BUILDING TRUST THROUGH OUR COMMITMENTS



WHITE CAP 2023 SUSTAINABILITY REPORT

WHITE CAP®

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ABOUT THIS REPORT

- This report covers the period from January 30, 2023 to January 28, 2024 for White Cap's operations. Unless otherwise noted in the Sustainability Report Data Appendix, the boundary of this report includes 100% of our retail spaces, rebar fabrication sites, data centers and distribution centers. Our detailed workforce data excludes our Canadian associates. Previous White Cap Sustainability Reports for fiscal years 2021 and 2022 are available at https://about.whitecap.com/our-commitments.
- However, in preparing this report, we have had access to unprecedented levels of data due to integration of acquired businesses and the cross-functional efforts of dozens of subject matters experts. We have also benefitted by onboarding a powerful new data platform. As a result, we believe that the metrics presented herein are an accurate reflection of White Cap's progress. We have restated our 2022 results, and where possible, presented these restated metrics alongside our 2023 results for better comparability. *Please refer to our Updated Environmental Calculation Methodologies section for more information on our emissions disclosures. White Cap is committed to providing transparency to its stakeholders and will seek to continuously improve our reporting processes and methodology, which may result in periodic restatement of the metrics disclosed in prior reports.*
- This report also includes our Sustainable Accounting Standards Board (SASB) Index. For more information about this report or our ESG initiatives, please contact us at ESG@whitecap.com.
- St. Jude Children's Research Hospital, Folds of Honor, Haymakers for Hope, Boys and Girls Club, Pancreatic Cancer Foundation, Arbor Day Foundation, American Red Cross, Paint Love, Dress for Success Atlanta, Atlanta Community Food Bank, Habitat for Humanity, Shepherd's Men, Toys for Tots, Lego, Family Promise, Many Faces of Moebius Syndrome, National Association of Women in Construction, Georgia Hispanic Construction Association, U.S. Council of Hispanics in Construction, Los Niños Primero, the Metro D.C. Hispanic Contractors Association, Great Place to Work, Blink, Flock Freight, NDS, DuPont, Stego Industries, FODS, DeWALT, Kleen Industrial Services, Encamp, VelocityEHS, Sustainalytics, Watershed, SASB and other trademarks are property of their respective organizations.

This report includes "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements are based on management's beliefs and assumptions and information currently available to management and are subject to known and unknown risks and uncertainties, many of which may be beyond our control.

We caution you that there may be events in the future that we are not able to accurately predict or control that could cause actual results to differ materially from those contained in or implied by the forward-looking information contained in this report. Forward-looking statements may generally be identified by words such as "believe," "expect," "anticipate," "estimate," "intend," "plan," "seek," "will," "should," "could," "may," "aim," "target," "potential," "project," "likely," "continue," "positioned," "outlook" and other similar expressions, the negative thereof, or variations thereon. We undertake no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. Any forward-looking information presented herein is made only as of the date hereof, and we undertake no obligation to update or revise any forward-looking information. This report is based on standards of measurement and performance that are developing and predicated on management's assumptions; therefore, we can provide no assurance that initiatives, plans, expectations or commitments incorporated herein can or will be achieved.





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MESSAGE FROM OUR CEO

"Our leadership position mandates that we prioritize sustainability in our actions and align these actions with our TRUSTED values to continue Building Trust on Every Job™."

To Our Valued Stakeholders,

It is with great pride and a sense of responsibility that we publish our third Sustainability Report and mark additional milestones in our ongoing journey towards sustainability leadership.

At White Cap, Our Commitments serve as our guiding force in making intentional and sustainable business decisions. As the leading North American distributor of specialty construction supplies, we recognize our pivotal role in making construction more sustainable. Our leadership position mandates that we prioritize sustainability in our actions and align these actions with our **TRUSTED** values to continue Building Trust on Every Job™.

Informed by our **TRUSTED** values, our Commitments guide us in reducing the environmental impact across our entire supply chain and enhancing our socially conscious workplace to nurture associate, customer, supplier and community relationships, all while operating with integrity, transparency, equality and respect.

Since publishing our last Sustainability Report, we have made notable progress in several areas:

- Executed a 10-year, 150,000 megawatt hours (MWh) virtual power purchase agreement to offset emissions
- Completed LED retrofits at 23 branches to improve safety and energy efficiency
- Conducted a physical climate risk assessment to inform risk management practices
- Improved our Sustainalytics© score from 30 (high risk) to 22 (medium risk)[1]

1 Refer to disclaimers in the ESG Data Tables and Content Index for more information.

- Onboarded an assurance-ready platform to enable granular environmental data analysis
- Raised approximately $1.4 million in funds for nonprofit organizations
- Increased engagement with three newly launched Employee Resource Groups (ERGs)

While we celebrate the progress we have made, we acknowledge that there is much more work to be done. The journey ahead is filled with promise, and we are excited about the valuable impact we will create as One Team.

White Cap thrives because of a culture that values different and diverse viewpoints. We believe that by leveraging the combined passions and remarkable potential of our associates[1], we will inspire meaningful and positive change in the communities we serve.

As we continue to grow through expansion of the White Cap family and opening new locations, we have even more opportunities to positively impact our planet, our communities and one another.

Thank you for being a part of our journey to achieve greater environmental stewardship and build more inclusive communities.

Sincerely,



ALAN SOLLENBERGER
Chief Executive Officer



"While we celebrate the progress we have made, we acknowledge that there is much more work to be done. The journey ahead is filled with promise, and we are excited about the valuable impact we will create as One Team."

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

ABOUT WHITE CAP

White Cap is 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 Atlanta, Georgia and over 9,500 associates, White Cap delivers industry-leading products and services to meet customer needs and stakeholder expectations.

With our broad product selection, valuable jobsite services and knowledgeable associates, White Cap keeps construction projects running on time, on budget and as safely as possible.

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.

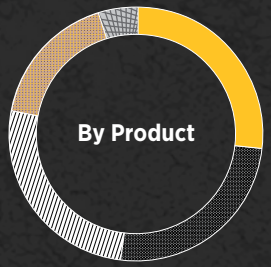
OUR VALUES

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.

OUR TRUSTED VALUES

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

BUSINESS MIX

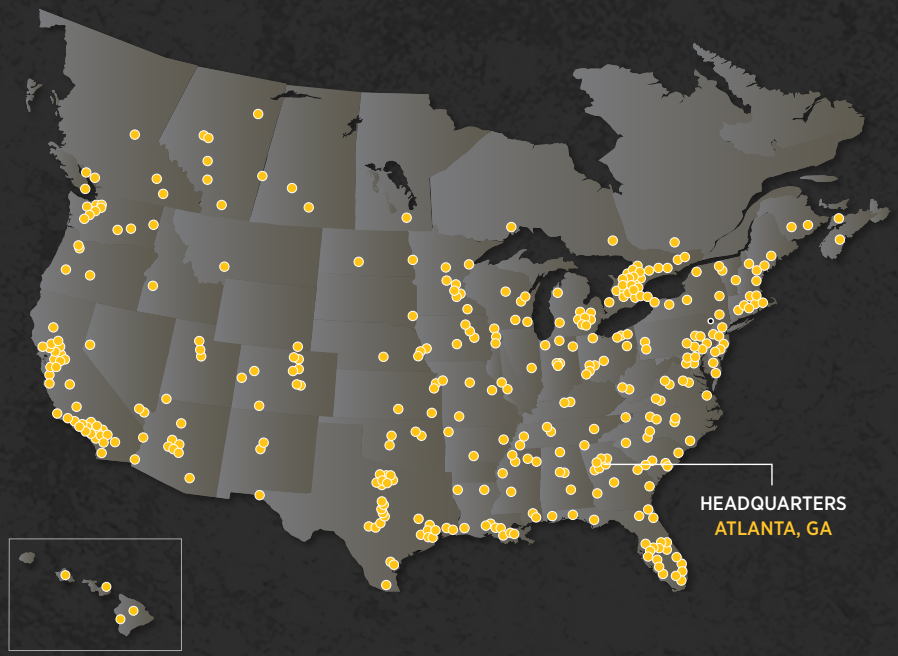


Site Prep, Building Envelope & Fasteners	27%
Concrete Accessories & Chemicals	26%
Tools, Safety & Consumables	26%
Steel Reinforcing Products	17%
Wood Products	5%



Non-Residential	55%
Infrastructure	25%
Residential	20%

GEOGRAPHIC FOOTPRINT



$6.1B

FY'23 Sales
Track record of above-market growth and expansion

~450

Customer-Facing Locations
Distributed across major metros in 48 U.S. states and 8 Canadian provinces

~200k

Customers
General contractors/ subcontractors who require specialized products and services

~200k

Products Offered
"One-Stop Shop" value proposition, serving the entire construction lifecycle

9,500+

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

All metrics based on fiscal year 2023, ended January 28, 2024.



Knowledgeable Associates

- More than 1,200 customer-centric outside sales associates with over 10 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 product recommendations and 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 with approximately 200,000 products
- Diversified product offering, including site prep, building envelope and fasteners, concrete accessories and chemicals, 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 provide us access to high-quality products and technical sales resources to help our customers win on the jobsite

Valuable Contractor Services

- Broad North American presence with a branch network of approximately 450 customer-facing locations in 48 U.S. states and 8 Canadian provinces
- Rebar fabrication services at 30+ locations to fulfill custom rebar orders quickly while minimizing waste
- Rental capabilities for tilt-up construction, forming and shoring and light equipment
- 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
- Two-hour ready will call service
- Material take-off, estimating and engineering services
- Jobsite safety awareness training
- Diverse supplier network to support customer needs
- Flexible credit terms that empower contractors to get the equipment and products they need to bid on and win more projects

OUR APPROACH TO SUSTAINABILITY

White Cap is committed to creating a more sustainable future and deepening the integration of Environmental, Social and Governance (ESG) principles into our core business operations. Sustainability at White Cap is more than a set of guidelines; it is an extension of our company values—a framework guiding our journey toward fulfilling the commitments we've made to our stakeholders.

Our Nominating and Governance Committee oversees ESG strategy. Additionally, we have an internal executive steering committee to guide our ESG commitments and a dedicated ESG team to manage our program initiatives. The steering committee leverages the expertise of diverse functional teams, project managers and subject-matter experts to ensure effective implementation.

