre-consumer recycled feedstock. In 2022, DuPont developed a viable low Global Warming Potential (GWP) formulation to reduce the embodied carbon of its Styrofoam™ brand XPS Foam Insulation products while still delivering the same long-term thermal performance, moisture resistance and ease of use expected by our customers. This product transition has pushed White Cap, DuPont and users to further align with UN SDGs 7^[2], 9, 11, 12 and 13.

This product is only one example of an EPP that White Cap is utilizing to build a more sustainable future.

1 DuPont has purchased Renewable Energy Credits to offset its electricity usage since 2016.

2 Ensure access to affordable, reliable, sustainable and modern energy for all.



Conserving Our Land and Resources

In 2022, White Cap acquired two companies, CSI Geoturf and Valley Supply Company. These strategic acquisitions expanded our ability to serve customers in Michigan with civil site construction geosynthetic and landscape supplies in the case of CSI Geoturf, and to provide wholesale construction materials to professional contractors in Washington state in the case of Valley Supply Company. Construction materials play an important role in managing resource efficiency, and we offer products that are critical components of our customers' environmental stewardship programs. We have two major product groupings that are integral to helping customers meet their environmental goals during early phases of the construction process:

- Geosynthetics and Erosion Control
- Steel Reinforcing Products

Geosynthetics and erosion control products, including geotextiles, erosion control blankets and silt fencing, are vital to conserving land during construction projects and have the following benefits:

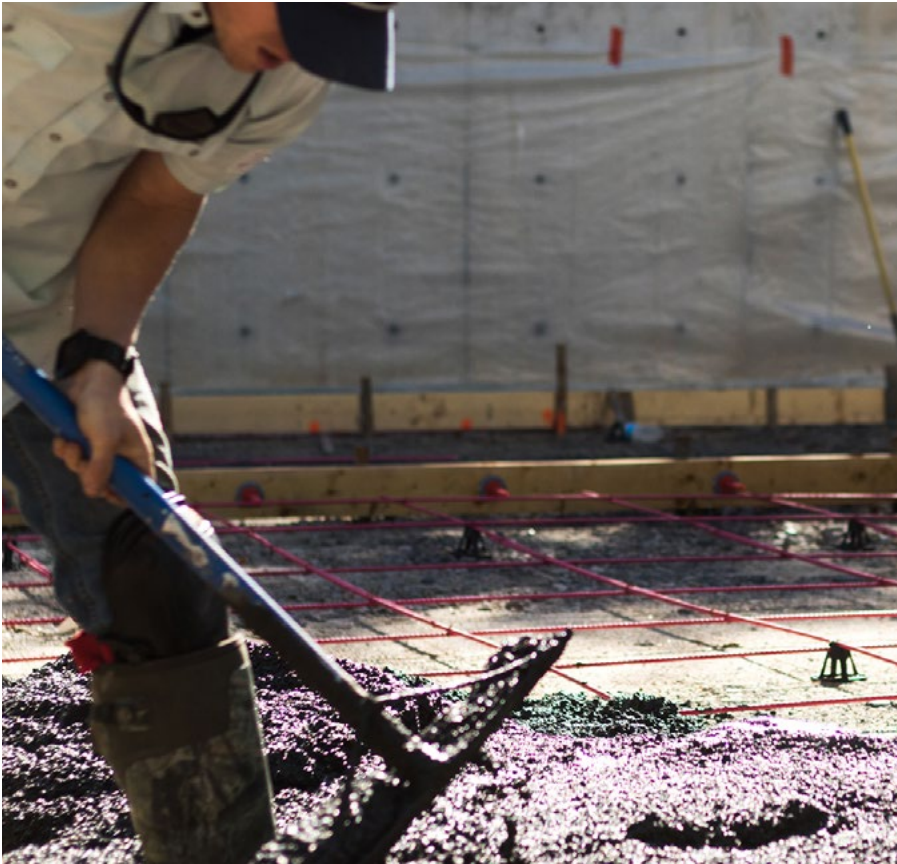
- Reduce runoff and help maintain soil integrity;
- Control pollutants and reduce groundwater contamination; and
- Mitigate the impact of construction on biodiversity.

Our steel reinforcing products, including rebar and wire mesh, utilize nearly 100% recycled steel. For each ton of recycled steel, we are saving 2,500 pounds of ore, 1,400 pounds of coal and 120 pounds of limestone that would have been used in conventional manufacturing processes. The use of recycled materials in steel rebar is recognized by LEED, which helps our customers working on "green" buildings achieve higher LEED certifications.^[1]

In 2022, we introduced fiberglass rebar. In many applications, the fiberglass bar functions as effectively as steel rebar, as it withstands similar pressure, but is up to seven times lighter. The reduced weight of this product results in fewer shipments, which reduces greenhouse gas emissions and re-routes metal products away from the construction process.^[2]

1 Source: Concrete Reinforcing Steel Institute.

2 Source: Owens Corning.



Owens Corning

Owens Corning is a global building and construction materials company committed to building a sustainable future through their durable and energy-efficient solutions that leverage unique material science, manufacturing capabilities and market knowledge. White Cap offers Owens Corning PINKBAR® Fibreglas™ Rebar, a stronger, lighter, rustproof concrete reinforcement which outperforms traditional steel rebar, to lessen our environmental impact and increase jobsite labor productivity. Owens Corning PINKBAR® Fibreglas™ Rebar has a 50% carbon footprint advantage, requires less maintenance and fewer trucks to deliver (up to seven times as much product on a truck and seven times fewer trucks on the road) due to its lightweight characteristics.

Protecting Our Air

As a long-time partner in the construction industry, we understand the effects of harmful particles and chemicals on our air quality. White Cap offers products that help achieve healthier air quality standards. These products include the following:

- Dust Containment products, such as zipwalls, dust barrier kits and dust shields
- Silica Dust Prevention products, such as dust collectors and dust extraction units

White Cap also supports customers by offering low or nonvolatile organic compound (VOC) chemical products that contribute to air quality improvement including solvents, thinners, coatings and concrete sealers. These specialized products may offer the following benefits:

- Improved air quality;
- Enhanced performance and longer re-coat cycles;
- Reduced rust penetration on edges;
- Faster application times;
- Non-flammable; and
- Easier storage requirements and fewer safety concerns.

We are actively increasing our available supply of these products to meet the increasing demand for cleaner and more sustainable materials for our customers.





