

SASB DISCLOSURE INDEX

The Sustainability Accounting Standards Board (“SASB”) is an independent, standards-setting organization whose mission is to develop comparable sustainability metrics for public corporations to disclose material, decision-useful information to investors. We have considered the industry standards (as defined by SASB’s Sustainable Industry Classification System) for Multiline and Specialty Retailers & Distributors and we have provided below the relevant data and/or the location of the applicable information in our IMPACT Report. As of August 2022, the International Sustainability Standards Board (ISSB) of the IFRS Foundation assumed responsibility for the SASB standards. ISSB has committed to maintain, enhance and evolve the SASB standards and encourages preparers and investors to continue using the SASB standards.

Unless otherwise specified, the information is as of our fiscal year end 2023. We have evaluated our strategy against the most current and material sustainability topics for our business and stakeholders. As such, we have identified applicable provisions of SASB for the Multiline and Specialty Retailers & Distributors industry, which we cross-reference to the SASB Disclosure Index. Certain information is not disclosed herein because that information (i) is not considered material for purposes of determining our sustainability strategies or is privileged or confidential; (ii) could cause a competitive disadvantage to our business if publicly disseminated; or (iii) is not currently collected in a manner correlative with the related SASB metric.

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA RESPONSE	REFERENCE
Energy Management in Retail & Distribution					
[1] Total energy consumed, [2] percentage grid electricity and [3] percentage renewable	Quantitative	Gigajoules [GJ], Percentage [%]	CG-MR-130a.1	[1] 1,299,535 GJ [2] 11% [3] Unknown	GHG Emissions and Energy Consumption Disclosure
Data Security					
Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR230a.1	Details can be found in our Supplemental Data Security Disclosure	Supplemental Data Security Disclosure, Page 1
[1] Number of data breaches, [2] percentage involving personally identifiable information [PII], [3] number of customers affected	Quantitative	Number, Percentage [%]	CG-MR230a.2	[1] One data breach in 2020; [2] Unknown; [3] Unknown	Form 8-K filed July 27, 2020
Labor Practices					
Percentage of in-store employees earning minimum wage	Quantitative	Percentage [%]	CG-MR-310a.1	0.4%	IMPACT Report, Page 13
[1] Voluntary and [2] involuntary employee turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	[1] 20%; [2] 7%	IMPACT Report, Page 16
Workforce Diversity & Inclusion					
Percentage of gender and racial / ethnic group representation for [1] management and [2] all other employees	Quantitative	Percentage [%]	CG-MR330a.1	[1] Management: · Gender: 15% Female · Racial / Ethnic Minority 17% [2] All Other Associates: · Gender: 19% Female · Racial / Ethnic Minority 32%	IMPACT Report, Page 21
Product Sourcing, Packaging & Marketing					
Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting Currency	CG-MR410a.1	\$68.1 million of EPA WaterSense-certified products	IMPACT Report, Page 29

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TABLE 2. ACTIVITY METRICS

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA RESPONSE	REFERENCE
Number of: [1] retail locations and [2] distribution centers	Quantitative	Number	CG-MR000.A	<ul style="list-style-type: none"> · 699 branch locations · 4 distribution centers 	Annual Report, Page 34
Total area of: [1] retail space and [2] distribution centers	Quantitative	Square meters [m ²]	CG-MR000.B	<ul style="list-style-type: none"> · Approximately 678,000m² of branch locations · 117,615m² of distribution centers 	N/A
Total number of employees	Quantitative	Number	N/A	<ul style="list-style-type: none"> · 7,800 	Annual Report, Page 23