



2024 SUSTAINABILITY REPORT



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About this Report

Leslie’s, Inc. (“Leslie’s”, “we”, or “the Company”) 2024 Sustainability Report (“Report”) is intended to highlight how we serve our customers, team members, shareholders, and communities by continuing to deliver the expertise, service, and innovative products we believe are necessary to enjoy clean, safe, and beautiful pools and spas; it is not a comprehensive description or representation of all of the Company’s sustainability activities during the reporting period. The sustainability priorities and information referenced in this Report are for the fiscal year ending September 30, 2024, unless otherwise stated. As part of our commitment to integrity, a third-party independently verifies our reported data where possible.¹ We report voluntarily on our sustainability strategy and performance.

¹ View our third-party assurance statement on our website

CEO Letter

Dear Stakeholders,

It is my privilege to share Leslie's latest Sustainability Report. At Leslie's, we believe that helping our customers maintain clean, safe, and beautiful pools goes hand in hand with protecting the environment, supporting our people, and strengthening the communities we serve.

As I continue my journey as CEO, I am energized by the opportunities ahead. We remain focused on enhancing the customer experience while embedding sustainability and social responsibility practices and considerations into our operations. Our customers are recognizing these efforts – reflected in our 2024 Net Promoter Score (NPS) of 77 across our 1,000+ locations.

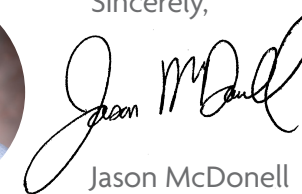
We continue to drive sustainability through investments in energy-efficient products and waste reduction initiatives, endeavoring to minimize our environmental footprint across our supply chain. Our commitment to community impact has also grown, with increased contributions in 2024 of \$125,000 to each of our key pillar partners, which you can read more about in the [Water Safety and Community Engagement](#) section of this Report. These efforts, along with the dedication of our team members, contributed to Leslie's earning the highest MSCI ESG Rating of AAA – an achievement that underscores our progress and ambition.

Looking ahead, we expect to continue exploring ways to integrate sustainability into our business strategy. Our aim is to continually take meaningful actions to strengthen our Company, benefit our stakeholders – including the varied communities we serve – and support the long-term health of our industry.

I am incredibly proud of our team's dedication and the progress we have made together. With a customer-first mindset and an eye toward continuous improvement, we look forward to driving even greater impact in the years ahead.



Sincerely,



Jason McDonell





Board Statement

At Leslie's, we recognize the importance of strong governance and responsible leadership in an evolving business and regulatory landscape. As members of the Board of Directors, we remain committed to providing oversight and strategic guidance that supports Leslie's long-term success while driving alignment with our mission, values, and sustainability commitments.

Leslie's dedication to responsible business practices and operational excellence is reflected in this Report. Our role as a Board is to oversee management's decisions and review that they advance our core operating priorities. The initiatives outlined in this report demonstrate how Leslie's continues to strengthen its progress around sustainability, even as the industry navigates ongoing challenges.

We remain focused on building resilience by proactively addressing key sustainability risks and opportunities while upholding strong governance and ethical business practices. In 2024, Leslie's furthered key initiatives in supply chain sustainability, environmental responsibility, health and safety, and fostering a community of belonging. These efforts reinforce our commitment to responsible corporate citizenship and we believe will position Leslie's for long-term stability.

Thank you for taking the time to learn more about our approach and progress. As we continue this journey, we look forward to sharing further updates on our ongoing efforts to drive meaningful impact for our customers, team members, communities, and shareholders.

Board Members*



JASON MCDONELL
Director since September 2024
Chief Executive Officer



JOHN STRAIN
Director since August 2018
Chairman of the Board



SETH ESTEP
Director since December 2023
Compensation Committee Chair
Nominating and Corporate Governance Committee Member



CLAIRE SPOFFORD
Director since May 2022
Nominating and Corporate Governance Committee Chair
Compensation Committee Member



SUSAN O'FARRELL
Director since October 2020
Audit Committee Chair



YOLANDA DANIEL
Director since October 2020
Audit Committee Member
Nominating and Corporate Governance Committee Member



LORNA NAGLER
Director since June 2024
Compensation Committee Member
Nominating and Corporate Governance Committee Member



MAILE NAYLOR
Director since May 2024
Audit Committee Member
Compensation Committee Member

* This represents the Board as of Leslie's 2025 Proxy Statement (January 8, 2025).