RESPONSIBLE SOURCING

White Cap regularly collaborates with suppliers and customers to meet the highest standards of safety and operational performance to create a safe and sustainable industry. We focus on several ESG areas in our engagement with suppliers, including emissions reduction, waste recycling, resource efficiency and ethical conduct. We leverage our own data capabilities and proactively seek data from our suppliers to better understand our environmental and social footprint across the supply chain. Using our increased awareness of products' lifecycles and our suppliers' operations, White Cap will deliver on our mission to be a **TRUSTED** partner of our people and planet.

White Cap will deliver on our mission to be a TRUSTED partner of our people and planet.

Ethics Guide for Suppliers, Contractors and Consultants

White Cap emphasizes the importance of conducting business in a responsible manner. Our Code of Ethics for suppliers, contractors and consultants details our expectations for these partners to comply with all applicable and controlling laws, rules and regulations. White Cap's Code of Ethics includes the following additional requirements for our partners:

- **No Forced or Child Labor:** Suppliers must not use child labor, forced labor or bonded labor subject to any form of coercion.
- **Wage and Work Hours:** Suppliers must have a system in place to verify and accurately record payroll, deductions and the hours worked by employees. Suppliers must comply with all applicable wage and compensation requirements as defined under national, provincial or other applicable labor laws for regular work, overtime, maximum hours, piece rates and other elements of compensation and employee benefits.
- **Environmental, Health and Safety (EHS):** Suppliers must provide a safe and healthy working environment in accordance with applicable laws to prevent accidents and injuries arising in the course of work.
- **Environmental Requirements:** We seek suppliers that share our commitment to mitigating environmental impacts. Suppliers must abide by applicable environmental laws where they operate. In addition, suppliers are expected to go beyond basic compliance. For example, suppliers are encouraged to purchase wood and wood products originating from certified, well-managed forests whenever feasible and to promote the efficient and responsible use of wood and wood products.
- **Conflict Minerals:** White Cap is firmly committed to complying with the reporting obligations of section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, which endeavors to prevent the use of conflict minerals from benefiting armed groups in the Democratic Republic of Congo or an adjoining country. Furthermore, we are dedicated to responsible sourcing practices and ensuring continued transparency and corporate social responsibility throughout our supply chain. White Cap expects all suppliers to cooperate with our conflict minerals due diligence process.
- **Responsible Sourcing:** White Cap has long been focused on sourcing products in a socially and environmentally responsible manner, and we are devoted to working with suppliers that share this commitment to sourcing responsibly.

SUPPLIER ESG

We recognize our unique opportunity to connect thousands of trusted supplier partners with customers to advance our shared ESG vision. We have implemented supplier roundtables on emerging product trends to share knowledge on sustainability developments in our industry. We plan to continuously improve the efficiency and sustainability of our supply chain to ensure full compliance with our responsible sourcing principles.

We are proud of our supplier partners that are enacting bold and ambitious ESG goals. Several of our key partners have established carbon neutrality goals by 2050, in addition to water consumption and waste recycling goals. Furthermore, our suppliers continue to innovate, introducing new products or refining existing products to make them more recyclable and biodegradable. Our supplier partners are also enacting circular economy initiatives, increasing their investments in renewable energy and performing energy efficiency upgrades. White Cap is proud to help our supplier partners achieve these goals through our own operations and act as a partner in the evolution of the sustainable construction industry.

Supplier Diversity

White Cap recognizes the significant impact our operations and supply chain have on communities across our footprint. Our commitment to an equitable and inclusive future extends beyond our own operations, and we aim to utilize our extensive network of suppliers to support minority-, women-, veteran- and small business-owned companies. Our Category Management team continuously evaluates our network of suppliers and potential new business partners with a lens towards diversity.

Tracking Supplier ESG Metrics

White Cap is working to track certain ESG metrics reported by our suppliers, including GHG emissions and other environmental indicators. We also plan to establish a scorecard that measures our suppliers' commitment to ESG, aids in our understanding of ESG impacts in our supply chain and ultimately drives performance improvement.



ML Kishigo

White Cap is proud to conduct business with ML Kishigo, which supplies us with one of White Cap's bestselling safety vests. In 2024, these vests will be made from recycled materials, promoting safety and sustainability for our customers. ML Kishigo has enacted other waste-reduction initiatives, such as eliminating plastic packaging from certain products and moving to a digital product catalogue in 2022. These efforts serve as a strong example of value-chain collaboration for mutual ESG progress.

While we engage with international suppliers, many of our purchases come from domestic suppliers, and, as part of our community engagement, we have prioritized supporting our local economies.

02

OPERATIONAL INTEGRITY AND SAFETY



ENVIRONMENTAL

CLIMATE RESILIENCE

SDG 13

White Cap takes seriously its responsibility to contribute to climate mitigation and adaptation and to step up as a leader in the low-carbon energy transition. As a member of the construction industry, we have a key role to play in increasing the resilience and adaptability of our society through our operations and products.

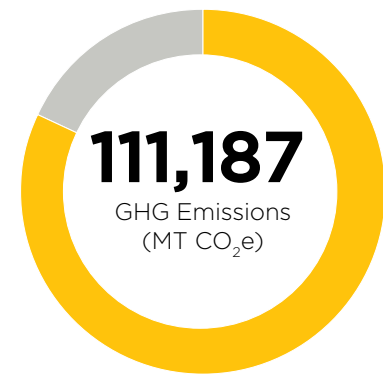
White Cap continues to assess climate-related physical and transitional risk through scenario analysis to identify the possible risks in the coming years. We are evaluating the impacts to White Cap in such scenarios, developing mitigating action plans and creating documentation as part of our overall ERM process. We are also strengthening our extreme weather response protocols in the event of hurricanes, wildfires or winter storms.

GHG emissions reduction is another crucial piece of our initiative to improve our climate performance and a key consideration across our operations. In 2022, we conducted our second full GHG emissions inventory and calculated our Scope 1, 2 and selected 3 emissions. We will use this baseline data to set emissions reduction targets, which will further demonstrate our commitment to counter climate change.

