

Sustainability Report

20
24



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Section 1

A Message from our CEO



A Message from our CEO

On behalf of TopBuild, I am pleased to present our 2024 Sustainability Report. Our leadership team and Board of Directors are dedicated to responsible engagement and sustainable business practices, which are integrated into all aspects of our operations. At its core, our business enables enhanced energy efficiency in the built environment through the distribution and installation of insulation and insulation related products.

We take a holistic approach to corporate resilience, with a focus on delivering long-term value to all of our stakeholders. This is grounded in maintaining a robust and adaptable business model that emphasizes growth, a culture of safety and collaboration, an unwavering commitment to operational excellence, and the drive to improve.

While our thousands of customers rely on us to provide them with solutions that maximize their energy savings and reduce their greenhouse gas emissions, our commitment to a resilient and sustainable business model extends beyond products and services for our customers. Through initiatives like fleet optimization and the reduction in the use of blowing agents containing hydrofluorocarbons, we are making substantial progress in maintaining our own low emissions intensity even as we have substantially grown the size of our Company.

At the same time, we continue to invest in our people, fostering a workplace built around our values of safety, integrity, focus, innovation, unity, community, and empowerment. Prioritizing the health and safety of our nearly 14,000 employees is embedded in our culture at TopBuild, so that we can ensure we have the talent and culture needed to drive sustainable growth.



Robert Buck,
President and CEO

We are particularly proud that for the second year in a row, TopBuild has been certified as a ‘Great Place to Work’, by the global organization of the same name. This recognition is based on the direct feedback of our employees.

We were also named to *Forbes’* inaugural list of America’s Best Companies for 2025. Approximately 2,000 public companies were assessed and only 300 companies were selected. This honor is yet another testament of our growth and success.

Looking ahead, we are dedicated to delivering energy efficiency for the benefit of our customers and the environment. We believe that to continue to deliver long-term value for all stakeholders we must build on our track record of strong corporate governance while continuing to ensure the resiliency of our business, a core component of our strategic plan. Towards that end, we continually assess and manage business risks across our organization, both financial and non-financial. We also remain committed to ongoing improvement and innovation, embracing change as our industry evolves.

Thank you for your trust and continued partnership. We are excited about the opportunities ahead and remain dedicated to delivering long-term value through innovation, a culture of continuous improvement , and responsible growth.

Thank you,



Robert Buck
President and Chief Executive Officer





Section 2

Introduction to TopBuild



Introduction to TopBuild

WHAT WE DO: PROVIDING SOLUTIONS THAT REDUCE ENERGY CONSUMPTION

TopBuild specializes in energy-efficient solutions, offering expertise across all insulation material types. We distribute and install a wide range of insulation products designed to reduce energy consumption, optimize usage, and lower utility costs for homes, businesses, and industrial facilities.

Investing in high-quality insulation is one of the most effective ways to improve energy performance and we collaborate closely with customers to ensure they are using the most efficient insulating materials. By helping customers in the United States and Canada reduce their carbon footprint and achieve sustainability goals, we play a vital role in the global effort to combat climate change.

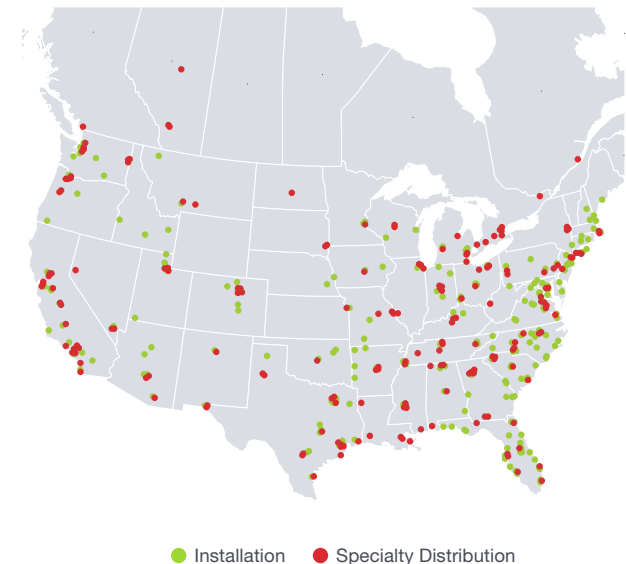
Looking ahead, the growing emphasis on sustainable practices and energy conservation continues to expand opportunities for our company.