About Us

At Leslie's, We Know Pools.

We are the largest and most trusted direct-to-customer brand in the pool and spa care industry. Every day, we work to help our customers spend less time maintaining and more time enjoying their pools. Our vision is to enable joy and elevate everyday moments into lasting memories through clean, safe, and beautiful pools.

Our Values

Be Customer Focused
Share Expertise
Invest In Innovation

Own The Outcome
Welcome Everyone
Measure Our Impact



Our Innovative Products & Expert Service

Complimentary and proprietary water testing
AccuBlue Home® water testing
Owned and exclusive brands support both Do-It-Yourself and Do-It-For-Me customers
Service, installation, repair, and warranty work
Informed recommendations and advice
Omni-channel sales and fulfillment
Vertically integrated manufacturing³

2024 At a Glance

12M+
POOL AND SPA
CARE CUSTOMERS

3,850
TEAM MEMBERS²

1,000+
LOCATIONS
ACROSS 39 STATES

30K+
PRODUCTS ACROSS CHEMICALS, EQUIPMENT, PARTS,
CLEANING & MAINTENANCE, SAFETY, RECREATIONAL
& LIFESTYLE, AND FITNESS-RELATED PRODUCTS

80%
U.S. POOLS THAT ARE
WITHIN 20 MILES OF A
LESLIE'S LOCATION

61
YEARS OF SERVING
POOL OWNERS AND
PROFESSIONALS

² Includes seasonal team members

³ "Core" private label products



Sustainability Leadership

We seek to be an organization that makes a positive difference for our stakeholders — our customers, team members, shareholders, and communities. We make this a reality by integrating our sustainability program throughout our culture and long-term strategy, as appropriate, and monitoring our performance along the way.

Our Sustainability Priorities



ENVIRONMENTAL

Environmental Management
Sustainable Products & Supply Chain

SOCIAL

Water Safety & Community Engagement
Human Capital Management
Community of Belonging
Employee & Product Health & Safety

GOVERNANCE

Cybersecurity & Data Privacy
Ethics & Compliance
Corporate Governance

Board Governance Structure



Environmental Management

As a leading provider of pool and spa supplies, we seek to help preserve the natural resources that are essential for our environment and recreational activities. Leslie's strives to understand and address the environmental impacts of our operations through targeted initiatives and responsible management practices. We focus on identifying opportunities for improvement across our operations, which encompass our manufacturing and distribution centers, Customer Support Center, retail stores, and logistics. Our approach aims to balance environmental responsibility with operational needs, seeking solutions that can benefit both our business and the environment. To support effective implementation, we maintain a collaborative management structure that includes our Construction and Facilities teams, our Chief Merchandising & Supply Chain Officer, our Chief People Officer, and our SVP & General Counsel working together to advance our sustainable practices.

Our Conscious Practices

RESOURCE MANAGEMENT

- **Resource Tracking:** Leslie's tracks and monitors natural resource consumption, emissions, and waste, leveraging the expertise of third-party vendors when needed for more accurate accounting and data analysis.
- **Waste Handling:** We engage third-party waste management partners to handle, transport, store, and dispose of chemical-related waste, general waste, and recyclable materials

SUSTAINABLE FACILITIES AND EQUIPMENT

- **Facility Upgrades:** We explore opportunities for implementing facility infrastructure upgrades in collaboration with landlords, such as the installation of electric vehicle charging stations.
- **Fleet Upgrades:** We employ battery-powered forklifts in our distribution centers ("DCs") and may purchase additional hybrid-electric or zero emission EVs to reduce our carbon footprint.

EXTERNAL PARTNERSHIPS

- **Peer Collaboration:** We collaborate with community partners, such as the Clean Energy Buyers Association, to enhance our sustainable practices.