White Cap's ESG program focuses on enhancing operational efficiency and developing product assortments that actively mitigate environmental impacts for both our customers and our communities. We are actively working to broaden our scope, incorporating additional stakeholders and identifying new ESG opportunities as our sustainability efforts evolve.



We take a proactive stance towards risk management, and our Enterprise Risk Management (ERM) Committee, a cross-functional group of internal leaders, meets quarterly to evaluate risks affecting our business across short, medium and long-term horizons. We have integrated sustainability and climate risks into our ERM framework as a result of our physical climate risk assessment. This formalized approach, involving the assessment, quantification, documentation and mitigation of risks, underscores our commitment to systematically considering ESG factors in assessments of risk relevant to our business. We present the ERM Committee's findings to our Board of Directors and prudently allocate resources to mitigate controllable risks.

This Sustainability Report reflects our holistic approach to Responsible Construction, Operational Integrity, Our People & Communities and Governance & Security. Each section showcases the interconnection between our core values and the strategic pillars driving our sustainability initiatives.

In preparing this report, we have had access to unprecedented levels of data due to integration of acquired businesses and the cross-functional efforts of dozens of subject-matters experts. We have also benefitted by onboarding a powerful new data platform. As a result, we believe that the metrics presented herein are an accurate reflection of White Cap's progress. We have restated our 2022 results, and where possible, presented these restated metrics alongside our 2023 results for better comparability.

OUR CONTRIBUTION TO THE UNITED NATIONS' 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 have selected seven SDGs that aligned closely with our TRUSTED values remained focused on them in 2023.



Gender Equality: Our ***Unwavering*** commitment to cultivating a diverse workforce, a steadfast focus on fostering an inclusive environment and consistent encouragement for women to step into leadership roles has manifested in our team demographics. In 2023, White Cap's leadership consisted of 30.8% women, demonstrating progress over 28.6% in 2022.



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 relies 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 our focus on our values and creates and implements 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 supporting 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 emissions and energy use, we have retrofitted several of our facilities with energy-efficient LED lighting. We are exploring more sustainable energy alternatives to reduce environmental impacts and increase energy efficiency. To reduce our waste impact, we have robust hazardous waste and recycling programs to 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 took a significant step by calculating our greenhouse gas inventory metrics, laying the foundation for our commitment to environmental responsibility. In 2022, we diligently measured our metrics against the initial calculations, gaining valuable insights into our carbon footprint. In 2023, we used more advanced tools and engaged external advisors to refine and map our carbon footprint with greater precision. By doing so, we aspire to establish a more accurate baseline that will guide our future

carbon reduction initiatives. We continue to collaborate with both customers and suppliers to implement emission reduction measures across our value chain.



Peace, Justice and Strong Institutions: Our commitment to building an inclusive workplace is exemplified through our Employee Resource Groups: Women in Construction, Hispanics in Construction and Associate Mental Health. Through regular discussions and initiatives, we strive to create an environment where every associate feels valued and heard. These groups, along with our ***Inclusive Behaviors***, bring our values to life, help us embrace different perspectives and experiences, better equip us to address the unique needs of our workforce, and create an effective accountable and inclusive company.



MATERIALITY PROCESS

In 2021, White Cap conducted our inaugural Materiality Assessment. This comprehensive assessment involved engaging with our diverse stakeholders, including customers, suppliers, associates, lenders and bondholders, to gain valuable insights into the most pressing ESG issues relevant to White Cap and our role in the construction value chain.

The insights we gathered enabled us to identify and prioritize key ESG issues that are material to White Cap's long-term sustainability, growth, success and industry excellence. For example, these insights enabled us to integrate ESG considerations into our safety strategy, further reinforcing our commitment to aligning sustainability with core business practices.

These identified material topics serve as a foundation for resource allocation, guiding our internal strategy and decision-making processes. Recognizing the dynamic nature of our operating environment and the evolving priorities of our stakeholders, we commit to regularly gathering stakeholder feedback to ensure continuous alignment with their concerns and expectations.



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

2023 ESG HIGHLIGHTS

2023 ASSOCIATE CULTURE SURVEY RESULTS

- 90.0% of our associates believe that safety is a priority for White Cap and its leadership. In this area, we score well above all available benchmarks.
- Associates are highly engaged, with 67.1% of associates reporting being fully engaged in their roles and 91.9% of associates understanding how their job contributes to the success of White Cap. Almost all culture items included in this survey met or exceeded our benchmark comparisons and have remained steady since 2022.
- Associates joining White Cap through acquisitions typically report less favorable experiences integrating into the company's culture during their first year, but subsequently note improvements in these scores. We are using feedback from the culture surveys to improve the onboarding experience for these associates and close this gap.
- The most significant year-over-year improvement in 2023 involves our associates' sense of personal and work-life balance.
- The highest scores above the benchmarks are for safety, feeling valued and culture topics. 85.6% of associates feel their managers value their knowledge and contribution to the business and 66.6% trust senior leadership.

82.3%

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

2023 COMMUNITY ENGAGEMENT HIGHLIGHTS

- Planted 250 trees in the first year of our partnership with the Arbor Day Foundation
- Donated 3,000 toys to children in need through our corporate partnership with Toys for Tots
- Raised $630,000 for St. Jude Children's Research Hospital
- Contributed $200,000 in payroll deductions and one-time donations to The Helping Hand Fund and our nonprofit partners
- Donated $55,000 to various charitable organizations
- Expanded our efforts to increase diversity in our talent pools through engagement with Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) through career fairs and networking events



1. RESPONSIBLE CONSTRUCTION

PRODUCT

PRODUCT PORTFOLIO

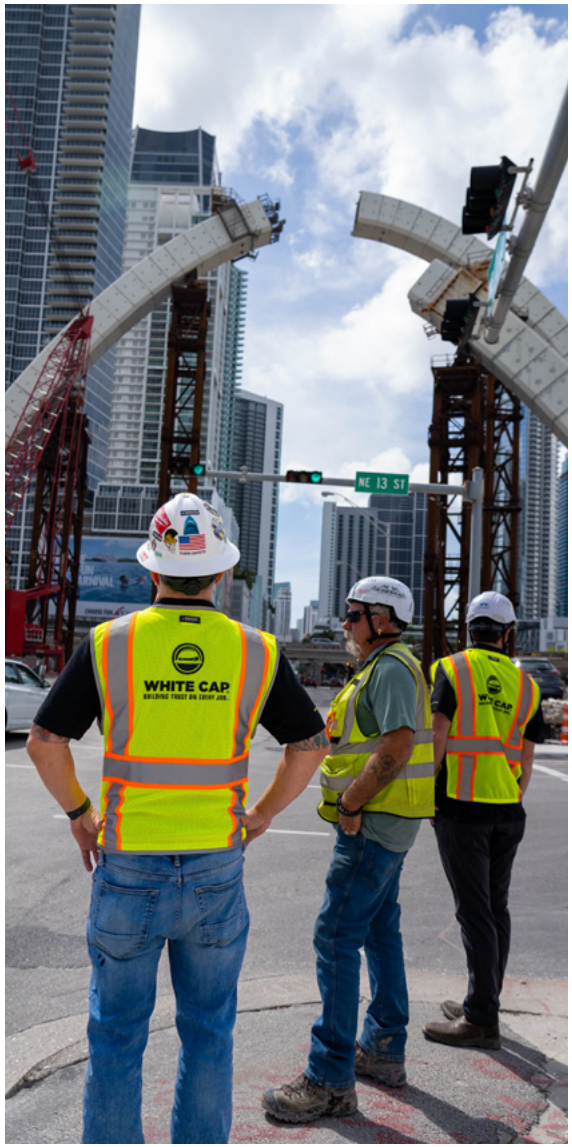
SDG 9 SDG 11

White Cap is devoted to providing customers with quality products that adhere to the highest industry standards. We recognize the integral role that efficient and resilient infrastructure plays in mitigating 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 environmentally conscious and labor-saving product solutions to our customers. White Cap is expanding our product portfolio to help customers and suppliers meet their ESG goals and to contribute to the future of a more sustainable environment.

Environmentally Preferable Products (EPP)

We have seen a growing interest in sustainable product solutions from customers and suppliers across the industry, comprising products with recognized environmental certifications and product declarations. Previously, we highlighted fiberglass rebar, safety vests made from recycled materials, water-based chemicals and rechargeable battery-powered tools. As a pilot category in 2023, we are proud to showcase products that mitigate stormwater runoff and erosion—a crucial practice for sustainable construction. We continue to evaluate opportunities for EPP expansion to fit our commitment to responsible construction.

We have a commitment to ensure broad access to quality sustainable products.





Stormwater Management and Erosion Control

As extreme weather events become more frequent and intense due to climate change, communities face a greater risk of flooding, erosion and water quality deterioration. Effective stormwater management plays a pivotal role in preserving ecosystems, preventing water pollution and safeguarding communities against flooding and erosion.

White Cap is emerging as a leader in helping professional contractors implement sustainable stormwater practices by providing innovative products, awareness training, site plan development support and application advice. By offering a holistic approach to stormwater, erosion and drainage challenges, we can improve infrastructure resilience and contribute to environmental preservation.

Because drainage solutions are often overlooked on construction projects, White Cap is committed to raising awareness of products and best practices for stormwater management. We provide a range of residential and commercial stormwater solutions, including, but not limited to, the following:

- Erosion control blankets and fasteners
- Geotextiles
- Sand and gravel bags
- Silt fences
- Dewatering bags

By reducing extreme weather-related impacts, sustainable stormwater management and green infrastructure practices significantly enhance the resilience of communities and cities in the face of the challenges brought about by climate change.

White Cap has the scale and depth of operations to drive the industry forward with environmentally friendly products and will continue to add products to our sustainable product portfolio.

NDS Tufftrack™ System

NDS's innovative Tufftrack system uses permeable pavers to stabilize soil and support heavy vehicles while allowing turf to grow. Manufactured from 100% recycled high-density polyethylene (HDPE), these turf pavers are a sustainable solution for high-traffic areas that might otherwise be covered with traditional asphalt or concrete. The Tufftrack system:

- Provides a permeable surface that eliminates or reduces stormwater runoff
- Allows for increased lateral movement of water and nutrients
- Enables stormwater to filter naturally through the subsurface, reducing pollutants
- Cuts installation time in half, reducing labor costs
- Is made of 100% recycled plastic

White Cap takes its leadership role in reducing the environmental impacts of construction very seriously. As part of our commitment, we partner with industry-leading suppliers who share our vision of sustainability and innovation. A few of these partners include DuPont, Stego Industries and FODS.