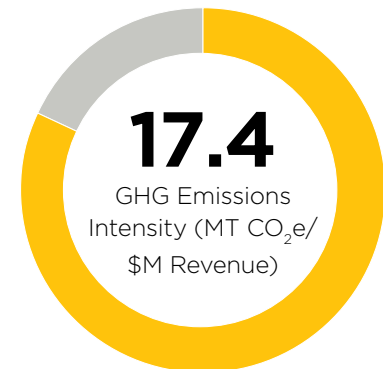
White Cap has developed an Environmental Management System (EMS) aligned with ISO 14001 to help us implement our newly introduced environmental policy. We intend to incorporate environmental sustainability into our operations and demonstrate our commitment to environmental stewardship. We aim to be **Transparent** stewards of the environment and play our part in the fight against climate change.

METRIC	2022
Scope 3 Emissions (MT CO ₂ e)	5,253,117

Climate Data



● Scope 1: **91,196** ● Scope 2: **19,991**



● Scope 1 Intensity: **14.2** ● Scope 2 Intensity: **3.1**

Commitment to Climate Safety

In late September 2022, Hurricane Ian made initial landfall as a Category 4 hurricane near Cape Coral, Florida, before trekking across the state and making its final landfall near Georgetown, South Carolina as a Category 1 storm. White Cap's numerous branches and associates were in the path of the storm, which became the deadliest hurricane to strike the state of Florida since 1935, and the third-costliest weather disaster on record. However, we were able to successfully prepare for the event to minimize the impact on our business and customers. Most branches were able to reopen as soon as the dangerous weather passed, including locations that were in the most heavily impacted regions, by utilizing skeleton crews and generators where power accessibility was an issue. We also provided fuel as needed for our associates.

Our associates fund and operate the White Cap Helping Hand Fund as a charitable nonprofit 501(c) organization whose purpose is to provide emergency assistance to White Cap associates during an event such as a natural disaster.

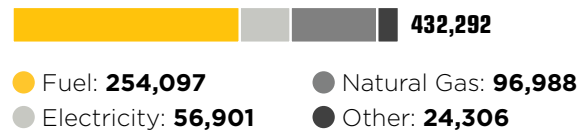
ENERGY EFFICIENCY

SDG 12

White Cap has invested in multiple projects and processes to reduce our emissions and overall energy consumption. As part of our journey towards a reduced climate footprint, White Cap expanded an LED lighting initiative across operations in 2022 for improved energy efficiency. We initiated a pilot of six locations for LED retrofit, and plan to expand that pilot across our real estate footprint where practical. We also regularly coordinate with our regional energy providers to access an increased share of renewable energy supply.

Energy Data

TOTAL ENERGY CONSUMPTION (MWh)



TOTAL ENERGY INTENSITY (MWh/\$M revenue)



Electric Vehicle Fleet

Fuel efficiency is another key to our ESG strategy, and we are deploying best-in-class supply chain optimization to reduce fuel usage. We are pursuing the electrification of our company fleet and have introduced the first round of Electric Vehicles (EVs) to serve our customers in El Cajon and San Francisco, California and Phoenix, Arizona. The EVs will be used primarily to make local product deliveries. Our goal is to use these as nimble delivery vehicles that can effectively get in and out of jobsites more quickly than larger delivery trucks. We are also exploring options regarding alternative fuels and are working with industry partners to advance other innovative solutions.

White Cap utilizes supply chain optimization practices to reduce fuel usage and telematics systems to minimize idle times. Our transportation team continually evaluates fuel reduction strategies and opportunities to utilize electric delivery vehicles and electric material handling equipment. We prioritize freight carriers that purchase carbon credits, or otherwise engage in comprehensive efforts to improve the carbon footprint of their operations.

WASTE MANAGEMENT

SDG 12

Part of our commitment to sustainability includes implementing programs to responsibly manage our waste. White Cap operates a hazardous waste management and recycling program with the goal of diverting as much waste as possible away from landfills. We have single-stream recycling at many of our facilities and are expanding this program to our entire branch network, where local recycling services are offered. Additionally, we are evaluating battery recycling programs for our facilities to service our internal customers and community needs.

Recycling

We aim to minimize waste through our Recycling Standard, which aims to conserve valuable resources, support our communities and limit landfill consumption through waste reduction. In 2022, we expanded the footprint of our Recycling Standard program to include battery recycling, and our Indirect Sourcing team is spearheading a more efficient method of cardboard box recycling. Our aim is to conserve input materials, contribute to the circular economy and support our communities.

An example of how this program can support communities is through localized donations to Habitat for Humanity. In 2022, this included equipment and materials that could not be sold due to various reasons, including minor cosmetic imperfections. This initiative has shifted several tons of material away from landfills and towards a good cause.

Our Indirect Sourcing team continuously seeks opportunities for improved efficiencies in our recycling and materials management, including implementing recyclables collections stations at our facilities and retention of an Authorized Recycling Contractor.

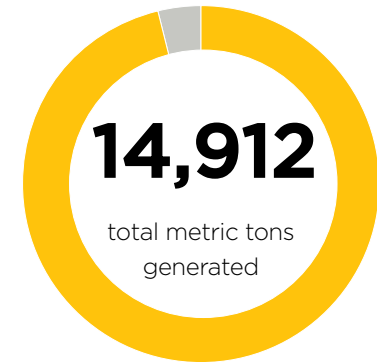
Hazardous Waste

Our Hazardous Waste program manages the disposal of expired, damaged or unsellable chemicals through Central Accumulation Areas. Our EHS team works with vendors and associates to properly and safely dispose of all chemical products, as well as provide annual training to associates to reinforce the proper management of hazardous waste.

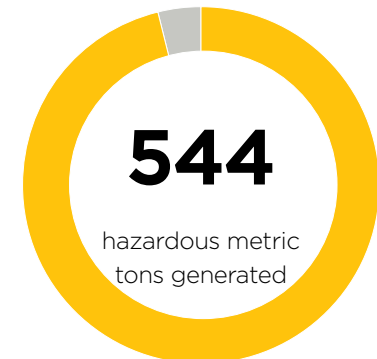


Waste Data

Hazardous and chemical product waste generation and amounts diverted from landfills are managed by a third-party waste management company:



● Non-Hazardous: **14,368** ● Hazardous: **544**



● Recycled: **523** ● Disposed: **21**

Water

Although water stress impacts the completion of construction projects and thus our business, White Cap itself is not a significant consumer of water and, therefore, water stress remains insignificant to our internal operations. We use water primarily for sanitary purposes. White Cap has implemented a Stormwater Pollution Prevention policy to guide all of our associates to manage potential stormwater pollutants and discharges in accordance with the Federal Clean Water Act and applicable local regulations.