HEADQUARTERS
DAYTONA BEACH, FL

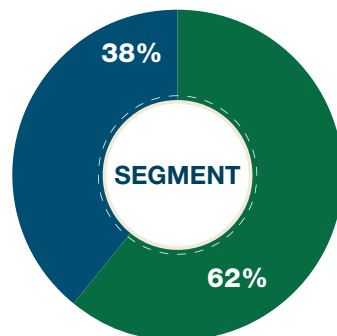
REVENUE
\$5.3B

EMPLOYEES
~14,000

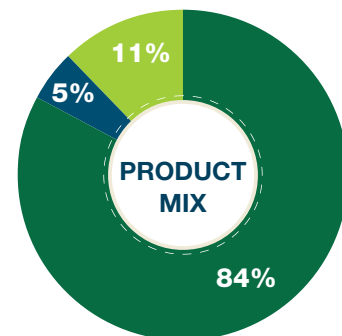
TOTAL BRANCHES
~440



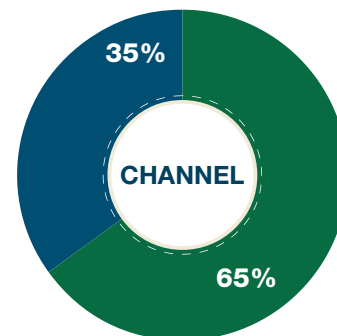
SALES BREAKDOWN



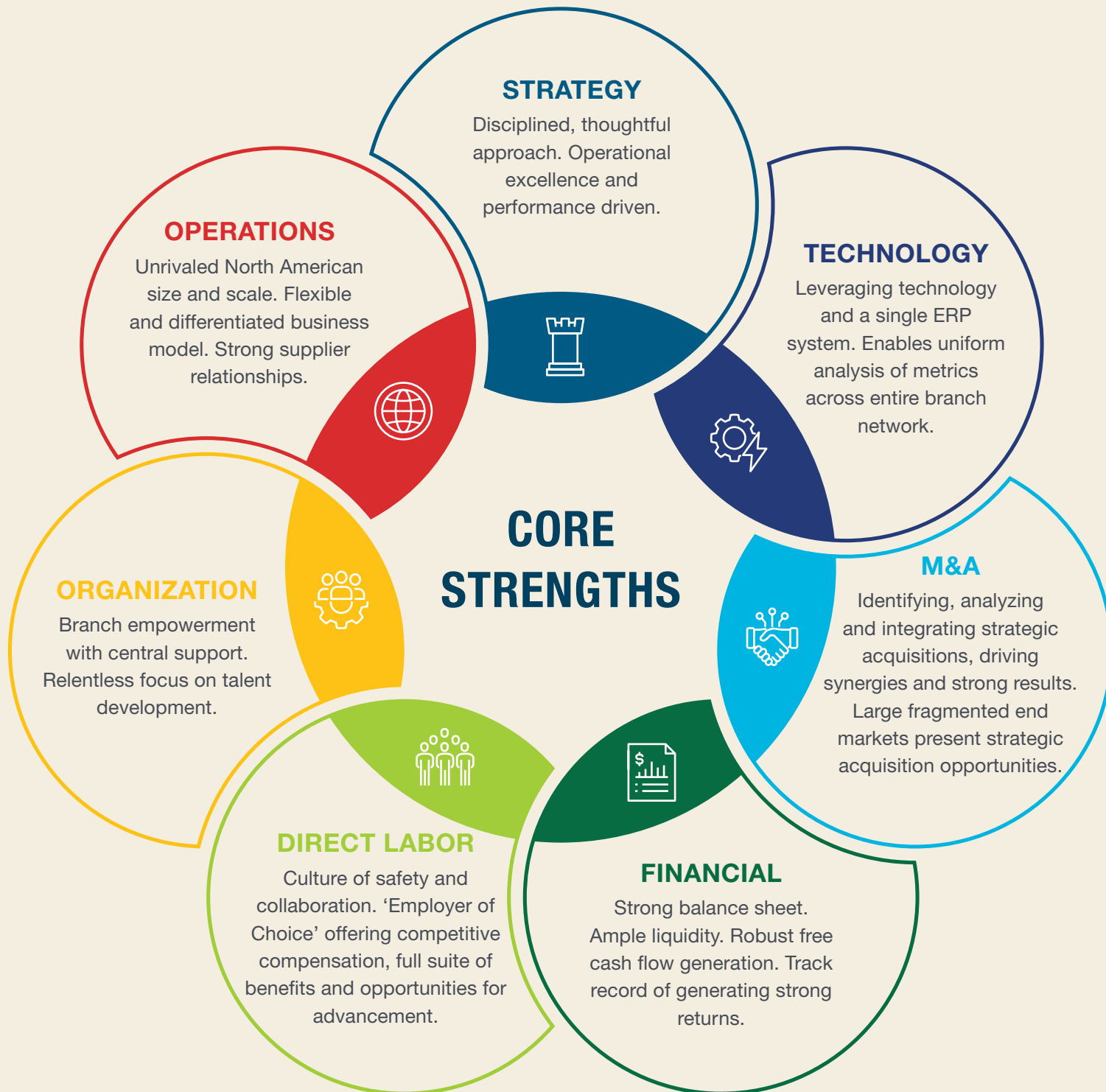
● Installation ● Specialty Distribution



● Insulation & Accessories ● Gutters ● Other



● Residential ● Commercial/Industrial



THE MANY BENEFITS OF INSULATION

Insulation plays a crucial role in reducing global carbon emissions. Buildings account for almost 40 percent of global energy consumption, with insulation significantly lowering this figure. Proper insulation can reduce heating and cooling energy needs by up to 50 percent, translating to substantial reductions in greenhouse gas emissions. Adding to insulation's ability to create a net environmental benefit is the use of recycled materials in its production. Today, the material in fiberglass insulation products contains, on average, 40 percent to 60 percent recycled materials¹.

HOMES

Heating and cooling account for 50 percent to 70 percent of the energy used in the average American home. Homeowners can save up to 15 percent on their heating and cooling costs by adding insulation throughout their home².

COMMERCIAL BUILDINGS & INDUSTRIAL PLANTS

Mechanical insulation, used in commercial buildings and industrial plants, helps to maintain the temperature of substances in pipes or equipment to improve flow and to mitigate the need to re-heat or cool it when it reaches its destination. It also enhances soundproofing, air quality, and moisture control, further contributing to the overall comfort and sustainability of the facility.

MECHANICAL INSULATION STUDY

In 2023, the Foundation for Mechanical Insulation Education, Training, and Industry Advancement and the National Insulation Association commissioned an independent, third-party survey of Canadian and United States manufacturers of ready to use insulation products to determine the value and role of mechanical insulation systems in assisting industries in the United States and Canada to achieve and maintain their decarbonization goals³.

