

# 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 ESG Report.

Unless otherwise specified, the information is as of our fiscal year end 2021. We have evaluated our strategy against the most current and material ESG 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 ESG 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
<b>Data Security</b>					
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; [2] Unknown; [3] Unknown	Form 8-K filed July 27, 2020
<b>Labor Practices</b>					
Percentage of in-store employees earning minimum wage	Quantitative	Percentage [%]	CG-MR-310a.1	0.02%	ESG Report, Page 12
[1] Voluntary and [2] involuntary employee turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	[1] 21%; [2] 5%	ESG Report, Pages 14-15
<b>Workforce Diversity &amp; Inclusion</b>					
Percentage of gender and racial/ethnic group representation for [1] management and [2] all other employees	Quantitative	Percentage [%]	CG-MR330a.1	[1] Management: · Gender: 14% Female · Racial / Ethnic Minority 17% [2] All Other Associates: · Gender: 17% Female · Racial / Ethnic Minority 32%	ESG Report, Page 18
<b>Product Sourcing, Packaging &amp; Marketing</b>					
Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting Currency	CG-MR410a.1	\$50.2 million of EPA WaterSense-certified products sold during FY2021	ESG Report, Page 23



**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"> <li>· 590 branch locations</li> <li>· 5 distribution centers</li> </ul>	Annual Report, Page 4
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters [m <sup>2</sup> ]	CG-MR000.B	<ul style="list-style-type: none"> <li>· 603,219m<sup>2</sup> of branch locations</li> <li>· 84,713m<sup>2</sup> of distribution centers</li> </ul>	N/A
Total number of employees	Quantitative	Number	N/A	<ul style="list-style-type: none"> <li>· 5,700</li> </ul>	Annual Report, Page 11