Water Data

METRIC	2022
Water Consumption (m ³)	185,676
Water Intensity (m ³ /\$M Revenue)	29.0



03

OUR PEOPLE AND COMMUNITIES



SOCIAL

DIVERSITY, EQUITY AND INCLUSION (DE&I)

SDG 5 | SDG 10

White Cap maintains its **Unwavering** commitment to create an inclusive environment for all associates, customers and stakeholders. Our talented associates make us who we are, and we are fortunate to work with and support individuals who provide diversity in perspective and talent. DE&I remains integral to White Cap's success, and we strive to advance and highlight voices that have historically been underrepresented due to sex, gender identity, sexual orientation, age, race or ethnicity. White Cap is dedicated to proactively driving more diversity in leadership, recruiting and hiring.

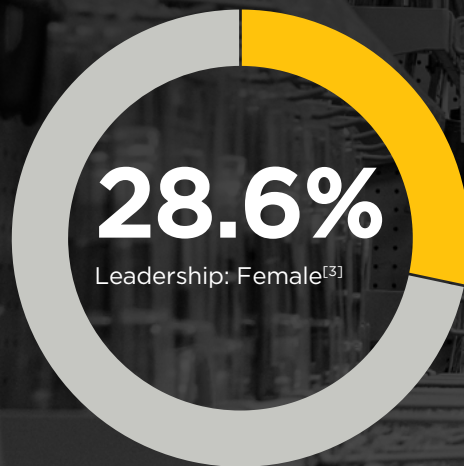
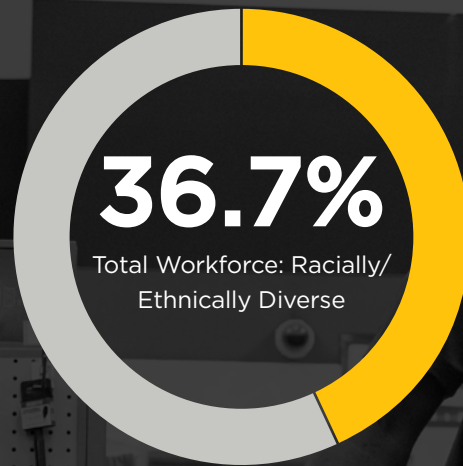
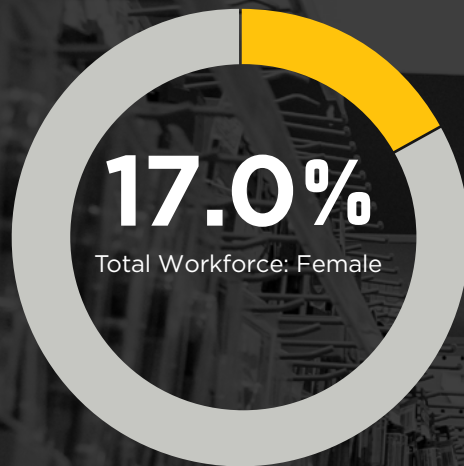
Culture and Values Council

Our associate-led Culture and Values Council, formed in 2021, guides the creation and execution of future diversity and inclusion initiatives. The Council meets monthly to drive inclusive work within the business. Over the past year, the Council:

- Engaged with our **communities** and gave back through volunteerism. In 2022, the Community team voted upon and led the development of a company-wide Blood Drive initiative through the American Red Cross. They also developed a community beautification initiative through the company's new partnership with The Arbor Day Foundation. Both the blood drive and community beautification initiatives launched in February 2023.
- Created a forum for **collaborative conversations** that reinforced our **TRUSTED** values. The Council utilizes a meeting structure that encourages dialogue and engagement directly with associates. The committee structure further allows for open conversation around a focused topic.
- Enhanced the **culture experience** for acquired companies as we integrated new associates. The Council is intentionally made up of associates representing all recently acquired businesses, geographic regions, departments and career levels.
- Established a sense of collective belonging for White Cap associates by introducing an Employee Resource Group (ERG) program called "CapGroups." This program reinforces our **TRUSTED** values by creating space for different groups with similar interests and lived experiences to come together and build out an inclusive and equitable culture at White Cap. Our current CapGroups include **Women in Construction, Hispanics in Construction** and **Associate Mental Health**. As our current CapGroups mature further, we will look to expand this program.

DIVERSITY SNAPSHOT^{[1][2]}

White Cap introduced a diversity scorecard in 2022 to assess White Cap's diversity performance at a granular level and serve as a diagnostic for continuous improvement. The scorecard includes, but is not limited to, the snapshot shown below.



1 U.S. associates only.

2 Excludes "Not Specified" associates.

3 Leadership includes directors, senior directors, vice presidents and executives.

Inclusive Behaviors

At White Cap, we strive to build an inclusive culture where everyone feels welcome, all voices are heard, and differences are celebrated.

Using feedback from White Cap associates, we identified four inclusive behaviors that, when consistently used, help bring our values to life and build the inclusive culture to which we aspire. These behaviors are as follows:

- **Giving and Receiving Feedback**
- **Supporting Colleagues' Wellbeing**
- **Listening with Intent**
- **Embracing a Growth Mindset**

We launched an educational campaign in 2022^[1] that serves to highlight each behavior and provides educational resources to associates. This campaign includes toolkits, guest speakers and a White Cap podcast, CapCast, in which senior leaders highlight each inclusive behavior and advise how an associate can incorporate these behaviors into their day-to-day activities.

Champions of Trust Peer-to-Peer Recognition Program

White Cap recognizes associates who support an inclusive culture through the Champions of Trust Program. Employees are nominated by their peers for embodying our **TRUSTED** values and recognized with a printed certificate honoring them as a Champion of Trust.

Top Workplaces 2023 by The Atlanta Journal-Constitution

In 2023, White Cap was recognized with the “Top Workplaces” award by The Atlanta Journal-Constitution for the second consecutive year. The ranking is based on associate feedback gathered by an independent third-party survey administrator. The anonymous survey uniquely measures culture drivers critical to the success of organizations including alignment, execution and connection.

Our Associates Leading Our Industry Forward — *Women in Construction Recognition*



Adriana Perez, White Cap’s Marketing Manager for Building Envelope, exemplifies White Cap’s core value of **Service** to our communities and industry through her work as the President of the National Association of Women in Construction (NAWIC) for the Greater Palm Beach Chapter. As President, Adriana oversees several programs that contribute to the professional development of women in the construction industry and the education support of the local community.