STUDY RESULTS

The survey calculated that for all of the United States and Canada over the 11-year window from 2017-2027 mechanical insulation will deliver:

Reduction of carbon dioxide emissions of **16.6 trillion pounds**.

Savings of **\$278.8 billion** of utility costs.

WHO WE SERVE: LARGE, HIGHLY FRAGMENTED INSULATION END MARKETS

Total Addressable Market of ~\$18.25B to Grow Organically and Via Acquisition

STRUCTURE

MARKET SIZE

SUB-MARKETS/ VERTICALS

	Residential		Commercial/Industrial					
	~\$6.25B		Building Envelope ~\$6.25B		Mechanical ~\$5.75B			
	Single Family	Multi Family	Light Commercial	Heavy Commercial	Industrial Mfg	Energy & Alt Fuel	Oil & Gas	Chemicals
					Pharma & Biotech	Food & Beverage	Marine	Others



RESIDENTIAL

INSTALLATION



SERVICES

- Building Insulation
- Gutters
- Garage Doors
- Mirrors & Shower Doors
- Fireplaces
- Shelving

SPECIALTY DISTRIBUTION



PRODUCTS

- Insulation
- Gutters
- Garage Doors
- Installation Equipment
- Safety Equipment
- Tools & Accessories

INSPECTION & CERTIFICATION



LIGHT COMMERCIAL

Building Types

- Banks
- Churches
- Low-rise Hotels/Motels
- Nursing Homes
- Preschools/Daycare Centers
- Retail Facilities/Strip Malls
- Restaurants
- Small Warehouses



SPECIALTY DISTRIBUTION

SERVICE
PARTNERS

Building
Insulation

PRODUCTS

- Building Envelope Systems
- Exterior Wall Systems
- Tools & Accessories
- Safety Equipment



Mechanical
Insulation

PRODUCTS FOR:

- Plumbing & Mechanical Systems
- HVAC Systems
- Roof Drain Systems

INSTALLATION



Building Envelope
Insulation

SERVICES

- Insulation
- Fire Proofing/Stopping
- Sound Proofing

HEAVY COMMERCIAL

Building Types

- Airports
- Data Centers
- Entertainment Venues
- Large Warehouses & Distribution Centers
- Leisure & Hospitality
- Manufacturing
- Office Buildings
- Sports Facilities
- Institutional Buildings (Education, Healthcare, Municipal, Research)



SPECIALTY DISTRIBUTION

SERVICE
PARTNERS

Building Envelope Insulation

PRODUCTS

- Building Envelope Systems
- Exterior Wall Systems
- Tools & Accessories
- Safety Equipment



Mechanical Insulation

PRODUCTS FOR:

- Plumbing & Mechanical Systems
- HVAC Systems
- Roof Drain Systems

INSTALLATION



Building Envelope Insulation

SERVICES

- Insulation
- Fire Proofing
- Weather Proofing
- Curtain Wall
- Air Barrier

INDUSTRIAL



Mechanical Insulation

PRODUCTS

- Pipe Insulation
- Tank Insulation
- Custom Fabrication
- Removeable Blankets
- Tools & Accessories
- Safety Equipment



MARINE



Mechanical Insulation

PRODUCTS

- Hullboard Insulation
- Sound Attenuation
- Removeable Blankets
- Pipe Insulation
- Finishes & Facings
- Structural Fireproofing



METAL BUILDINGS & AGRICULTURE



PRODUCTS

- Fabricated Metal Building Insulation
- Customized Metal Building Systems
- Pole Barn Insulation



HOW WE WORK: OUR VALUES GUIDE OUR ACTIONS

TopBuild is committed to increasing energy efficiency in the United States and Canada through the installation and distribution of insulation and insulation related products. We are customer focused and deliver results with integrity, respect and accountability. We have a seasoned, cycle-tested leadership team with a strong track record, fostering a culture that promotes entrepreneurship, local empowerment, and operational excellence.

We believe that in order to deliver long-term sustainable value for all of our stakeholders we must ensure the resiliency of every facet of our business, and we must remain focused on continuous improvement and innovation. We continually assess and manage business risks across our organization, both financial and non-financial, and resiliency is a core component of TopBuild's strategic plan.

BUSINESS RESILIENCY

- We are committed to managing our company in an ethical and transparent manner.
- We are committed to an integrated Enterprise Risk Management framework that drives resiliency across the organization.
- We continuously refine our business continuity plan and enterprise risk management framework to respond to changing market, environmental, and financial conditions.
- We believe in board independence and that the board and management exercise judgment and oversight over company operations that are aligned with stakeholder interests.

CLIMATE RESILIENCY

- We partner with our customers to achieve the full energy-saving benefits that insulation products offer by providing planning-stage building science expertise and educating customers on new products and installation methods.
- We partner with our suppliers to support innovative technologies that enhance insulation's energy savings benefits.
- We are committed to reducing the environmental impact of our operations.



Jacquelin N - Manager
Specialty Distribution

PEOPLE RESILIENCY

- We put the safety of our people first and have a robust safety management program with a stated goal of zero accidents.
- We value and respect our employees and believe employee feedback and engagement is critical to our success.
- We nurture talent from within enabling career growth through targeted training programs and mentorship opportunities.

OUR SUSTAINABILITY GOALS

Zero Safety Incidents

Aiming for an accident-free workplace through robust safety programs.



Diverse & Inclusive Workforce

Fostering an inclusive and collaborative workforce that respects each individual and encourages everyone to achieve their full potential.



Environmental Responsibility

Reducing greenhouse gas emissions (GHG) and supporting energy-efficient construction.