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 2023 to provide our customers with its reformulated low-Global Warming Potential (GWP) Styrofoam™ Brand extruded polystyrene (XPS) boardstock insulation that reduces embodied carbon by 94%.

Customers building with the Low-GWP Styrofoam Brand XPS insulation can earn more towards LEED accreditation through the v4.1 Life Cycle Assessment Optimization credit as part of the total sustainability building benefit to building owners. In addition, the Styrofoam reformulation has been recognized in the industry, winning the 2023 American Chemistry Council



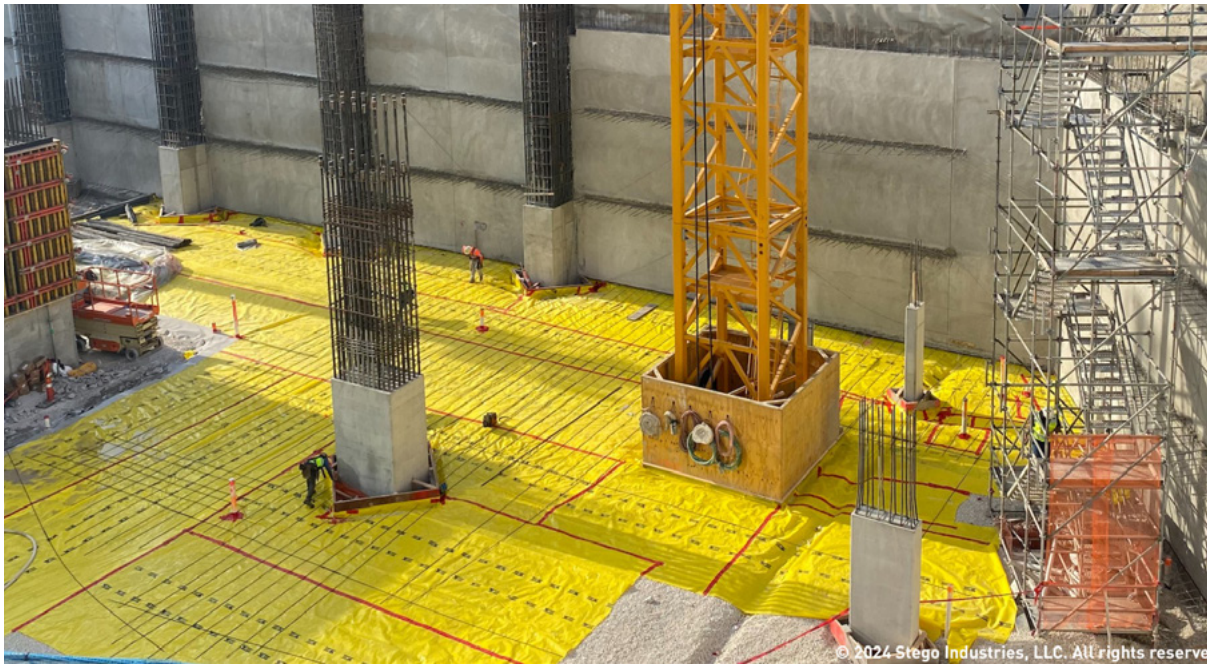
Sustainability Leadership Award in the Environmental Protection category.

DuPont's Froth-Pak™ Spray Foam products air seal and insulate various spaces within the building envelope. DuPont invented its Froth-Pak Spray Foam products using carbon dioxide in addition to liquid 1-chloro-3,3,3-trifluoropropene (HFO-1233zd) as the blowing agent package. This approach avoids using hydrofluorocarbons, significantly reduces greenhouse gas (GHG) emissions and reduces global warming potential by 99%, all while maintaining product performance.

Stego Industries

Stego Industries leads the industry in practices, research and development to advance the construction industry toward a more sustainable future. The company is a pioneer in developing vapor barriers designed to solve the human health issues associated with unchecked below-slab water vapor and soil gas intrusion, which can cause mold and other indoor air quality issues.

White Cap partners with Stego to provide customers with the company's Stego® Wrap Vapor Barrier, a trusted product that defends against unwanted water vapor and soil gases. According to Stego, the product is the most widely specified below-slab vapor barrier in North America, with proven performance and a 20 year-plus track record. The vapor barrier is the first below-slab vapor barrier that provides chemical inventory disclosure—via a published Health Product Declaration® (HPD)—to contribute directly to the LEED v4.1 Material Ingredients credit.



FODS

FODS is a leading manufacturer of reusable construction entrances. The FODS Reusable Construction Entrance provides contractors with a highly-effective, cost-reducing and environmentally-friendly alternative to traditional stabilized construction entrances (SCE). According to FODS, using FODS Trackout Control Mats reduces CO_2 emissions by over 90% compared to installing, maintaining and removing traditional SCE. Additionally, each FODS Mat incorporates over 60 pounds of recycled plastic and is completely recyclable at the end of life. In 2023, the equivalent of over 25 million recycled plastic water bottles were used to produce FODS.

CONSERVING OUR LAND AND RESOURCES

The selection and application of construction materials can lead to widely different environmental outcomes on jobsites. 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 the 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. These materials reduce runoff and help maintain soil integrity, control pollutants, 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 1.13 metric tons of ore, 0.60 metric tons of coal and 0.05 metric tons of limestone that would have been used in conventional manufacturing processes.[1] The use of recycled materials in steel rebar is recognized by LEED, which helps our customers working on "green" buildings achieve higher LEED certifications.

We offer products that are critical components of our customers' environmental stewardship programs.

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, including:

- 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 improve air quality, 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
- Increased flame resistance
- Easier storage requirements and fewer safety concerns

RESPONSIBLE SOURCING

White Cap regularly collaborates with suppliers and customers to meet the highest standards of safety and operational performance to ensure we conduct safe and environmentally conscious practices. 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 capabilities and proactively seek data from our suppliers to better understand our environmental and social

1 Concrete Reinforcing Steel Institute

footprint across the supply chain. Using our increased awareness of products' lifecycles, Environmental Product Declarations (EPDs) and our suppliers' operations, White Cap delivers 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 living wage, maximum working hours 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.

SUPPLIER ESG

We recognize our unique opportunity to connect thousands of trusted supplier partners with customers to advance our shared sustainability vision. We plan to continuously improve the efficiency and sustainability of our supply chain to ensure full compliance with our responsible sourcing principles.

Working with more suppliers who offer environmentally preferable products is one of our top priorities for 2024.

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 disadvantaged business enterprises. Our Category Management team continuously evaluates our network of suppliers and potential new business partners with a lens toward equity.

Tracking Supplier ESG Metrics

White Cap is working to systematically track certain ESG metrics reported by our suppliers, including GHG emissions and other environmental indicators. We are evaluating platforms that measure our suppliers' commitment to ESG, aid in our understanding of ESG impacts in our supply chain and ultimately drive performance improvement.



2. 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.

Last year, White Cap commissioned a climate-related physical risks and resilience assessment that evaluated the company's climate risk across nearly 500 physical locations, including customer-facing branches, distribution centers, offices and fabrication sites. We evaluated White Cap's portfolio exposure to climate change risks using two Shared Socioeconomic Pathways (SSP)[1] scenarios, SSP2-4.5 (Middle of the Road) and SSP5-8.5 (Fossil-Fueled Development). A leading consultancy conducted the quantitative physical risk assessment to align results and mitigation strategies to the Task Force on Climate-Related Financial Disclosures framework.

This assessment provided valuable insights, yielding general and facility-specific recommendations aimed at reducing our climate impact. The results enhance our ability to navigate current climate challenges and position us strategically for the future.

Building on this foundation, we plan to conduct a transition risks and opportunities assessment as we evaluate our efforts to transition to a low-carbon economy. This assessment will play a pivotal role in identifying critical areas for improvement and strategies to further mitigate our environmental impact.

White Cap takes seriously its responsibility to contribute to climate mitigation and adaptation.

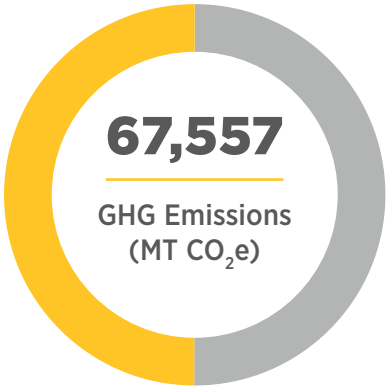
White Cap Branch Prepares for Future Flooding Risks

White Cap's climate resilience assessment identified improvements the company can make to protect its branches from current and future climate risks. The assessment identified a branch in Arizona that could be impacted by flooding of the nearby Salt River. While flooding is not a current concern, changing precipitation patterns may result in changes to the Salt River. The branch plans to take specific precautions to mitigate potential flooding risks, including:

- Keeping critical equipment and sensitive products elevated
- Ensuring the facility has the latest White Cap Emergency Incident Response Plans, including those specific to flooding
- Training facility associates in emergency preparedness and response procedures for flood events

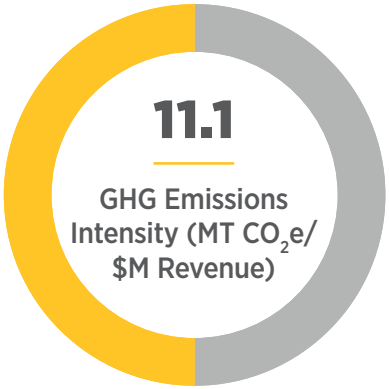
1 As defined in the United Nations' IPCC Sixth Assessment Report on climate change, released in 2021.

Climate Data 2023



Scope 1: **33,805**

Scope 2: **33,752**



Scope 1 Intensity: **5.5 MT CO_2e/$M revenue**

Scope 2 Intensity: **5.5 MT CO_2e/$M revenue**

METRIC	2023
Scope 3 Emissions (MT CO_2e)	3,737,015

Commitment to Climate Safety

In August 2023, Hurricane Idalia, a Category 4 hurricane, made initial landfall near Keaton Beach, Florida, before tracking northeast into Georgia and the Carolinas. The storm caused significant damage across parts of the Southeastern United States. White Cap communicated with regional branch managers before the storm to help them prepare and minimize the impact on branches, associates and customers. Once the threat had passed, we reopened these branches to serve the community and help with rebuilding efforts.