Our 2024 Progress

CLIMATE RISK ASSESSMENT AND EMISSIONS ACCOUNTING

- **Climate Risk:** We conducted an inaugural climate scenario analysis with a third-party vendor to assess potential climate-related physical and transition risks that could impact our business.
- **Scope 3 Tracking:** We have broadened our emissions accounting and reporting to encompass more Scope 3 categories, offering greater insights to our stakeholders.

ENERGY EFFICIENCY AND WATER CONSERVATION INITIATIVES

- **Energy-Efficient Upgrades:** As part of ongoing efforts to reduce energy use, we retrofitted and upgraded several facilities with energy-efficient lighting, exhaust fans, and HVAC systems across our distribution centers and retail locations.
- **Water Assessment:** To better understand our water usage, our utility provider conducted a water use assessment, providing trends and insights to help identify potential water saving measures.

SUPPLY CHAIN OPTIMIZATION

- **Transportation Efficiency:** Through a strategic partnership with JB Hunt, we reduced fuel consumption, emissions, and fleet size compared to historic practices. JB Hunt employs a more fuel-efficient fleet than our prior fleet, incorporates biodiesel and renewable diesel, and strives to optimize routes and capacity utilization.⁴
- **Supply Chain Improvements:** We improved the sustainability of supply chain operations through four key initiatives:
 - ◆ Consolidated defective merchandise into bulk shipments for vendor returns or recycling, reducing the number of shipments.
 - ◆ Engaged third-party partner to resell older, damaged or returned inventory where possible, as opposed to scrapping it.
 - ◆ Reduced last-mile delivery distances by implementing Ship-from-Store (SFS) software.
 - ◆ Improved route efficiency by backhauling for inbound and third-party freight, resulting in fewer empty miles (i.e., miles driven with an empty trailer or container).

2024 At
a Glance



16%

YEAR-OVER-YEAR
REDUCTION IN SCOPE
1 & 2 EMISSIONS
(LOCATION-BASED)

24%

YEAR-OVER-YEAR
REDUCTION IN ENERGY
CONSUMPTION
(2023-2024)

\$1.62M

IN AVERAGE ANNUAL
ENERGY-EFFICIENT
INVESTMENTS IN OUR
RETAIL LOCATIONS

See a more detailed breakdown
of our environmental
data in the [Appendix](#).

⁴ Leslie's transitioned its fleet used for deliveries from DCs to stores to JB Hunt, which began in 2022 and was completed in 2024.

Sustainable Products & Supply Chain

We help our customers create clean, safe, and beautiful pools, creating backyard moments that are safe for people and the planet. We do this by considering the environmental impact of the products we offer, raising awareness about sustainable pool practices, engaging with like-minded partners, and implementing responsible procurement and packaging strategies.

Leslie's Chief Merchandising & Supply Chain Officer is responsible for overseeing product selection and vendor management across domestic and international suppliers for both Leslie's-branded products and direct purchases from our manufacturing partners and reviewing that the products we sell meet Leslie's standards for quality, timely delivery, and overall performance. Concurrently, the Procurement team streamlines vendor contracting processes and helps to confirm whether agreements and practices adhere to Company requirements during onboarding and throughout the business relationship.

VENDOR STANDARDS AND COMPLIANCE

- **Supply Chain Ethics:** Leslie's Vendor Code of Conduct establishes expectations for our supply chain partners to uphold high ethical standards, avoid conflicts of interest, and comply with all applicable laws and regulations. This includes the prohibition of human trafficking, prevention and forced and child labor, anti-corruption measures, and sustainable business practices.
- **Supporting Policies:** Leslie's Human Rights Policy and Environmental Policy complement our Vendor Code of Conduct, providing further detail on requirements and expectations for our team members and business partners.

PRODUCT QUALITY AND RESPONSIBILITY

- **Conflict Minerals Assessment:** We assess our product assortment for the potential presence of conflict minerals, employing a process designed to comply with the SEC rule on conflict minerals.
- **Technology and Quality Control:** Our product teams research and test emerging technologies in an effort to optimize quality control and deliver the most suitable products to our customers. A recent example includes deployment of our AccuBlue Home system after rigorous testing, piloting, and feedback-gathering from end-users.