Community Engagement

Partnering with local organizations and contributing to community well-being.



Profitable Growth

Creating long-term value for stakeholders through responsible practices.





Section 3

Business Resiliency



Business Resiliency

Our Board of Directors oversees our Company's overall strategic planning process, including the implementation and effectiveness of our strategic plan and regularly evaluates internal and external risks that could impact the achievement of our strategic goals and adversely affect the long-term outlook for our stakeholders.

Our Enterprise Risk Management (ERM) process is robust and provides an important means to identify and manage material risks across our business. We are committed to corporate governance practices that promote honesty, accountability, transparency, integrity, and an ethical work environment. Our Board believes that setting the tone at the top with a strong governance structure is critical to our long-term success.

We have a zero-tolerance policy for activities that violate any laws or regulations, including those covering bribery, copyrights, information privacy, political contributions, insider trading, occupational health and safety, discrimination, and harassment.

SUPPLY CHAIN

Supply chain reliability is one of the most important elements of the resilience of our business. Given its importance, we have an ongoing focus on partnering with suppliers to enhance policies, standards, and disclosures to manage and mitigate business risk. We work closely with them to help ensure we have reliable and timely access to materials.



Jesse J - Production
Specialty Distribution

All of our suppliers are held to the same high standards we hold ourselves. We have defined and implemented clear policies and practices and our [Supplier Business Practices Policy](#) outlines what we expect of our supplier base with respect to:

- Ethical behavior
- Worker and product safety,
- Working conditions,
- Compliance with laws and regulations,
- Human trafficking and rights, and
- Environmental standards relating to their operations.

We insist that the materials we procure come from facilities in which working conditions, environmental protection, and human rights practices are monitored and we ensure our suppliers comply with laws, regulations, and policies in each of these areas.

Our Supply Chain team makes routine onsite visits to suppliers' plant locations to ensure their business practices remain aligned with our corporate values and policies. We also ask our suppliers to provide relevant formal documentation or certifications about the environmental, health, and safety impacts of their respective products, such as Environmental Product Declarations or GREENGUARD certifications.

For more information regarding our engagement with our suppliers please visit our [Suppliers webpage](#) which includes our Suppliers' Business Practices policies, our process to manage and comply with conflict mineral regulations, and other information applicable to our purchasing practices.

Madeline Otero joined TopBuild in 2023 as the Company's Chief Accounting Officer. "I was looking for my next opportunity and I did a lot of research on many companies before deciding to join TopBuild. What impressed me most was the passion for excellence that permeated throughout the company and the opportunities for professional growth.

"Every day I have the opportunity to work with talented, committed and genuine associates from different backgrounds, cultures, and communities. This diversity in thought and experiences makes for rich discussions and healthy debate."





Section 4

Climate Resiliency



JORGE V - FABRICATOR
SPECIALTY DISTRIBUTION

Climate Resiliency

DRIVING SUSTAINABILITY EXTERNALLY

At TopBuild, improving energy efficiency in the built environment through insulation and insulation-related products is what we do, and we are committed to helping our customers and their end users achieve the full energy-saving benefits that insulation products offer. In fact, 84 percent of our revenue is generated from insulation and related products that improve energy efficiency.

Every day our teams select, sell, install, test and certify insulation solutions to improve energy usage and produce the many benefits of insulation in both new and existing homes, buildings and industrial facilities. Through our work, we help to lower energy costs and reduce greenhouse gas emissions all while improving safety, comfort, indoor air quality, and health outcomes in the spaces where people live, work, and play.

But we don't stop there. We are continually working with our supplier partners to develop and test new solutions that will have a positive impact on our environment. We are also actively expanding our relationships with non-traditional sources to pilot product and service solutions that may one day play a larger role in insulating residential, commercial and industrial properties.

MSCI
ESG RATINGS



CCC	B	BB	BBB	A	AA	AAA
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Gale Contractor Services Installers

PRODUCT INNOVATION

Providing solutions for our customers is one of TopBuild's key strengths. Our expertise, breadth of experience, and in-depth knowledge of insulating materials enables us to add value and differentiate our company from our competitors.

CHALLENGE

Major pipeline operators in Canada discovered that moisture was seeping through the installed insulation and damaging the pipes underneath, causing corrosion, stress cracks, and ultimately failure of the pipeline itself, potentially leading to contamination of the surrounding land. Taking the lines down to fix these issues was expensive and also resulted in lost revenue during the repair process.

RESULT

The risk for pipe corrosion has been significantly reduced potentially prolonging the lifespan of the pipeline itself and reducing the potential for a spill.

SOLUTION

TopBuild collaborated with one of its supplier partners to develop the "CrossRing Spacer System." This system, fabricated in-house by TopBuild, creates an air gap between the insulation and the outer diameter of the pipe, thus preventing any ingress moisture from coming in contact with the pipe.



DRIVING SUSTAINABILITY INTERNALLY

While the positive impact of what we do every day for our customers far outweighs the impact of our own internal operations on the environment, we remain committed to sustainable practices. Our Environmental Compliance and Waste Management teams spearhead a variety of programs throughout our network of over 440 branches. Programs include the management of our waste and recycling efforts and the implementation of a hazardous waste disposal program.

While the majority of our branch operations are leased, we actively encourage our building landlords to employ energy-saving conservation tools and to implement waste management and resource efficiency strategies where practical. Water usage at our locations is minimal and is largely for personal hydration and personal hygiene.

Reducing Our Greenhouse Gas Emissions

In our drive for continuous improvement, our operations teams are focused on efficiently utilizing our resources, minimizing costs, and reducing our GHG emissions.