Throughout the winter, blizzard conditions impacted numerous branches across the country. As with Hurricane Idalia, proactive communication allowed us to prepare our branches before the arrival of inclement weather, minimizing the impact on our business and customers. More importantly, our timely preparation ensured the safety of our associates. When road conditions became dangerous, branches closed as appropriate, prioritizing our associates' safety.

Disasters like these illustrate the importance of safety preparedness, but supporting those associates impacted by these disasters is also essential. White Cap's Helping Hand Fund does just that. Our associates



fund and operate the White Cap Helping Hand Fund, which provides emergency assistance to White Cap associates and their families during natural disasters and other catastrophic events. Learn more about the Helping Hand Fund.

Emergency Planning

We understand the importance of being proactive regarding emergency planning and response, which is the reason White Cap has dedicated personnel and resources to support business continuity and disaster recovery planning and execution. Our comprehensive emergency planning program identifies emergency incident response procedures, emergency action and evacuation plans, incident reporting procedures and direct report call lists.

To ensure we are ready to respond to an emergency immediately, our EHS teams are constantly refining this programming and training local leaders.

ENERGY EFFICIENCY

SDG 12

White Cap has invested in multiple projects and processes to reduce emissions and energy consumption. As part of our journey towards a reduced climate footprint, in 2023, White Cap expanded an LED lighting initiative across branch operations to improve energy efficiency, associate safety and customer experience. We retrofitted 23 branches nationwide with energy-efficient LED lighting and will continue to make energy-efficient upgrades throughout our real estate footprint where practical.

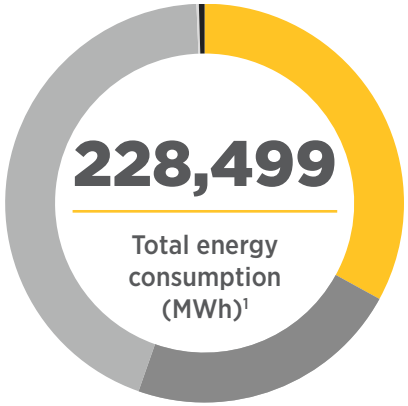
White Cap's focus on energy efficiency does not stop at retrofits. Each of the company's newly opened branches incorporates energy-efficient lighting and best practices.

We also regularly coordinate with our regional energy providers to access an increased share of direct renewable energy; today, we are accessing direct renewable energy in several California branches. Additionally, White Cap recently entered into a 10-year Virtual Power Purchase Agreement (VPPA) to purchase most of the annual clean energy generated by a 114 MW solar facility in Lamar County, Texas.

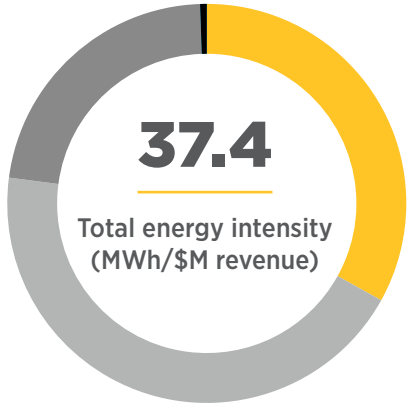
1 Total excludes renewable energy.

This new investment in solar energy demonstrates our ongoing commitment to sustainable construction.

Energy Data 2023



- Fuel: **75,530**
- Natural Gas: **51,235**
- Electricity: **100,682**
- Renewable Energy: **445**
- Other: **1,052**



- Fuel: **12.4**
- Natural Gas: **8.4**
- Electricity: **16.5**
- Other: **0.2**



Electric Vehicle Fleet

Fuel efficiency is another component of our ESG strategy, and we are deploying best-in-class supply chain optimization technology and practices to reduce fuel usage. We recently added electric vehicles (EVs) to our fleet in El Cajon and San Francisco, California and in Phoenix, Arizona.

Some states have passed or will soon pass legislation making EVs a requirement. We aim to stay ahead of these shifts and act in good conscience to remain compliant with state laws and mitigate the environmental impact of our business operations. Also, converting to EVs reduces our fuel and maintenance costs over the vehicle's total life, compared to gasoline and diesel vehicles. In 2023, our new EVs used 7,000 kWh of power, reducing gasoline usage and contributing to cleaner downstream logistics operations.

In addition to incorporating EVs into our delivery fleet, we have converted 20% of our annual forklift orders to electric models, with the long-term goal of converting all types of machinery to electric wherever possible.

We are also exploring options regarding alternative fuel and are working with industry partners to advance other innovative solutions. For example, we have partnered with Blink, an EV charging provider and manufacturer, to ensure that our new forklifts have an integrated charging system and a platform for reporting and administration purposes.

As we look to the future, we have already ordered four additional EVs that will be added to our fleet in late 2024. These vehicles are Class 6 electric delivery trucks that will have a much larger capacity than our existing EVs and allow us to assess the impact on our day-to-day operations through this pilot program. In addition to these EVs, we are also evaluating adding smaller electric pickup trucks to our fleet. Adding these vehicles will enable us to capture low-carbon fuel standards (LCFS) credits through our existing partnerships in 2024 and beyond.

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 incorporate 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 operation.

Flock Freight

Flock Freight, one of our valued partners, is a Certified B Corporation that shares our commitment to sustainability. As a supplier of inbound freight carriers, Flock Freight is focused on eliminating waste and inefficiencies in the freight industry through shared truckload shipping. This technology company offers a carbon-neutral shipping option, achieved by supporting offset projects. Flock Freight estimates that it saves approximately 15-40% of emissions through shared truckload shipping, compared to traditional freight modes. This partnership highlights our commitment to working with companies that share our objective of incorporating sustainability into our operations. In addition to Flock Freight, White Cap is proud to collaborate with other transportation partners that aim to achieve complete carbon neutrality by 2040.



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 to divert as much waste as possible from landfills. We implement single-stream recycling in many of our facilities and are expanding this program to our entire branch network wherever 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 focuses on conserving valuable resources, supporting our communities and limiting landfill

consumption through waste reduction. One way we do this is through our continued partnership with Kleen Industrial Services (KIS), a leading provider of water filtration media and industrial waste recycling services. Through this partnership, we donate expired, damaged or hardened concrete products, such as grout, mortar and cement powdered material to KIS, which then recycles these items into road building materials and sand blasting products. In 2023, we diverted more than 235 metric tons of cementitious material from landfills, enabling it to be recycled into usable products.

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

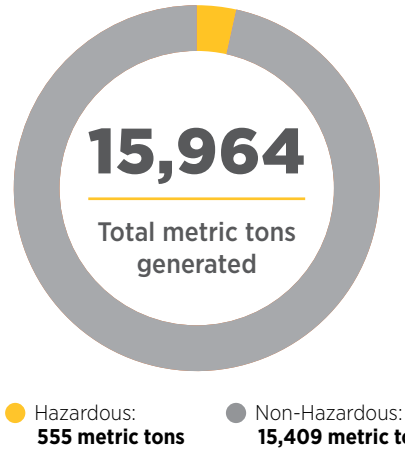
Hazardous Waste

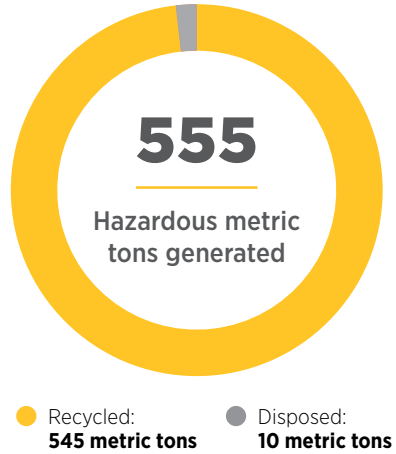
Our Hazardous Waste program manages the disposal of expired, damaged or unsellable chemicals through Central Accumulation Areas. Our EHS team works with vendors and associates to properly and safely dispose of all chemical products. We also provide annual training to associates to reinforce the proper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

2023





Water

Water stress impacts construction projects and our business. As a building materials distributor, White Cap is not a significant consumer of water and primarily utilizes water for sanitary purposes. White Cap has implemented a Stormwater Pollution Prevention policy to guide our management in the understanding of potential stormwater pollutants and discharges in accordance with the Federal Clean Water Act and applicable local regulations. As a conscientious steward of the environment, we partner with suppliers who prioritize water reduction efforts within their manufacturing processes. A few suppliers have ambitious goals, such as reducing water intensity by 20% before 2030.

Water Data[1]

METRIC	2023
Water Consumption (m^3)	226,693
Water Intensity (m^3/$M Revenue)	37.1

1 Increased data availability in 2023 allows greater accuracy around consumption.



3. OUR PEOPLE AND COMMUNITIES

DIVERSITY, EQUITY AND INCLUSION (DE&I)

SDG 5 SDG 10 SDG 16

White Cap is Unwavering in its commitment to build an inclusive workplace, where together, everyone feels welcome, all voices are heard and differences are celebrated. We are grateful to have talented individuals who bring diverse perspectives and skills to our company. Diversity, equity and inclusion (DE&I) are integral to White Cap's success.

We are dedicated to advancing and amplifying the voices of those who have historically been underrepresented in our industry due to factors such as sex, gender identity, sexual orientation, age, race or ethnicity.

As an equal opportunity employer and a federal contractor, White Cap takes affirmative action to recruit and advance qualified minorities, women, persons with disabilities and covered veterans.

We are committed to providing equal opportunities for all individuals, and we know that this approach will help us continue to succeed as a company.