NAWIC^[1] Programs and Events:

- **Annual Block Kids competition:** A Lego-building tournament for children in kindergarten through sixth grade that focuses on facilitating children’s learning of the construction industry. In 2022, NAWIC hosted 86 children from impoverished communities, provided meals and encouraged creative problem-solving skills.
- **Design drafting competition for high school students:** Participants are given a project to perform in AutoCAD and submit for a regional and national contest.
- **Hearts for Moms Philanthropy events:** NAWIC’s efforts benefit Hearts for Moms, an organization that supports struggling single mothers.

Adriana’s tremendous work with NAWIC also supports closing the gender pay gap and increasing the representation of women in the construction workforce. In part due to NAWIC’s efforts in education and professional development, the percentage of women in construction has grown from 9.3% to 10.9% in the past seven years alone.

Maven Project

White Cap strives to create a more inclusive environment for women and promote diversity throughout our business. In 2022, we were recognized by the Atlanta Chapter of the NAWIC as an industry leader due to our efforts with the Maven Project, a specialized line of women’s Personal Protective Equipment (PPE).

¹ Refers to programs and events hosted by the Greater Palm Beach Chapter.

ASSOCIATE SPOTLIGHTS

Kim Johnson

Kim Johnson, the Branch Manager of White Cap's Frisco, Texas location, joined the company in 2017 as a dispatcher and quickly rose within the ranks of the company. She has served as Branch Manager for over two years. As a graduate of a White Cap Leadership Development Program and a member of the Culture and Values Council, Kim has played an integral role in embodying our **TRUSTED** values by living our philosophy that our people are the key to our success. She leverages her leadership values of integrity, insight and inclusiveness to empower all the associates she oversees to be the best version of themselves while serving a greater cause.

“White Cap has shown me that as a woman of color in the construction world, I have the power to write my own success story.”

Kim Johnson, White Cap Branch Manager



“I always strive for solutions and I'm eager to help others along the way. I am very grateful for all that I have, but I will always aim for more.”

Diego Vasquez, White Cap District Sales Manager



Diego Vasquez

Diego Vasquez has worked for White Cap for eight years, starting his White Cap journey in the Career Development Program (CDP). After two years in the program, he moved to become an Operations Specialist, Outside Sales Specialist and to his current role, a District Sales Manager for the Sacramento Valley District. He credits his advancement to being bilingual in Spanish, his “if you're not growing, you're dying” mentality and his commitment to helping others. Diego exemplifies the White Cap Mission and Vision through his excellent work and **Relentless** drive towards success for customers and teammates.



ASSOCIATE ENGAGEMENT AND DEVELOPMENT

At White Cap, our goal is to empower our people, who serve as the driving force behind our business, by developing their skills and capabilities while we grow our business. The engagement and development of our **Experienced** associates are critical as we seek to deliver on our Mission and Vision. We encourage all associates, no matter their background or education level, to own their personal development and career advancement. Our team includes many exceptional individuals who began their careers at White Cap in entry-level positions and have progressed to leadership and management roles.

White Cap provides the necessary tools and support to develop the talent of our associates. We have created targeted leadership development training for current and future leaders, and role-specific training programs for any career level. Our programs include the following:

- **Internship Program:** A summer program that offers college interns the opportunity to work with a team of experienced professionals who mentor and guide them by answering questions, sharing insights and giving feedback on projects via live learning sessions.

“We are so fortunate to have many talented individuals from different backgrounds who bring diverse perspectives and skill sets to our team.”

John Stegeman, White Cap Chief Executive Officer

- **Career Development Program (CDP):** A cross-functional program for new or recent graduates to gain diversified experience in operational leadership roles throughout White Cap.
- **Accelerated Sales Program (ASP):** A hands-on training and coaching program that prepares our talented, early-career associates to achieve success and excellence in sales by learning from experienced Account Managers.
- **Finance Leadership Program (FLP):** An Atlanta-based rotational program open to recent college graduates looking to accelerate their careers in finance through mentorship and partnership with finance teams, exposure to White Cap Senior Leadership and hands-on involvement in finance projects.
- **Women Leadership Development Programs:** External development programs for high-performing women, at all levels, who express interest in expanding their leadership roles or exploring leadership positions at White Cap.

At White Cap, we know that **Transparent** conversations foster personal and professional growth. We offer on-the-job mentoring and stretch opportunities for associates looking to expand their experiences through our leadership and associate development programs. White Cap associates also receive consistent feedback and coaching to improve their performance through our annual performance process, which includes regularly scheduled coaching and interim goal check-ins with managers.

DEVELOPMENT HIGHLIGHTS

White Cap offers more than

500

training courses in Workday to our

9,500+

associates and we continue to grow our course catalogue.

6,640+

Hours of associate training in our Leadership Development Programs in 2022

79%

Career Development Program (CDP) retention rate^[1]

¹ Retention rate applies to 3 classes over the last year.



Surveys and Feedback

We believe it is imperative to engage with our associates regarding our culture and areas of improvement as an organization. We strive to listen to our associates, and we survey our teams to gather constructive feedback. In November 2022, we launched our second Employee Engagement Survey to help us stay apprised of our associates' needs. Our most recent survey highlighted some common themes:

- Associates understand their role and how it contributes to the success of White Cap;
- Environmental, health and safety practices are essential for our employees to perform at their best every day; and
- White Cap makes it clear that discrimination is not tolerated.

White Cap has also implemented action planning to incorporate associates' feedback and invoke positive change within the organization. Our action planning process leverages insights from our Associate Culture Survey by tailoring initiatives and tracking progress, ensuring that all associates feel heard on the topics that are most important to them. Each year, White Cap focuses on one company-wide topic to maximize our impact. Our senior leaders collaborate to create plans surrounding the company-wide topic and a topic of their choice for their individual function or region. The White Cap Senior Leadership team reports on action planning updates on a quarterly basis as well as communicates to associates virtually to reinforce the strategies and share wins as the plans progress.

At White Cap, we believe that lasting change is only possible when we all work together, reflecting our **TRUSTED** value of **Teamwork**. Encouraging leaders to directly address the opportunities highlighted by their teams and facilitate meaningful conversations on team goals will continue to drive positive associate engagement.