An important component of their efforts is the effective management of our fleet of over 6,800 vehicles. To ensure fuel efficiency and trip productivity, we employ a telematics platform powered by artificial and data intelligence. This assists us in planning fuel-efficient routes to and from job sites and customer locations. It is important to note that most of our vehicles sit idle throughout the day as they are primarily used to transport our installers to and from their respective branches and job sites.

We continually evaluate new vehicle offerings in line with our commitment to reduce the environmental impact of our fleet and have an active program to replace older vehicles with newer, more fuel-efficient ones. We have analyzed the feasibility of using electric vehicles but have found it impractical at this time as construction worksites, where the vast majority of our installation fleet travels to, lack charging stations. Similarly, commercial electric vehicles for heavy commercial distribution remain in limited availability and are prohibitively expensive.

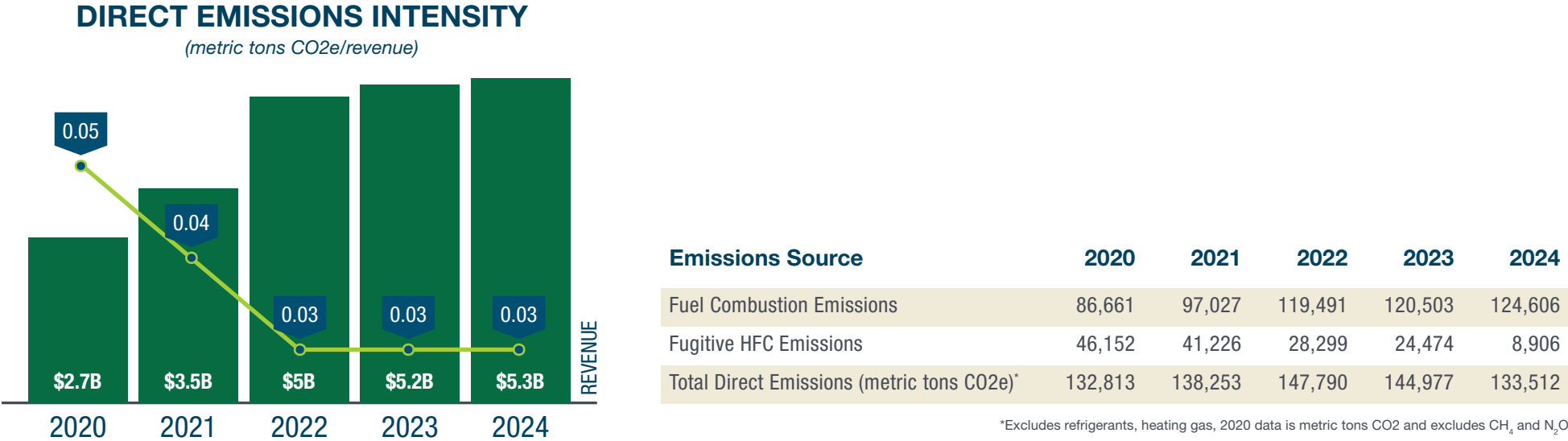
PRODUCT PARTNERSHIP

AeroBarrier is a patented, computerized, remote-applied positive pressure air sealing system that is used to seal small air leaks in new residential or commercial construction projects. TopBuild recently partnered with Aeroseal® to test and begin deploying this system in its branches. Initial results demonstrate this product will help our customers achieve higher energy efficiency in line with strengthening building code requirements.



We are also decreasing our GHG emissions by actively targeting a reduction in the use of blowing agents containing hydrofluorocarbons (HFCs), a propellant for spray foam insulation. We have reduced our purchases of products containing HFCs by almost 90 percent since 2020 and we will eliminate using any products containing HFCs by the end of 2025.

Through effective fleet management and a reduction the use of products containing HFCs, we have achieved a 11 percent reduction in our emissions intensity since our 2020 base year, while our business has almost doubled.



Nicole Eisenhardt, Operations Executive, wasn’t looking to leave her SVP position at the roofing company she had been with for 20+ years when fate came knocking on her door. ”I was out to dinner with my husband and we started talking to a woman who, coincidentally, was in construction and who was passionate about her career and her company, which happened to be TopBuild. After meeting with TopBuild’s leadership team I immediately knew the next chapter in my career was with this company. They are genuine, humble, disciplined and committed to excellence in everything they do. I also want women on my team who have the skills and talent to be great but may not yet have the confidence they need to take that next step.”





Section 5

People Resiliency



USI MESA INSULATION, PHOENIX ARIZONA
INSTALLATION

People Resiliency

The success of our business is directly tied to the safety, innovation, productivity, and engagement of our employees. We strive to foster a safe and supportive workplace where everyone has a sense of belonging, takes ownership of their contributions and feels empowered to achieve their personal and professional goals.

TopBuild is a Great Place to Work!

We are extremely proud to have been recognized as an outstanding company by two independent, well-respected organizations.

For the second consecutive year, we have earned the “Great Place to Work” certification from the global organization of the same name. This recognition was based on the direct feedback of our employees whose opinions and experience help shape our decisions and practices.



WORKFORCE AT A GLANCE*



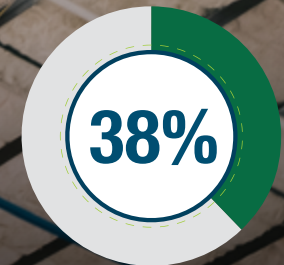
13,984
TOTAL EMPLOYEES



8,394
INSTALLERS



ETHNIC
DIVERSITY



CORPORATE LEADERSHIP
GENDER DIVERSITY

*As of December 31, 2024

We were also named to Forbes' inaugural list of America's Best Companies for 2025. This is Forbes' most comprehensive company ranking and uses over 60 measures in 11 categories including financial strength, employee and customer sentiment, and workforce stability. Approximately 2,000 public companies were assessed and only 300 companies were selected. This honor is yet another testament of our growth and success.