Culture and Values Council

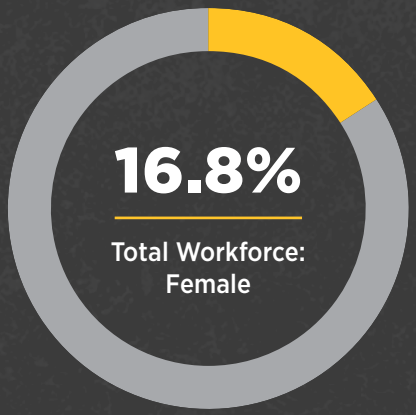
Our associate-led Culture and Values Council, formed in 2021, guides the creation and execution of future diversity and inclusion initiatives. The Council meets monthly to drive inclusive work within the business. Over the past year, the Council:

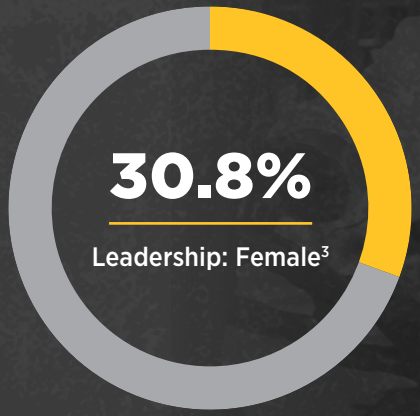
- Engaged with our communities and gave back through volunteerism. In 2023, we launched a company-wide blood drive initiative through the American Red Cross and a community beautification initiative with The Arbor Day Foundation.
- Created a forum for collaborative conversations that reinforced our TRUSTED 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 recently acquired businesses, geographic regions, departments and career levels.
- Established a sense of collective belonging for White Cap associates by introducing Employee Resource Groups (ERGs) known as CapGroups. This program reinforces our TRUSTED values by creating space for different groups with similar interests and lived experiences to join together and build an inclusive and equitable culture at White Cap. Our current CapGroups include Women in Construction, Hispanics in Construction and Associate Mental Health. As our program matures, we will look to expand these CapGroups.

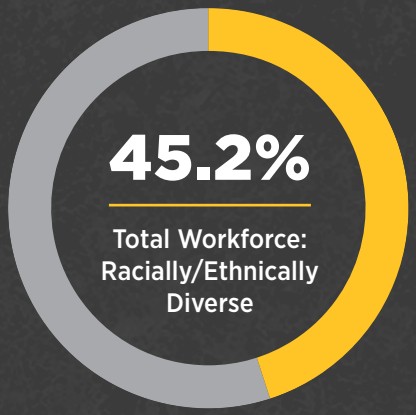


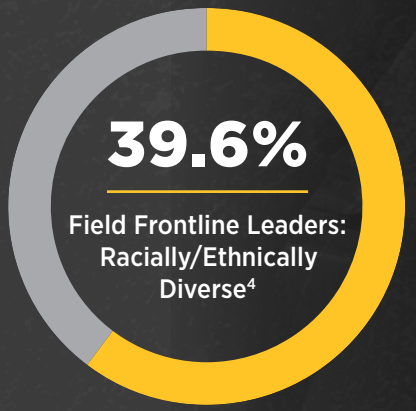
DIVERSITY SNAPSHOT[1,2]

White Cap introduced a talent scorecard in 2022 to assess our diversity performance at a granular level and serve as a diagnostic for continuous improvement. The scorecard has been updated for 2023 and includes, but is not limited to:









1 U.S. associates only.

2 Excludes "Not Specified" associates.

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

4 Field frontline leaders include U.S. and Canadian Branch Managers, Associate Branch Managers, Warehouse Managers and Warehouse Supervisors.

Inclusive Behaviors

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 include:

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

We continued an educational campaign in 2023 that highlights 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 associates on how they 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. Associates are nominated by their peers for embodying our TRUSTED values and recognized with a printed certificate honoring them as a Champion of Trust.

Great Place to Work Certification

In 2023, White Cap was certified by Great Place to Work, the global authority on workplace culture and employee experience. In 2024, White Cap was certified for a second year in a row. To be certified, Great Place to Work requires that 70% of employees report a positive experience with the organization.



In 2023, White Cap received an 81% positive score, 24 points higher than the average U.S. company. In 2024, White Cap received an 85% positive score, a 4 point increase from 2023 and 27 points higher than the average U.S. company. Highlights from our 2024 recognition include:

92%

of associates stated they can take time off from work when necessary

89%

felt welcome when they joined our organization

88%

feel a sense of pride when looking at what we accomplished together

87%

feel treated as a full team member regardless of position and feel they make a difference at White Cap

NAWIC Programs and Events

White Cap is a strong supporter of the National Association of Women in Construction (NAWIC). NAWIC works to strengthen and amplify the success of women in the construction industry by offering professional and educational development opportunities and advocating for women in all aspects of the industry. In 2023, White Cap supported a variety of the organization's programs and events, including:

- **NAWIC[1] Educational Foundation (NEF) Sponsorship:** White Cap became a corporate sponsor of the NEF and sponsored the Construction Bookkeeping Technician course during NAWIC's National Meeting.
- **Annual Block Kids competition:** White Cap sponsored a Lego®-building tournament for children in kindergarten through sixth grade that focuses on facilitating learning of the construction industry. In 2023, the NAWIC Greater Palm Beach chapter hosted 81 children from underprivileged communities at the Boys & Girls Club of Martin County. There, the chapter provided meals and organized activities to build self-esteem and encourage creative problem-solving.



- **Design drafting competition for high school students:** As part of the NEF, participants are given a project to perform in AutoCAD, which they then submit for a regional and national contest. White Cap sponsored this event for the NAWIC Greater Palm Beach chapter, with six high school students participating. The local winner went on to win the regional competition and landed a full-time position with Kimley-Horn, a premier planning and design consulting firm, as a structural drafter.
- **Burckle Place philanthropy events:** NAWIC's efforts benefit Burckle Place, which houses women in Palm Beach County, Florida, who find themselves homeless but are ineligible for transitional housing. Burckle Place is dedicated to assisting its residents in gaining self-awareness, enhancing their education, and offering support to achieve independence.
- **Educational opportunities:** White Cap associates Valentina Arango and Adriana Perez presented a breakout session at the NAWIC National Conference in Portland, Oregon, exploring marketing opportunities for Hispanic customers.
- **DE&I recognition:** White Cap received a runner-up certificate for NAWIC's Corporate Leadership DE&I Award cultivating an environment that brings advancement for under represented voices in the industry.

Hispanic Trade Association Partnerships

White Cap partners with various local and national Hispanic associations, including the Georgia Hispanic Construction Association, U.S. Council of Hispanics in Construction and the Metro D.C. Hispanic Contractors Association. White Cap supports these organizations through education and training, safety programs, financial sponsorships, industry certifications, community events and more. By providing

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

association members with support in these areas, we help them succeed and grow their businesses, which strengthens our communities and the construction industry. Last year's highlights include:

- **Georgia Hispanic Construction Association:** White Cap supported the organization's Pre-Con series, which trains its members to read blueprints, create accurate estimates and develop winning proposals.
- **U.S. Council of Hispanics in Construction:** White Cap sponsored Signal Person certification programs and provided safety program development and fall protection training across the country.
- **Metro D.C. Hispanic:** White Cap sponsored OSHA 10 certification programs and provided training materials and safety products.

Employee Resource Groups (CapGroups)

White Cap launched three employee resource groups, known as CapGroups, which are associate-led groups of people who share common interests, dimensions of identity or lived experiences. These CapGroups include Hispanics in Construction (SOMOS: White Cap), Women in Construction (BuildHER) and Mental Health Awareness (Stomping Out the Stigma). In 2023, we hosted eight events with over 3,000 total attendees.

Mental Health Awareness program highlights:

- Hosting a Mental Health Wellness webinar for associates.
- Partnering with Paint Love, a nonprofit organization that brings transformational art programming to schools and nonprofits to empower youth and strengthen communities. White Cap collected donations of art supplies and other needed items.
- Presenting a webinar on Grief and Emotional Awareness as a Safety/ Work Hazard.
- Hosting a webinar on Stress and Panic Attacks.

Hispanics in Construction program highlights:

- Hosting the Growth through the Hispanic Market webinar.
- Collecting donations and supplies for Los Niños Primero, a nonprofit organization that empowers Latino students and their families through holistic academic, leadership and community programs.

Women in Construction program highlights:

- Hosting a Fireside Chat with women leaders.
- Launching the Pilot Mentorship Program for 60 individuals, where we matched senior leaders throughout the business with field and functional women at all levels. This pilot lasted over six months and is the foundation for continued expansion of our mentoring programs.
- Partnering with Dress for Success Atlanta, a nonprofit organization that supplies professional attire to women so they can confidently interview for jobs. White Cap conducted a gift card drive to help make an impact on the lives of women in need.



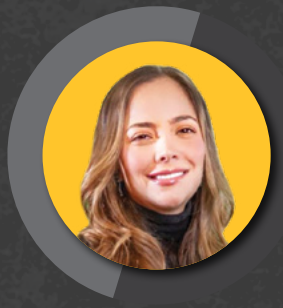
CAPGROUP SPOTLIGHTS



"I am so thankful to be one of the Associate Mental Health CapGroup leaders. This is a topic that has long been considered taboo to talk about at work. Part of being at White Cap is caring about our people, and caring for our people means acknowledging that we all come to work with our own stories, goals, struggles, joy and pain. With each interaction I have with a fellow associate, I try to remember that. You never know what someone else is going through.

I know we're making a difference because many associates have thanked us for the opportunity to speak on these topics and to know they are not alone."

AJAY PATEL
Senior Director, Human Resources
Norcross, Georgia



"I'm invested in proving the value Hispanics add to different sectors of the United States and providing them with the necessary tools to excel in their professional and personal lives. Leading the Hispanics in Construction CapGroup has not only been an amazing opportunity for me to become a better professional, but also has been an opportunity to provide spaces where we could come together as a team and grow as professionals, individuals and as a community. And it has been incredibly rewarding. The level of engagement of this group shows us the importance of creating safe spaces where individuals are seen and heard, and it goes a long way for everyone involved."

VALENTINA ARANGO
Field Marketing Manager
Norcross, Georgia



"I am proud to be a part of the Women in Construction CapGroup and the BuildHER Pilot Mentorship Program. I get to meet people in new areas of the company and take on projects outside my normal scope of work. These projects are an exciting opportunity to help the company and work on my professional development. My mentor has been a great resource for objective and supportive feedback. She also encourages me to think about my future, analyze my strengths and set goals for continuous improvement. I'm grateful to be a part of this community and am looking forward to being part of the Mentorship Program as it continues to grow."