COMMUNITY ENGAGEMENT

SDG 11

At White Cap, we focus on establishing trust with our communities through **Service**. We support our associates as they lead and participate in a variety of charitable activities, including volunteering and fundraising, within the communities in which we operate.

Double Your Impact Program

Our associates care deeply about the communities in which they live and work. To allow associates to make meaningful, local impacts, White Cap has created a self-administered matching program in the U.S., Double Your Impact, in which the company matches up to \$2,500 of employee fundraising per application. Enacted in 2022, White Cap is actively promoting this program to encourage associate participation.

St. Jude Partnership

White Cap is proud of our longstanding support for St. Jude Children's Research Hospital, our primary national nonprofit partner. We have partnered with St. Jude for over 10 years and believe their mission to advance cures and means of prevention for catastrophic childhood diseases through research and treatment to be of utmost importance. Since opening 50 years ago, St. Jude has transformed the way the world treats and defeats childhood cancer and other life-threatening diseases, resulting in the overall survival rate for childhood cancer to increase from 20 percent in 1962 to more than 80 percent today.

Every year, we participate in the St. Jude Walk/Run with a national fundraising team and hold a nationwide Pin Up Campaign to raise funds for the children and families of St. Jude. White Cap associates also hold a variety of local golf tournaments to support St. Jude and we have a payroll deduction program for associates to donate. Additional fundraising activities happen year-round at our branches and locations.



We fundraised and donated over \$500,000 in 2022 alone for St. Jude Children's Research Hospital.



Arbor Day Foundation Initiative

In 2022, White Cap established a partnership with the Arbor Day Foundation, one of the world's largest operating conservation foundations. We believe in the Foundation's mission: to unlock the power of trees to help solve critical issues facing people and the planet. Through this partnership, White Cap has engaged with teams across the country to participate in planting their very own trees provided and distributed through the Foundation's Community Canopy program. White Cap has distributed more than 200 trees to its associates to plant in their local communities.

“Environmental sustainability is a commitment at White Cap; supporting organizations like the Arbor Day Foundation is one of the many ways we can do our part in creating a sustainable future.”

John Stegeman, White Cap Chief Executive Officer

Our Family:

At White Cap, we treat our associates as family. When Hurricane Ian made landfall in September 2022, the Fund^[1] was offered as a resource for the more than 700 associates in the impact zone of the storm. The Fund was able to help a total of 80 associates, awarding nearly \$40,000 in grants.

Additionally, the grants from the Fund may also be utilized to assist with costs associated with fire, injury, illness, domestic violence and funerals to provide basic necessities for the associate or a qualifying dependent where financial need is shown.

Our Friends:

White Cap remains dedicated to giving back and strengthening our local communities. Our service extends to our local communities in the form of volunteerism, on-site donation drives and company product donations.

In May 2022, we added a new community giving partner, Toys for Tots. We are excited to have another partner that supports families in need. We held our first Annual Holiday Drive in which branches across the U.S. volunteered their locations to be drop-off sites. We had over 100 branches participate, and with the help of our customers and associates, we were able to donate over 6,000 toys to children in need.

¹ White Cap Helping Hand Fund

HEALTH AND SAFETY

SDG 11

One of White Cap's highest priorities is the health and safety of our associates. White Cap prioritizes providing a safe work environment and ensuring all individuals are comfortable and prepared to perform all necessary tasks. We strive to eliminate or reduce health and safety risks through continuous improvement of our EHS management system.

EHS Management System

White Cap has implemented an EHS management system to ensure safety inspections are performed regularly and provide support for proper reporting of and corrective action in response to safety hazards, near-misses and incidents. All incidents are investigated, and the implementation of corrective and preventative actions is documented and tracked. In 2022, we expanded our EHS team to improve our ability to meet the needs of our growing company.

White Cap has implemented a system that streamlines the process for reporting incidents and claims. This system will serve as a case management system to help track incident investigations and provide readily available metrics for various levels of management and leadership. This system is also focused on discovering the root cause of an incident and applying lessons learned to drive the creation of new, relevant trainings and policy adjustments.

Safety Standards

Our EHS team has implemented ten robust "Safety Standards" that are meant to protect all our associates and enforce our culture of keeping safety at our core. These standards include the following:

- 1 See Something Say Something** — Safety is everyone's responsibility, so if you see a fellow associate working in an unsafe manner, warn and correct the issue. 
- 2 Personal Protective Equipment (PPE)** — Appropriate PPE must be worn for warehouse, yard, fabrication and delivery operations. 
- 3 Seat Belts** — Seat belts must always be worn when operating any equipment. 
- 4 Zone of Safety** — Vehicle operators and pedestrians must always maintain a radius from operating vehicles. 
- 5 Three Points of Contact** — Three points of contact must be used to mount and dismount all vehicles and ladders. 
- 6 Suspended Loads** — Walking under or near a suspended load is strictly prohibited. 
- 7 Vehicle Travel** — Vehicle operators must always look in the direction of travel without the distraction of cellphones or paperwork. 
- 8 Machine Safety Devices** — Machine operators must ensure fixed and interlocked guards or safety devices are in place for normal operation. 
- 9 Lock-Out Tag-Out** — Tampering with a machine that is locked is strictly prohibited. 
- 10 Machine Operation** — Body parts shall not be placed in Point-of-Operation or in established Dangerous Work Zones unless following a written safe work procedure. 

White Cap has implemented VelocityEHS®, a system that helps to streamline the process for reporting incidents and claims. This system serves as a case management system to help track incident investigations and root cause analysis while providing readily available metrics to management and leadership.



#1 Third party jobsite safety awareness training provider^[1]

Trainings

White Cap also continually invests in preventative safety measures. We provide health and safety training to all associates upon hire and on an annual basis. Our training programs are continually evaluated and improved to reflect best practices.

[1] Management estimate.

Best Practices

Safety leaders at White Cap also utilize a “First Alert” process to highlight significant incident occurrences throughout the company and share information with all operating locations, including lessons learned and potential best practices to prevent reoccurrence and to raise awareness. We also solicit feedback and improvement ideas directly from our associates through a Safety Engagement Survey.

Safety Data

METRIC	2022
Total OSHA Recordable Case Rate	3.12
Lost Time Incident Rate	0.98
Days Away Restricted Time	1.57

The safety of our customers is a core value that we bring to all areas of our operations. Our certified specialists provide jobsite safety awareness training onsite. We provide this service free to our customers, reflecting our dedication to upholding our highest standards of responsible construction.