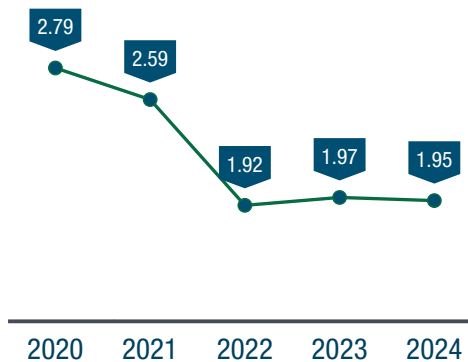
SAFETY IS A TOP PRIORITY

The safety of our employees is a top priority, and we are constantly seeking better and safer ways to work. We have a formal health and safety management system that applies to all businesses, branches, and projects across our company and our safety training programs are based on relevant international, federal, and local laws and regulations. Every new hire completes an initial safety course before starting work and additional safety training sessions are conducted throughout the year.

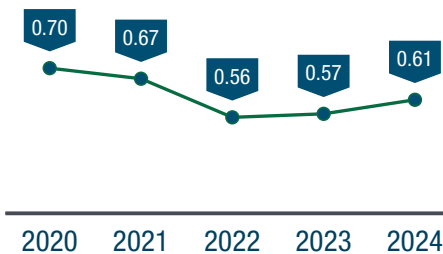
We believe this proactive approach fosters a culture of trust and responsibility, encouraging employees to feel valued and secure, and also boosts morale and job satisfaction. To further align and strengthen accountability with regards to safety, a percentage of the annual compensation for all levels of leadership, from local managers to senior executives, is tied to the company's safety performance.

To measure the performance of our safety program and practices, we incorporate OSHA-recognized safety analytics, including Total Recordable Injury Rate (TRIR) and Lost Time Case Rate (LTCR).

TOTAL INCIDENT RATE



LOST TIME CASE RATE



Jose T - Warehouse
Specialty Distribution

ATTRACTING AND RETAINING DIRECT LABOR

Direct labor is the lifeblood of our business and includes installers, fabricators, warehouse workers, and delivery drivers. In total, direct labor comprises more than 69 percent of our workforce and these employees often serve as the face of our company to our customers. Competition for direct labor is fierce and, as such, we target a wide array of candidates in the communities in which we operate, including veterans, trade school students and high school graduates. We've also been proactive in recruiting women to what is traditionally a male-dominated industry, providing another important candidate pool that has often been overlooked.

We also believe our size gives us a distinct advantage in attracting and retaining these essential employees. Unlike many smaller installation and distribution companies, we offer a full suite of benefits in addition to market-driven compensation rates including:

- Multiple affordable medical and dental plans
- Paid time off and holidays
- Matching 401K contributions
- Tuition reimbursement
- Wellness program with incentives for healthy behavior

We also offer a clear career path with options to learn more about the business and to transition into leadership roles, including through the Manager in Training (MIT) program, or direct promotion into production or branch management roles.

Genesis Herrera joined TruTeam as an installer in December 2023. She came onboard as part of the Company's 'Friends and Family' program. "A number of people in my family work for TruTeam and talked very highly about the company and the benefits it offers. It looked like a good opportunity for me so I decided to give it a try. It's been great. As I get more experience installing insulation, I get faster which means I make more money.

"When I tell people what I do they are surprised to see a woman doing manual labor but I let them know it is not as hard as it looks. More women should consider joining TruTeam. The company treats me well, I work with family and I like their focus on safety."



Genesis H - Installer

We have had particular success with our Friends and Family referral program which rewards our employees for recruiting new talent to TopBuild. Over the past four years, we have hired and retained thousands of new employees through this program including installers, warehouse workers, and drivers.

LEADERSHIP DEVELOPMENT

As our company grows, it is critically important we foster the development of current and future leaders. A robust leadership pipeline ensures continuity in management which is vital for maintaining stability, adaptability, and long-term success in an ever-evolving market landscape.

Our Leadership Expectations program builds on three core principles, all of which are incorporated in every leadership training and development program we conduct:

- Promoting a respectful culture where all employees feel valued and heard
- Improving skills and contributions
- Accomplishing goals and objectives through collaboration and accountability

Manager in Training (MIT) Program

Our MIT program, launched in 2005, has been enormously successful in developing leaders throughout our company. Participants start off in the field either installing insulation or loading trucks and delivering products. For the next one to two years they move throughout the business, learning all aspects of our operations while directly serving and supporting customers and suppliers. Upon successful completion of the program, graduates are promoted to branch leadership roles. Today, MIT graduates occupy roles from Production Manager to the President of our installation segment.



Jose R - Manager
Installation

Foundations in Leadership Course

Our employee engagement surveys and focus groups deliver important feedback on a variety of topics. One area identified was the need to provide current and potential leaders with the tools required to continue to grow professionally within our organization.

To meet this need, we created our 'Foundations of Leadership' course, selecting employees who have demonstrated strong leadership skills and the potential to grow professionally within our organization.