KATE ROBINSON
Inside Sales
Gilberts, Illinois

CAPGROUP SPOTLIGHTS



"I took a leadership role in the Associate Mental Health CapGroup because I wanted to help create and foster an inclusive team environment at White Cap. Like so many others, I have struggled off and on throughout my life with mental health challenges and have always been afraid to talk about it. I thought if I could help even one person feel comfortable talking about it, I would feel accomplished.

The outpouring of heartfelt emails and texts I received after sharing my "why" on one of the webinars was incredible. I have never been prouder to be a part of something in my career. We truly are making a difference."

ROBBIE KUHN
Director, Sales Operations
Morristown, Indiana



"Leading the Women in Construction CapGroup has allowed me to learn more about challenges women go through in the industry. As part of the Mentorship Pilot Program, we were able to collaborate and showcase how we have been successful in our roles, along with hearing how others worked to get to where they were now. This mentorship pilot program allowed mentees to see how they can achieve their goals and how to navigate through challenges or hurdles. I've enjoyed networking and collaborating with different individuals. This allows me to share my knowledge to help others grow and reach their goals."

SARB GILL
Branch Manager
San Francisco, California



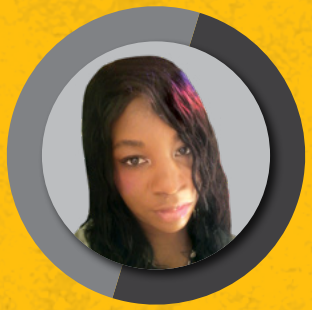
"Being able to participate in the SOMOS: White Cap Hispanics in Construction CapGroup has been amazing. It has allowed us to connect with other Hispanics and Latinos all over the country, sharing experiences and knowledge, making connections, learning best practices and finding some new insight on professional development as a Hispanic in Construction. I feel that SOMOS is creating a way for me to learn from those who have experienced the most and is enabling me to help those who will find themselves in my shoes one day. I truly believe SOMOS will help with my overall development, both professionally and personally."

GILBERTO CALDERON-GARCIA
Qualifications Sales
Norcross, Georgia

ASSOCIATE SPOTLIGHTS



SADIE DOWNES, Product Category Manager (Woolwine, Virginia) strives to create a positive work environment where all associates are recognized, celebrated and valued. She focuses on promoting her team's mental wellbeing by encouraging trust and open communication and using Personal and Wellness days. Finding a safe place in our work environments to talk openly about mental wellness is imperative to building an inclusive culture. Sadie is thrilled to be a part of White Cap's Mental Health Awareness CapGroup, which focuses on Stomping Out the Stigma surrounding mental health challenges. She encourages her team's health and wellness by scheduling regular informal meetings to check in and make sure everyone is prioritizing their health.



LE'SHAWN TOMLINSON, Business Process Analyst (Orlando, Florida) is positively impacting her community by participating in the Great American Teach-In. This nationwide event encourages professionals across all industries to visit public schools to demonstrate how education plays a role in children's future careers. Le'Shawn spoke to nine classes—150 students in total—about careers in construction. Participating in this annual event makes her feel connected with the community, and she hopes to inspire others to do the same. Le'Shawn lives by our TRUSTED value of Service by representing White Cap's commitment to our people and communities.



SARATH DABBARA, Lead Developer (Orlando, Florida) has played a critical role in improving IT processes and Power BI operations—turning unrelated data sources into coherent interactive insights, thanks to his Experienced talents. Sarath takes pride in his work through improving processes and proactively making decisions to improve the work efficiency of his team. He is motivated by our values of Teamwork, Dependable and Service and exemplifies that growing and developing our knowledge and skills to better serve our customers and teams is a priority for White Cap.



ASSOCIATE ENGAGEMENT AND DEVELOPMENT

Our associates are among the most knowledgeable professionals in the industry and play a vital role in helping White Cap and our customers succeed. The engagement and development of our Experienced associates are critical as we seek to deliver on our mission and vision. We support these engaged associates with formal and informal mentoring within the Finance Leadership Program, Career Development Program and the Women in Construction CapGroup. We encourage all associates, regardless of their background or education level, to take charge of 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 roles.

White Cap provides the necessary tools and support to help our associates reach their full potential. We have created targeted leadership development training for current and future leaders and role-specific training programs for any career level. Our programs include:

- **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.
- **Accelerated Sales Program (ASP):** A hands-on training and coaching program that prepares early career associates to achieve success and excellence in sales by learning from experienced Account Managers.[1]
- **Career Development Program (CDP):** A 12 to 18-month cross-functional program for new or recent graduates that allows them to gain diversified experience in operational leadership roles throughout White Cap.
- **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.
- **New Manager Orientation (NMO):** A 12-week leadership development program that provides new and new-to-White Cap managers with essential management resources and tips.
- **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.

1 Account Managers are also known as Outside Sales Representatives.

DEVELOPMENT HIGHLIGHTS

White Cap offers more than

600

online training courses to our

9,500+

associates, and we continue to grow our course catalogue.

8,130+

hours of associate training in our Leadership Development Programs in 2023.

78%

retention rate for our Career Development Program.



Surveys and Feedback

We believe that engaging with our associates regarding our culture and areas of improvement as an organization is imperative. We strive to listen to our associates, regularly surveying our teams to gather constructive feedback. In November 2023, we launched our third annual Associate Culture 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.
- Safety practices are essential for our associates to perform at their best every day.
- White Cap makes it clear that discrimination is not tolerated.

More details on our survey results.

CapGroups Boost Engagement

Our engagement survey found that associates who participated in our CapGroups had higher engagement scores than non-participants. This survey measured associates' emotional attachment to the organization, behaviors resulting from that attachment, sense of personal accomplishment at work, pride in the organization and willingness to stay with the organization. As compared to other White Cap associates, CapGroup participants felt:

- More engaged (by 3 points)
- More proud to work for White Cap (by 8 points)
- More favorable regarding the opportunities for growth and development in their roles (by 7 points)

Overall, associates who participated in a CapGroup expressed a greater affinity to White Cap's culture on the engagement survey.

The action planning process is a key component of our culture strategy. Listening and gaining these insights drive improvement in our business and our culture. We provide senior leaders across the enterprise with access to the survey results, reports, dashboards and action planning capabilities. They are responsible for reviewing the data, identifying the key themes and drivers of engagement and communicating the findings to their teams. Additionally, we leverage drivers of engagement and opportunity areas and focus on primary areas of impact, which builds a culture of performance and recognition through aligning leadership and efforts. Performance items scored lower than benchmarks, especially regarding associates having the tools and resources they need to perform and the confidence that people are held accountable for performance. To support our associates, communications and campaigns around human resources processes, field leadership training, tools and resources are underway.

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 about 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 their communities.

Double Your Impact Program

White Cap is proud to support our teams that donate to, sponsor and support local charities. Through the Double Your Impact Program, associates can request a monetary corporate match for local team fundraising that is aligned with our TRUSTED values.



In 2023, White Cap donated $50,000 in matching grants on behalf of the associates and teams who used the Double Your Impact program for their fundraising efforts. From the 20+ fundraising efforts and events tracked through the program, over $264,000 was donated to organizations such as Folds of Honor, Haymakers for Hope, Boys and Girls Club, Pancreatic Cancer Foundation, Habitat for Humanity, Shepherd's Men and more.

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 more than 10 years to support their mission to advance cures and means of prevention for catastrophic childhood diseases through research and treatment. 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 increasing from 20% in 1962 to more than 80% 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. In 2023, we also partnered with DeWALT during the Ally 400 NASCAR Cup Series at the Nashville Superspeedway. At the event, the No. 20 DeWALT car was co-branded with White Cap and St. Jude in recognition of White Cap's and DeWALT's mutual passion for St. Jude Children's Research Hospital.

With donations from the St. Jude Walk/Run, DeWALT partnership donation, payroll donations, associate-led fundraising events and generous donations made on behalf of our associates year-round, White Cap raised over $638,000 for St. Jude in 2023.

Toys for Tots

In support of Toys for Tots, we held our second Annual Holiday Toy Drive, where branches across the U.S. volunteered their locations as drop-off sites. Over 60 branches participated, and our associates across the country supported the cause by making toy and monetary donations. As One Team, we donated over 3,000 toys for children in need in 2023.

Arbor Day Foundation

We were thrilled to establish our first year of partnership with Arbor Day Foundation in 2023. This organization aligns with our commitment to create a more sustainable future by mitigating our environmental impact, while also empowering our associates to strengthen and beautify the local communities where we live and work. Through this partnership, White Cap has engaged with teams across the country to participate in planting their own trees, which were provided and distributed through the Foundation's Community Canopy program. In 2023, White Cap distributed more than 200 trees to associates to plant in their local communities.

In addition to the Community Canopy Program, White Cap hosted an urban community tree planting event in Atlanta as part of our commitment to building safer and healthier cities. During the event, 30 Atlanta-based White Cap associates and leaders planted over 50 trees together.

In 2023, White Cap distributed more than 200 trees to associates to plant in their local communities.



Helping Hand Fund

White Cap's Helping Hand Fund gives back to our fellow associates during times of need. The Helping Hand Fund is a 501(c)(3) nonprofit that is operated and funded entirely by White Cap associates for White Cap associates. Those donated funds provide emergency assistance for associates and their families during natural disasters and other catastrophic events. One hundred percent of the funds collected go directly to associates in need.

In 2023, our associates contributed over $194,000 in payroll deductions and one-time donations to the Helping Hand Fund.

Local Community Support

White Cap remains dedicated to giving back and strengthening our local communities. Our service extends to our local communities in the form of volunteerism, onsite donation drives and company product donations. Last year, we supported a variety of local causes. Some examples include:

White Cap associates and customers in the Valley District came together to support Family Promise, a nonprofit organization dedicated to preventing and ending family homelessness. White Cap hosted a Customer Appreciation Golf Tournament,



raffled off prizes and collected donations. Thanks to these efforts, White Cap helped raise more than $27,000 for Family Promise.

White Cap Detailer Andrea Smith participated in the 13th annual Riders for Moebius event, which is dedicated to supporting and raising awareness towards Moebius syndrome, a rare congenital neurological condition. The proceeds raised from the event supported Many Faces of Moebius Syndrome (MFOMS), a nonprofit organization that provides education, awareness and support to those impacted by Moebius syndrome. Andrea and the other participants helped raise over $6,000 in support of the cause.