White Cap’s specialists performed over 44,500 hours of jobsite safety awareness training in 2022 including during OSHA’s National Safety Stand Down Week, where we trained thousands of contractors at 285+ events nationwide. This event played an integral role in providing new guidance and reinforcing best practice safety habits for White Cap customers to apply in their day-to-day activities.

44,500

hours of jobsite safety awareness training for White Cap specialists in 2022.

04

GOVERNANCE AND SECURITY



GOVERNANCE

ANTI-CORRUPTION AND BUSINESS ETHICS

White Cap is proud of our commitment to operating with ethics and integrity. We uphold strict standards for business conduct, ethics and governance. Our associates are governed by our Code of Business Conduct and Ethics, which contains detailed policies designed to promote anti-corruption and competitive business practices. Associates are also required to complete compliance training upon hire and on an annual basis.

Code of Business Conduct and Ethics

White Cap's Code of Business Conduct and Ethics outlines our principles and guidelines for the way we operate including the following:

- Conflicts of interest;
- Fair dealing, fair employment practices;
- Environmental, health and safety;

- Maintaining books and records;
- Relationships with governments;
- Improper payments;
- International trade controls;
- Antiboycott laws;
- Privacy;
- Antitrust and fair competition laws;
- Compliance with laws rules and regulations;
- Communications and public affairs;
- Confidential information and intellectual property;
- Protection and proper use of assets;
- Computers, telephones and other communications resources; and
- Reporting of illegal or unethical behavior.

All our associates are required to comply with our Code, and in 2022 we had 98%+ completion of our ethics training across our entire associate population.

Environmental, Health and Safety

Our Code details our commitment to protecting the environment and complying with applicable environmental laws, rules and regulations. Our commitment to environmental protection extends beyond compliance through our efforts to promote recycling and conserve energy and natural resources. We encourage our associates to explore new ways to protect and preserve our environment.

Encamp

White Cap works with a third-party Environmental Compliance program, Encamp, to report and track all hazardous materials. When we submit a report, Encamp plants a tree on behalf of White Cap. Some of our trees were planted in areas that were destroyed during the California forest fires.

Reporting Illegal or Unethical Behavior

White Cap encourages anyone to report any ethical concerns related to individual or company practices. Any associate who is aware of any illegal or unethical behavior or who believes that an applicable law, rule or regulation or the White Cap Code of Business Conduct and Ethics has been violated must promptly report the matter to his or her manager, the Legal Department or other responsible party. Associates can raise concerns anonymously through [White Cap's Alertline secured website](#) or by calling White Cap's toll free Alertline at (844) 330-7090.

Associates who have concerns about White Cap's accounting practices, internal controls or auditing matters should report his or her concerns through one of these same channels. All associates may raise concerns anonymously and without fear of retaliation.

DATA SECURITY AND CYBERSECURITY

At White Cap, we know that the threat of cyber and data security breaches is ever evolving, so we prioritize investing in the protection of our data and privacy. We have implemented data management procedures to identify, classify and inventory data and leverage processes that assist in the automated identification and classification of unstructured data stored in unauthorized file shares or transmitted via email or web. White Cap will continue investing in new processes and systems and partnering with third parties to ensure the security of our data and the data entrusted to us by our trading partners.

- White Cap follows the Center for Internet Security (CIS) Controls to stop the most prevalent and latest cyber-threats.
- White Cap pushes training on phishing emails to all associates on a quarterly basis.
- White Cap has multi-factor authentication on all associate-facing technologies and critical applications to reduce the threat of a cyber-attack.
- White Cap has policies, procedures and tools in place to mitigate data breaches.

BOARD DEVELOPMENT AND DIVERSITY

White Cap's Board of Directors is dedicated to ethical, effective corporate governance. Our Board is responsible for the strategic direction of White Cap and fostering effective oversight of matters most critical to the business. The Board also promotes the long-term interests of stakeholders, strengthens management accountability and helps build trust within our organization.

12

members of White Cap's Board of Directors, five of whom are independent directors, two female directors and one member from an underrepresented minority.^[1]

¹ White Cap's Board representation is based on self-identification.

White Cap added a second independent female Board director in September 2022.

Our Board maintains the following standing committees to effectively provide oversight and guidance to White Cap:

- **The Audit Committee** oversees financial reporting and internal controls, compliance and risk assessment. The committee plays an important role in promoting financial statement accuracy and high-quality auditing in its oversight of the audit process and the internal and external auditors.
- **The Compensation Committee** is responsible for Executive and Senior Management compensation, succession planning and has oversight responsibility for management development and succession planning in conjunction with our Board and compensation risk management oversight. This committee oversees various compensation programs and policies, including DE&I.
- **The Nominating and Governance Committee** is responsible for identifying Board members, recommending nominees to the Board, overseeing White Cap's ESG strategy and commitments, Board evaluations and taking a leadership role in shaping the Company's corporate governance.

05

ESG DATA TABLES AND CONTENT INDEX



DIVERSITY TABLES

White Cap Workforce Breakdown^[1]

ETHNICITY	2021	2022
White	3,765 (47.0%)	4,123 (48.2%)
Hispanic or Latino	1,546 (19.3%)	1,700 (19.9%)
Black or African American	862 (10.8%)	986 (11.5%)
Asian	162 (2.0%)	180 (2.1%)
Two or More Races	146 (1.8%)	156 (1.8%)
Native Hawaiian or Other Pacific Islander	60 (0.7%)	69 (0.8%)
American Indian or Alaska Native	32 (0.4%)	52 (0.6%)
Not Specified ^[3]	1,440 (18.0%)	1,291 (15.1%)
Total	8,013	8,557

GENDER	2021	2022
Male	6,668 (83.2%)	7,060 (82.5%)
Female	1,309 (16.3%)	1,447 (16.9%)
Not Specified ^[3]	36 (0.4%)	50 (0.6%)
Total	8,013	8,557

Leadership by Gender^{[1][2]}

METRIC	2021	2022
Male	61 (74.4%)	70 (71.4%)
Female	21 (25.6%)	28 (28.6%)
Not Specified ^[3]	-	-
Total	82	98