Over a five-month period, participants are taught how to:

- Utilize effective communication skills to enhance team collaboration and productivity
- Promote a culture of belonging and respect
- Use behavioral interviewing to assess candidate suitability and fit
- Implement strategies for delegating tasks, creating accountability and managing performance
- Provide constructive feedback and coaching to team members to support their professional growth
- Navigate difficult conversations and resolve conflicts to maintain positive team relationships
- Build a leadership mindset characterized by resilience, emotional intelligence and decision making

Tiffany Gonzalez is a Regional Manager with Distribution International and has been a valuable member of our team since 2019 when she was recruited from an insulation manufacturer. "I've been in the building products and construction industry since graduating from college which was quite some time ago. I played basketball in school and when thinking about career opportunities people who knew me well thought this industry would be a perfect fit ...and they were right!

"TopBuild is the first company that I've worked for that really listens to the voices in the field and takes that feedback into consideration when making decisions about how we manage our business. I also feel empowered to make decisions that are best for our company and our customers."



Tiffany G - Manager
Specialty Distribution



Left to Right: Brandon C, Jordan R, Jake H, John H, Harrison S, Kelley F, Chris W, Braxton W, Joseph L, Andrew F, Sean B



DRIVING A COLLABORATIVE CULTURE

Our employees come from a wide range of backgrounds, ethnic groups and races, each bringing their individual experiences and perspectives to our workplace. We believe this diversity in thought drives more creativity and innovative solutions, and ultimately gives us a competitive edge in the market.

To promote an ethical and supportive work environment we provide training to our executive team and professional employees on corporate policies and programs, including diversity, equal opportunity, workers' rights, non-discrimination, and non-harassment. We do not tolerate verbal or physical conduct that harasses, disrupts or interferes with another person's work environment or that creates an intimidating, offensive or hostile environment.

We have adopted a formal Human Rights policy along with other workplace policies, all of which can be found on our [website](#).

In addition to supporting employees' career growth, we also seek to grow as an employer and periodically solicit feedback from our employees through employee engagement surveys. Topics surveyed include diversity and inclusion, work environment safety and satisfaction, and the understanding that TopBuild offers opportunities for career advancement. As a direct result of our most recent employee engagement survey, we bolstered our compensation and benefit plans including enhancing paid time off, and adding paid parental leave for eligible employees.

We bring our commitment to promoting a diverse and collaborative culture through a number of initiatives including:

- A comprehensive Affirmative Action Plan to ensure we are targeting all candidate groups during the recruitment process
- Salary banding that defines a salary range for each role
- Biennial, company-wide training focusing on harassment, discrimination and unconscious bias in the workplace



Demetrius E & Andrea R
Specialty Distribution

EMPLOYEE RESOURCE GROUPS

TopBuild provides ongoing support and helps to promote employee led resource groups (ERGs) throughout the workplace. Members share common interests and often develop strong professional and personal relationships. We encourage employees to join an ERG of their choosing or, if they see a need, to establish one themselves.

Our human resources group provides on-going support and helps to promote ERGs throughout the company.



MERG, TopBuild's employee group of veterans, active military and military allies provides support, encouragement and other resources to all MERG members. On occasion, MERG leads veteran activities and celebration events supporting veterans and their families both in and outside of the company. We have also found a strong alignment between the skill set of veterans (potential and existing) and the core values of TopBuild (Safety, Integrity, Innovation, Focus, Community, Empowerment and Unity).



PRIDE at TopBuild provides opportunities for Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) individuals that includes education, career development networking and workplace collaboration. It also provides a safe, open and confidential space for its members to share and discuss personal issues.



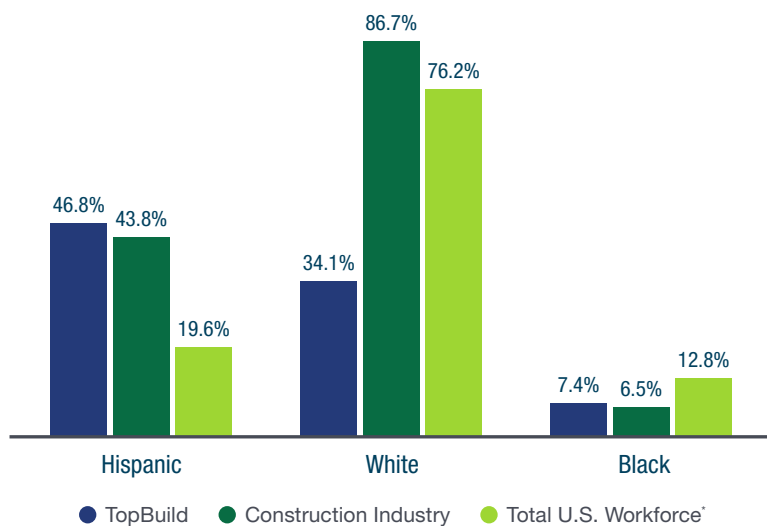
The mission of the Women in Industry employee group is to cultivate an inclusive and welcoming environment for women working at TopBuild. Members are encouraged to help each other achieve personal development goals and to enhance their skills and career opportunities through networking, mentorship, collaboration and open discussion.

We believe our leadership programs, safety training, career advancement opportunities, along with our emphasis on collaboration and teamwork, have enabled us to attract a higher percentage of diverse employees by ethnic/racial background than the construction industry average.