White Cap's Iowa/Nebraska district supported the local Boys and Girls Club of Central Southwest Iowa. During the chapter's city-wide picnic celebrating its 20th anniversary as a Boys and Girls Club member, District Manager Casey Lechtenberg and his team donated $2,600 to support the club's efforts. The donation will assist the chapter in building a multipurpose gym attached to the Boys and Girls Club campus in the community.

The Central Midwest District, led by Anthony Callura, invited a guest speaker from Folds of Honor, an organization that provides educational scholarships to families of fallen and disabled service members, to its annual supplier trade show. Anthony and his team provided Folds of Honor with a booth at the trade show, where it could share its mission and collect donations. Together, our associates and suppliers donated $7,600 to the organization.

Members of the Atlanta Finance team and other functional associates volunteered at the Atlanta Community Food Bank. Together, the team packed 4,145 pounds of food, equating to 3,454 meals for neighbors in need.

Customer Care Manager Jeff Stowe volunteered two weekends to help clean up forests in his community. Jeff managed a land clean-up in Tuolumne County, California and helped volunteers with Tuolumne River Trust plant over 600 trees on the land impacted by wildfires.

In 2023, we raised and donated over

$1.4 million

to nonprofits!

HEALTH AND SAFETY

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 that all individuals are comfortable and prepared to perform all necessary tasks. We strive to eliminate or reduce health and safety risks through the continuous improvement of our EHS management system.

EHS Management System

White Cap has implemented an EHS management system to ensure regular safety inspections and provide support for proper reporting of and corrective action in response to safety hazards, near-misses and incidents. This system serves as a case management system to help track incident investigations and provide readily available metrics for various levels of management and leadership. We also leverage our EHS system to discover incident root causes and key learnings and drive the creation of new, relevant training and policy adjustments.

ISO 14001 Certification

In 2023, we began obtaining ISO 14001 certification for two pilot branches in Norcross, Georgia and Tampa, Florida. As part of this effort, we conducted general awareness training and mock third-party auditing to identify sustainability gaps and better understand how to manage our environmental risks and safety hazards.

We conducted an analysis to determine what aspects of our business had the most profound impact on the environment and launched waste reduction and stormwater run-off management initiatives to reduce our environmental impact. We also created our **Environmental, Health and Safety Policy** to show our commitment to continually improving our EHS performance, proactively protecting the environment and doing our part to reduce global emissions, and providing a safe and healthy work environment, while striving to prevent work-related incidents and injuries.

This policy includes:

- **Product Innovation:** White Cap is committed to working with suppliers that manufacture products that lead to a safer and more responsible construction industry. By ensuring customers have access to these innovative products, we can more effectively reduce the environmental impact of construction-related projects and create safer working environments for construction workers.
- **Operational Integrity:** We are committed to operating with ethics and integrity, complying with relevant EHS compliance obligations and upholding strict standards for business conduct, ethics and governance.
- **Sustainable Operations:** We are dedicated to incorporating environmental sustainability into our operations, and we are currently creating a policy that reinforces our goal of sustainable environmental stewardship. We have a responsibility to minimize our environmental impact and do our part to create a more sustainable future. This includes, but is not limited to, reducing emissions, waste generation and energy use.
- **Governance:** We are committed to regularly auditing and evaluating the EHS management system to ensure its effectiveness in driving compliance with relevant EHS legislation and regulations.
- **Our People & Communities:** White Cap is committed to providing a safe work environment and ensuring that individuals are prepared and equipped to do their job safely. We share accountability to encourage our peers to value safe work practices and safety programs in a positive and proactive way. We empower every associate to stop work at any time if the job or task seems unsafe.



SAFETY STANDARDS

Our EHS team has implemented 10 Safety Standards that are meant to protect all our associates and enforce our culture of keeping safety at our core.

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.

PERSONAL PROTECTIVE EQUIPMENT (PPE)
Appropriate PPE must be worn for warehouse, yard, fabrication and delivery operations.

SEAT BELTS
Seat belts must always be worn when operating any equipment.

THREE POINTS OF CONTACT
Three points of contact must be used to mount and dismount all vehicles and ladders.

MACHINE OPERATION
Body parts shall not be placed in a point of operation or in established dangerous work zones unless following a written safe work procedure.

VEHICLE TRAVEL
Vehicle operators must always look in the direction of travel without the distraction of cellphones or paperwork.

MACHINE SAFETY DEVICES
Machine operators must ensure fixed and interlocked guards or safety devices are in place for normal operation.

SUSPENDED LOADS
Walking under or near a suspended load is strictly prohibited.

ZONE OF SAFETY
Vehicle operators and pedestrians must always maintain a radius from operating vehicles.

LOCK-OUT TAG-OUT
Tampering with a machine that is locked is strictly prohibited.

Reporting Incidents

White Cap has implemented VelocityEHS®, a system that helps 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.

Safety Spotlight

White Cap Associates Save Colleague's Life

A team of associates in Escondido, California, banded together using our TRUSTED Values of Teamwork and Relentless to help save a fellow associate's life during a cardiac emergency. After finding a colleague unconscious at his desk, four White Cap associates acted quickly to contact 911 and start CPR. The associates worked together, counting and performing chest compressions until they revived their teammate. Moments later, the paramedics arrived, stabilized the associate and transported him to the hospital. Thanks to the White Cap team's quick response and collaboration, their teammate made it home safely to his family.

Safety Data

METRIC	2023
Total OSHA Recordable Case Rate	3.16
Lost Time Incident Rate	0.94
Days Away Restricted Time	2.89

Our customers' safety is a commitment 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 55,200 hours of jobsite safety awareness training in 2023, including during OSHA's National Safety Stand Down Week, during which we trained thousands of contractors at 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.

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, and we continually evaluate and improve our training programs to reflect best practices. In 2023, associates participated in more than 36,000 hours of EHS training.

Best Practices

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

55,200+

hours of jobsite safety awareness training by White Cap specialists in 2023.



4. GOVERNANCE AND SECURITY

GOVERNANCE

ANTI-CORRUPTION AND BUSINESS ETHICS

SDG 13

White Cap takes great pride in its commitment to operating ethically and with integrity. We hold ourselves to the highest standards for business conduct, ethics and governance. Our associates are bound by our Code of Business Conduct and Ethics, which includes comprehensive policies aimed at promoting anti-corruption and fair business practices. Associates are also required to complete compliance training, including written acknowledgement of all policies, upon hire and annually.

Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics provides guidance and resources to help our associates make ethical decisions in their daily work. This policy is the foundation of our business ethics program and outlines the principles and expectations for ethical behavior at White Cap. Management is responsible for administering the program, with Board oversight. White Cap's Code of Business Conduct and Ethics covers the following topics:

- **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**
- **Reporting of illegal or unethical behavior**

All of our associates are required to comply with our Code of Business Conduct and Ethics and, in 2023, over 97% of our associates completed our ethics training.

Bribery & Corruption Programs

White Cap prohibits any form of bribery or corruption in its business dealings, whether with public officials or private parties. Our anti-bribery and corruption policy sets the standards and expectations for all associates, contractors, consultants and other representatives who act on behalf of White Cap. The policy covers topics such as gifts, hospitality, donations, facilitation payments, conflicts of interest and record keeping. As with all of our policies, associates can report violations anonymously through White Cap's Alertline.

Associates must confirm that they have read the policy during their yearly review of the Code of Business Conduct and Ethics policy.

White Cap management administers the Bribery and Corruption program, with Board oversight. We are currently enhancing our compliance and ethics program to include internal monitoring capabilities to proactively detect corruption.



Whistleblower Program

White Cap is committed to the highest standards of ethical, honest and legal business conduct. Our Whistleblower program allows employees to report any suspected misconduct, fraud, or violation of laws, regulations, or company policies. The program ensures confidentiality and anonymity for the reporters and protects them from any form of retaliation or discrimination. Having a **Whistleblower Policy** promotes transparency, accountability and trust, as well as prevents or detects potential risks and liabilities. The Board's Audit Committee has oversight responsibility and administers the Whistleblower Policy.

Environmental, Health and Safety

Our Code of Business Conduct and Ethics 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.

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 another 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 channels. All associates may raise concerns anonymously and without fear of retaliation.

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.

Our leadership and staff are fully committed to maintaining the safety and security of our systems and data.

DATA SECURITY AND CYBERSECURITY

The security of our data and protection against cyber threats is of utmost importance at White Cap. Our leadership and staff are fully committed to maintaining the safety and security of our systems and data, including the information entrusted to us by our customers and vendor partners. We continuously invest in information security processes to identify, assess and manage risks from cybersecurity threats.

Our Information Security team participates in tabletop exercises with scenarios that represent real-world threats, including phishing, cloud breaches, ransomware, disaster recovery and more. These exercises help our team validate response plans and capabilities to ensure a rapid response in the event of a cyber incident and help identify vulnerabilities and threats before they become a reality.



Training

All our associates receive annual data security and privacy training, and targeted internal audiences receive customized, role-based training to increase awareness.

Policies and Compliance

We have established information security and privacy policies that align with regulatory requirements, and these policies are regularly reviewed to ensure compliance. Additionally, we undergo internal and external audits and tests throughout the year to maintain compliance with the Payment Card Industry Data Security Standard and other requirements. We also engage a third-party evaluator to assess our information security maturity annually.

Preparedness

In the event of a security issue, we have defined procedures in place that enable us to respond and recover as quickly as possible. Our information security team oversees our efforts on a day-to-day basis, fostering a collectively secure culture.

BOARD DEVELOPMENT AND DIVERSITY

White Cap's Board of Directors is dedicated to ethical and effective corporate governance. Our Board is responsible for White Cap's strategic direction and for 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.

White Cap's Board of Directors is comprised of

12

members, including five independent directors.[1]

These independent members are not affiliated with the company's management or other stakeholders and can exercise independent judgment and oversight. Board independence is important to White Cap because it prevents conflicts of interest and enhances the credibility and reputation of the company.

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

- **The Audit Committee** oversees financial reporting, internal controls, sustainability metrics, compliance and risk assessment. It plays an important role in promoting financial statement accuracy and high-quality auditing by overseeing the audit process and the internal and external auditors.
- **The Compensation Committee** is responsible for Executive and Senior Management compensation and succession planning. It also oversees 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, conducting Board evaluations and shaping the Company's corporate governance.