Leadership by Racial/Ethnic Diversity^{[1][2]}

ETHNICITY	2021	2022
White	60 (73.2%)	80 (81.6%)
Hispanic or Latino	6 (7.3%)	8 (8.2%)
Black or African American	2 (2.4%)	2 (2.0%)
Asian	4 (4.9%)	3 (3.1%)
Two or More Races	2 (2.4%)	1 (1.0%)
Native Hawaiian or Other Pacific Islander	-	-
American Indian or Alaska Native	-	-
Not Specified ^[3]	8 (9.8%)	4 (4.1%)
Total	82	98

1 U.S. associates only.

2 Leadership includes directors, senior directors, vice presidents and executives.

3 Not Specified indicates data is unavailable due to M&A additions or associates opting not to indicate.

ENVIRONMENT

Climate Risk/Resilience

METRIC	2021	2022
Primary GHG Emissions (MT CO₂e)^[1]	100,549	111,187
Scope 1	82,303	91,196
Scope 2	18,246	19,991
Primary GHG Emissions Intensity (MT CO₂e/\$M revenue)^[2]	18.1	17.4
Scope 1 Intensity	14.8	14.2
Scope 2 Intensity	3.3	3.1
Scope 3 Emissions (MT CO ₂ e)	5,187,186	5,253,117
Real Estate Footprint with High Climate Risk (%) ^[3]	~5%	~5%

1 MT = metric tons.

2 \$M = millions of dollars.

3 Climate risks include sea level rise, wildfire, cold wave, heat wave and flooding.

Energy Consumption^[1]

METRIC	2021	2022
Total Energy Consumption (MWh)	392,732	432,292
Fuel	223,872	254,097
Electricity	52,029	56,901
Natural Gas	88,846	96,988
Other	27,986	24,306
Total Energy Intensity (MWh/\$M revenue)	70.7	67.5
Fuel	40.3	39.7
Electricity	9.4	8.9
Natural Gas	16.0	15.1
Other	5.0	3.8

1 Certain 2021 figures have been restated due to enhanced data availability.

Waste and Water

METRIC	2021	2022
Total Waste Generated (metric tons)	17,469	14,912
Non-Hazardous	16,747	14,368
Hazardous	722	544
Hazardous Waste Recycled	556	523
Hazardous Waste Disposed	166	21
Waste Generation Intensity (metric tons/\$M revenue)	3.1	2.3
Recycling Rate (%)	11.8	17.9
Total Water Consumption (m³)	181,113	185,676
Water Intensity (m ³ /\$M revenue)	32.6	29.0

SOCIAL

Diversity, Equity and Inclusion^{[1][2]}

METRIC	2021	2022
Workforce, percent women (%)	16.3	16.9
Leadership, percent women (%) ^[3]	25.6	28.6
Workforce, percent racially/ethnically diverse (%)	35.0	36.7
Leadership, percent racially/ethnically diverse (%) ^[3]	18.9	14.9

1 U.S. associates only.

2 Values for 2021 are restated to include unspecified associates.

3 Leadership includes directors, senior directors, vice presidents and executives.

Supplier Diversity

METRIC	2021	2022
Diverse Supplier Spend \$M	-	110
Small Business Spend \$M	-	880

Workforce

METRIC	2021	2022
Total Recordable Incident Rate (TRIR)	2.89	3.12
Lost Time Incident Rate (LTIR)	0.91	0.98
Days Away Restricted Time (DART)	2.81	1.57
Hours of EHS Training for associates	17,500+	19,000+
Hours of jobsite safety awareness training delivered by White Cap specialists	40,000	44,500

Associate Development and Engagement

METRIC	2021	2022
Training Courses Offered	430	513
Average Tenure (years)	7.2	7.2
Associate Net Promoter Score	39	23 ^[1]
Completion Rate of New Associate Orientation	90.4	95.8
Associates that completed Leadership Training	-	375
Career Development Program (CDP): Retention Rate	75	79
Corporate/total donations through White Cap	\$450K	\$870K
Hours donated to local volunteer initiatives	-	30,000
Turnover Rate (%)^[2]	19	28
Voluntary Turnover	15	23
Involuntary Turnover	4	5

1 Includes associates from recent acquisitions.

2 Company estimate.

GOVERNANCE

Ethics and Compliance

METRIC	2021	2022
Associates Trained on Code of Conduct (%)	99+	98+

Board Composition

METRIC	2021	2022
Total # of Directors	11	12
Female Directors (%)	9.1	16.7
Racially and Ethnically Diverse Directors (%)	9.1	8.3
Independent Directors (%)	36.4	41.7

¹ Each member of White Cap's Board of Directors was asked to self-identify gender and demographic background. Percentages calculated based on affirmative responses divided by the total number of directors at the end of each period.

SASB INDEX

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	WHITE CAP DISCLOSURE 2022
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	(1) 1,556,254.8 GJ (2) 13.2% (3) N/A
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-230a.1	See " Data Security & Cybersecurity " section
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected ^[1]	Quantitative	Number, Percentage (%)	CG-MR-230a.2	White Cap does not disclose this information
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	CG-MR-310a.1	White Cap does not disclose this information
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	(1) 23% (total company) (2) 5% (total company)
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations ^[2]	Quantitative	Reporting currency	CG-MR-310a.2	White Cap does not disclose this information

1 Note to CG-MR-230a.2-Disclosure shall include a description of corrective actions implemented in response to data breaches.

2 Note to CG-MR-310a.3-The entity shall briefly describe the nature, context and any corrective actions taken as a result of the monetary losses.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	WHITE CAP DISCLOSURE 2022
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees ^[3]	Quantitative	Percentage (%)	CG-MR-330a.1	See " Diversity, Equity and Inclusion " section ^{[4][5]} See " Diversity Tables "
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination ^[6]	Quantitative	Reporting currency	CG-MR-330a.2	White Cap does not disclose this information
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-410a.1	White Cap is developing processes to quantify its revenue from these types of 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	See " Hazardous Waste " section
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	CG-MR-410a.3	N/A

3 Note to CG-MR-30a.1-The entity shall describe its policies and programs for fostering equitable employee representation across its global operations.

4 According to SASB 3.1.2, management reporting includes corporate & store representation. White Cap defines this at the corporate level only.

5 Excludes non-US employees.

6 Note to CG-MR-30a.2-The entity shall briefly describe the nature, context and any corrective actions taken as a result of the monetary losses.

Activity Metrics

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	WHITE CAP DISCLOSURE 2022
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	(1) See " About White Cap " section (2) 5
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m ²)	CG-MR-000.B	(1) ~1,161,000m ² (2) ~27,000m ²

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