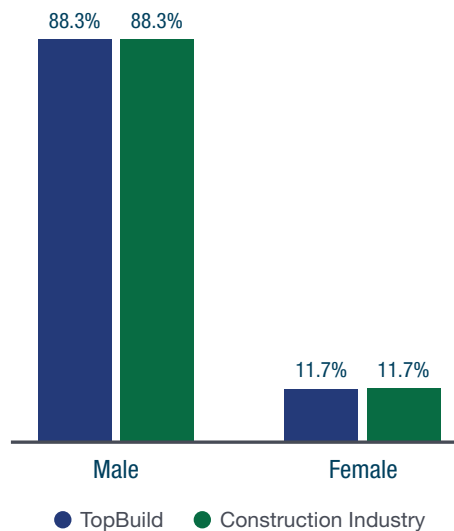


Jason H - Fabricator
Specialty Distribution

WORKFORCE RACE RATIOS



WORKFORCE GENDER REPRESENTATION



Andrea Sniffen, a sales person with TruTeam, has construction in her blood. “My father was a homebuilder and I grew up on jobsites, learning all facets of the business. What I most enjoyed though was knowing we were part of helping make someone’s dream come true.”

Andrea’s passion for construction led her to join TruTeam almost ten years ago. “Watching a home take shape from frame to finish is the most rewarding part of my job and with the array of products and services we offer, I can be part of this process. TopBuild also supports a work/family balance and their focus on safety makes it a great place to work.”



Andrea S - Sales
Installation

COMMUNITY ENGAGEMENT

TopBuild is deeply committed to making a positive impact in the communities where we live and work and we are proud of our employees who have donated their time to so many worthwhile organizations. Through our affiliate partnerships, we strive to support initiatives that create positive and lasting change in those communities.

Below are some of the programs and activities we supported in 2024:

- **Habitat for Humanity** – Our 2024 Habitat for Humanity Golf Tournament was our largest event ever, raising a total of \$1 million. Since 2016, TopBuild and its supplier partners have contributed nearly \$5 million to help Habitat realize its vision of providing families with safe and affordable housing. Alongside monetary donations, TopBuild and its employees have provided material donations, countless volunteer hours, and attended numerous dedication ceremonies to celebrate families and their entry into home ownership. Together, TopBuild and Habitat for Humanity have helped build better lives, strengthening our communities one family at a time.
- **NASCAR Foundation** – We continued our partnership with the NASCAR Foundation and we were a primary sponsor of their ‘Speedy Bear Brigade’ initiative, which provided 4,000 pediatric patients across the country with a teddy bear, other toys, and a personalized ‘Get Well Soon’ card, making their hospital stays more comfortable.
- **Payit4ward** – TopBuild sponsored Payit4ward’s annual summer Back to School Drive by donating over 2,000 backpacks for the event. In partnership with other volunteers from the community, our employees helped fill the backpacks with school supplies ensuring thousands of underserved children in our community were prepared and excited for their first day of school.
- **American Red Cross** – We donated \$25,000 to the American Red Cross to help provide aid to families impacted by storms and other natural disasters.
- **Sophie’s Circle** – Our employees helped raise \$5,000 to provide food, shelter, and medical care to animals in our community.
- **Salvation Army** – We are an active supporter of the Salvation Army and their Angel Tree program. In 2024, our employees purchased holiday gifts for 75 children, as well as provided financial support to help the Salvation Army continue to offer humanitarian aid to individuals and families in need throughout the year.

“As I watched our TopBuild team, including a number of our senior executives, literally dig the foundations for a house for Habitat for Humanity one Saturday morning I thought what a wonderful organization to work for. It starts at the top and it is clear that the company truly believes in being good stewards of our communities.”

Jeff Beck
TopBuild Vice President
Supply Chain





 **TopBuild**

 **Habitat**
for Humanity

date May 13, 2024

PAY TO THE ORDER OF **Habitat for Humanity**

\$1,000,000

One million and 00/100

MEMO Habitat Sponsorship & TopBuild Match

 **TopBuild**

About this Report

TopBuild's 2024 Sustainability Report provides information on the management and performance of our commitments to address sustainability and resiliency priorities while building long-term value for our stakeholders. This report covers calendar year 2024 unless otherwise noted.

To learn more about TopBuild, please visit our website at www.topbuild.com.

FORWARD LOOKING STATEMENTS

Statements contained herein reflect our views about future periods, including our future plans and performance, constitute “forward-looking statements” under the Private Securities Litigation Reform Act of 1995. Forward-looking statements can be identified by words such as “will,” “would,” “anticipate,” “expect,” “believe,” “designed,” “plan,” or “intend,” the negative of these terms, and similar references to future periods. These views involve risks and uncertainties that are difficult to predict and, accordingly, our actual results may differ materially from the results discussed in our forward-looking statements. We caution you against unduly relying on any of these forward-looking statements. Our future performance may be affected by a number of risks including but not limited to the material risks under the caption entitled “Risk Factors” in our most recent Annual Report, as filed with the SEC, as well as under the caption entitled “Risk Factors” in subsequent reports that we file with the SEC. Our forward-looking statements in this report speak only as of the date of this report. Factors or events that could cause our actual results to differ may emerge from time to time and it is not possible for us to predict all of them. Unless required by law, we undertake no obligation to update any forward-looking statements as a result of new information, future events, or otherwise. The Company believes that the non-GAAP performance measures and ratios that are contained herein, which management uses to manage our business, provide additional meaningful comparisons between current results and results in our prior periods. Non-GAAP performance measures and ratios should be viewed in addition, and not as an alternative, to the Company's reported results under United States GAAP. Additional information about the Company is contained in the Company's filings with the SEC and is available on TopBuild's website at www.topbuild.com.

Endnotes

- 1 [GreenMatch. Report published September 2024. “Global Insulation Statistics: 2025 Key Trends and Innovations”](#) (page 9)
- 2 [U.S. Department of Energy Website, Insulation Fact Sheet and Consumer Guide to Home Insulation](#) (page 9)
- 3 [Study on Insulation’s Positive Impact on Energy Efficiency and Emission Reductions, National Insulation Association, November 2023](#) (page 9)



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