1 Value as of FY'23



5. ESG DATA TABLES AND CONTENT INDEX

DIVERSITY TABLES

White Cap Workforce Breakdown[1]

Ethnicity	2021		2022		2023	
White (Not Hispanic or Latino)	3,765	(47.0%)	4,123	(48.2%)	4,228	(48.8%)
Hispanic or Latino	1,546	(19.3%)	1,700	(19.9%)	2,020	(23.3%)
Black or African American	862	(10.8%)	986	(11.5%)	984	(11.4%)
Asian	162	(2.0%)	180	(2.1%)	180	(2.1%)
Two or More Races	146	(1.8%)	156	(1.8%)	174	(2.0%)
Native Hawaiian or Other Pacific Islander	60	(0.7%)	69	(0.8%)	70	(0.8%)
American Indian or Alaska Native	32	(0.4%)	52	(0.6%)	59	(0.7%)
Not Specified[2]	1,440	(18.0%)	1,291	(15.1%)	951	(11.0%)
Total	**8,013**		**8,557**		**8,666**	

Gender	2021		2022		2023	
Male	6,668	(83.2%)	7,060	(82.5%)	7,171	(82.7%)
Female	1,309	(16.3%)	1,447	(16.9%)	1,459	(16.8%)
Not Specified[2]	36	(0.4%)	50	(0.6%)	36	(0.4%)
Total	**8,013**		**8,557**		**8,666**	

1 U.S. associates only.
2 Not Specified indicates data is unavailable due to M&A additions or associates opting not to indicate.

Leadership by Gender[1][3]

Metric	2021		2022		2023	
Male	61	(74.4%)	70	(71.4%)	72	(69.2%)
Female	21	(25.6%)	28	(28.6%)	32	(30.8%)
Not Specified[2]	-	-	-	-	-	-
Total	**82**		**98**		**104**	

Leadership By Racial/Ethnic Diversity[1][3]

Ethnicity	2021		2022		2023	
White (Not Hispanic or Latino)	60	(73.2%)	80	(81.6%)	86	(82.7%)
Hispanic or Latino	6	(7.3%)	8	(8.2%)	9	(8.7%)
Black or African American	2	(2.4%)	2	(2.0%)	2	(1.9%)
Asian	4	(4.9%)	3	(3.1%)	4	(3.8%)
Two or More Races	2	(2.4%)	1	(1.0%)	-	-
Native Hawaiian or Other Pacific Islander	-	-	-	-	-	-
American Indian or Alaska Native	-	-	-	-	-	-
Not Specified[2]	8	(9.8%)	4	(4.1%)	3	(2.9%)
Total	**82**		**98**		**104**	

1 U.S. associates only.
2 Not Specified indicates data is unavailable due to M&A additions or associates opting not to indicate.
3 Leadership includes directors, senior directors, vice presidents and executives.

ENVIRONMENT

Climate Risk/Resilience

Metric	2022[1]	2023[1]
Primary GHG Emissions (MT CO_2e)[2]	**49,885**	**67,557**
Scope 1	25,896	33,805
Scope 2	23,989	33,752
Scope 3 Emissions (MT CO_2e)	3,122,325	3,737,015
Primary GHG Emissions Intensity (MT CO_2e/$M revenue)[3]	**7.8**	**11.1**
Scope 1 Intensity	4.1	5.5
Scope 2 Intensity	3.8	5.5
Real Estate Footprint with High Climate Risk (%)[4]	5	5

Energy Consumption

Metric	2022[1]	2023[1]
Total Energy Consumption (MWh)	**172,094**	**228,499**
Fuel	49,459	75,530
Electricity	72,716	100,682
Natural Gas	49,579	51,235
Other	340	1,052
Renewable Energy[5]	-	445

1 White Cap measured our 2023 and restated our 2022 carbon footprint in partnership with Watershed. Watershed employs a methodology aligned with the GHG Protocol Corporate and Reporting Standard. The platform's methodology has received third-party verification, using the most recent and relevant emissions guidance. For additional information on Watershed, see note at the end of this report.

2 MT = metric tons.

3 $M = millions of dollars.

4 Climate risks include coastal flooding, drought, wild fire, tropical cyclone, water stress, fluvial flooding, pluvial flooding, and temperature extremes.

5 New Metric for 2023.

Total Energy Intensity (MWh/$M revenue)	**27.1**	**37.4**
Fuel	7.8	12.4
Electricity	11.4	16.5
Natural Gas	7.8	8.4
Other	0.1	0.2
Renewable Energy[5]	-	0.1

Waste and Water

Metric	2022[1]	2023[1]
Total Waste Generated (MT)	14,921	15,964
Non-Hazardous	14,368	15,409
Hazardous	544	555
Hazardous Waste Recycled	523	545
Hazardous Waste Disposed	21	10
Waste Generation Intensity (MT/$M revenue)	2.3	2.6
Recycling Rate (%)	17.9	16.4
Total Water Consumption (m^3)[1]	228,102	226,693
Water Intensity (m^3/$M revenue)[1]	35.9	37.1

1 White Cap measured our 2023 and restated our 2022 carbon footprint in partnership with Watershed. Watershed employs a methodology aligned with the GHG Protocol Corporate and Reporting Standard. The platform's methodology has received third-party verification, using the most recent and relevant emissions guidance. For additional information on Watershed, see note at the end of this report.

2 MT = metric tons.

3 $M = millions of dollars.

4 Climate risks include coastal flooding, drought, wild fire, tropical cyclone, water stress, fluvial flooding, pluvial flooding, and temperature extremes.

5 New Metric for 2023.

SOCIAL

Diversity, Equity and Inclusion[1]

Metric	2021	2022	2023
Workforce, Percent Women (%)	16.3	16.9	16.8
Leadership, Percent Women (%)[2]	25.6	28.6	30.8
Workforce, Percent Racially/Ethnically Diverse (%)	42.7 [R]	43.3 [R]	45.2
Leadership, Percent Racially/Ethnically Diverse (%)[2]	18.9	14.9	14.9

1 U.S. associates only. Calculations exclude Not Specified associates.
2 Leadership includes directors, senior directors, vice presidents and executives.
* Certain 2022 figures have been restated [R] due to enhanced data availability.

Supplier Diversity[1]

Metric	2021	2022	2023
Diverse Supplier Spend $M	-	113 [R]	124
Small Business Spend $M	-	789 [R]	955

1 Current year values.
* Certain 2022 figures have been restated [R] due to enhanced data availability.

Workforce

Metric	2021	2022	2023
Total Recordable Incident Rate (TRIR)	2.89	3.12	3.16
Lost Time Incident Rate (LTIR)	0.91	0.98	0.94
Days Away Restricted Time (DART)	2.81	1.57	2.89
Hours of EHS Training for Associates	17,500 +	19,000 +	36,000 +
Hours of Jobsite Safety Awareness Training Delivered by White Cap Specialists	40,000 +	44,500 +	55,200 +

Associate Development and Engagement

Metric	2021	2022	2023
Training Courses Offered	430	513	613
Average Tenure (years)	7.2	7.2	7.4
Associate Net Promoter Score[1]	39	23	19
Completion Rate of New Associates Orientation (%)	90.4	95.8	95.0
Associates that Completed Leadership Training	400 [R]	375	1,771
Career Development Program (CDP): Retention Rate (%)	75	79	78
Corporate/Total Donations through White Cap	$450K	$870K	$1.4M
Turnover Rate (%)[2]	19	28	30
Voluntary Turnover (%)	15	23	21
Involuntary Turnover (%)	4	5	8

1 Includes associates from recent acquisitions.
2 Company estimate.
* Certain 2021 and 2022 figures have been restated [R] due to enhanced data availability.

GOVERNANCE

Ethics and Compliance

Metric	2021	2022	2023
Associates Trained on Code of Conduct (%)	99 +	98 +	97 +

Board Composition[1]

Metric	2021	2022	2023
Total # of Directors	11	12	12
Female Directors (%)	9.1	16.7	16.7
Racially and Ethnically Diverse Directors (%)	9.1	8.3	8.3
Independent Directors (%)	36.4	41.7	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 as of fiscal year end.

Updated Environmental Calculation Methodologies

In 2023, White Cap implemented improvements to our Scopes 1-3 emissions calculations process. Through onboarding a Carbon Disclosure Project gold-accredited software solutions platform, Watershed, White Cap captured its GHG emissions with enhanced granularity. Methodologies employed align with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standards, adhering to the latest guidance. Our Scope 3 ("value chain emissions") disclosures now include the following categories of activities:

- 1 (Purchased Goods and Services)
- 2 (Capital Goods)
- 3 (Fuel and Energy-Related Activities not included in Scope 1 or Scope 2)
- 5 (Waste Generated in Operations)
- 6 (Business Travel)
- 7 (Employee Commuting)
- 9 (Downstream Transportation and Distribution)

To better understand our overall emissions trend, we have also restated our 2022 emissions values in accordance with the Watershed methodology.
This reflects more tailored emission factors and enhanced data availability in certain areas. Our partnership with Watershed allows us to measure and analyze our footprint with a greater lens into our business operations. White Cap is committed to providing transparency to its stakeholders and will seek to continuously improve our reporting processes and methodology, which may result in periodic restatement of the metrics disclosed in prior reports.

As of April 2023, White Cap Parent, LLC, which indirectly wholly owns White Cap Supply Holdings, LLC, received an ESG Risk Rating of 22.0 from Morningstar Sustainalytics and was assessed to be at medium risk of experiencing material financial impacts from ESG factors. In no event shall the White Cap 2023 Sustainability Report be construed as investment advice or expert opinion as defined by the applicable legislation.

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SASB INDEX

Multiline And Specialty Retailers & Distributors

Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Category	Unit Of Measure	Code	White Cap Disclosure 2023
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) 822,596.4 GJ (2) 44.0% (3) 0.2%
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) 21% (total company) (2) 8% (total company)
	Total amount of monetary losses as a result of legal proceeding 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 loses.

Topic	Accounting Metric	Category	Unit Of Measure	Code	White Cap Disclosure 2023
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 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 describes the nature, context and any corrective actions taken as a result of the monetary loses.

Activity Metrics

Accounting Metric	Category	Unit Of Measure	Code	White Cap Disclosure 2023
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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