SUSTAINABLE AND DIVERSE PROCUREMENT

- **Sourcing Local & USA-Made:** The majority of our core chemical assortment, including chlorine tablets, pool shock, and Perfect Weekly, is made in the U.S.
- **Eco-Friendly Products:** We offer certified eco-products, such as the new Greenstory Global Cyanuric Acid Remover, for direct-from-manufacturer, third-party, and Leslie's-branded products.
- **Sustainable Packaging:** We evaluate sustainable alternatives for Leslie's-branded product packaging wherever feasible.

EDUCATION, AWARENESS, AND PARTNERSHIPS

- **Customer Education:** Leslie's product marketing and education efforts aim to raise awareness among the 61% of Americans unfamiliar with eco-friendly pool products⁵ through trained staff, in-store signage, product pages, landing pages, blog posts, new product announcements, and impact labeling.
- **Circular Economy Partnership:** We are a member of the Ellen MacArthur Foundation Network, which aims to facilitate the transition to a circular economy by developing and implementing tangible, large-scale solutions.

2024 At a Glance

55%+

SALES FROM LESLIE'S PROPRIETARY BRANDS
AND CUSTOM-FORMULATED PRODUCTS

\$48.4M

TOTAL PROCUREMENT SPEND FROM DIVERSE,
LOCAL, AND SMALL BUSINESS ENTERPRISE⁶



⁵ Leslie's Harris Poll, conducted online within the United States from March 31 - April 4, 2023, among 2,000 adults ages 18 and older: <https://ir.lesliespool.com/news-events/press-releases/detail/178/recent-harris-poll-survey-shows-61-of-americans-are-not>

⁶ Leslie's defines diverse as businesses owned by minority, women, veteran, disabled, and/or LGBTQ+ entrepreneurs, as well as local and small businesses.

Water Safety & Community Engagement

Each day, we are inspired to serve others. We help dedicated pool owners meet their needs and build backyard memories. We raise awareness and educate the public on proper water safety, and we support and partner with our local and national communities to make a difference in people’s lives. Guided by our Philanthropy Council and Charitable Foundation, we are giving back both in and out of the water. Since 2021, we have donated nearly \$3M to support our community and nonprofit partners.

Our Philanthropic Mission

To make a positive impact and support the communities we serve by leveraging our resources, team members and expertise.



Our Core Pillars

Water Safety & Community

- **Learn to Swim Program:** A team member and customer donation campaign supporting water safety and drowning prevention programs.
- **Raise Your Hand Campaign:** Team member donation of essential school supplies and backpacks to back-to-school campaign.
- **Aquatics Centennial Campaign:** Customer donation campaign to support programs aimed at reducing childhood drowning.



Disaster Relief

- **Disaster Response Relief:** A team member and customer donation campaign supporting efforts to provide aid for disaster-caused needs of individuals, families, and communities.



Health and Wellness

- **Giving Campaigns:** Leslie's has raised over \$950,000 since the beginning of the partnership for St. Jude Children's Research Hospital through the [St. Jude Thanks and Giving®](#) campaign and [St. Jude Walk/Run](#).
- **Blood & Sickle Cell Awareness Drives:** Hosted two blood drives at our Corporate Office with over 45 donors, 10+ first-time donors, and nearly 50 units collected.



2024 At a Glance

\$500K

COMBINED ANNUAL COMMITMENT TO OUR PILLAR PARTNERS⁷

\$160K

ADDITIONAL FUNDS RAISED FOR ST. JUDE AND BOYS AND GIRLS CLUB PROGRAMS THROUGH CUSTOMER AND TEAM MEMBER DONATION CAMPAIGNS

Dive into our [Tips](#) and [Pool Safety](#) products and services for ways to keep your friends, family, and communities safe.

⁷ Each pillar partner received \$125,000 in 2024.

Human Capital Management

Our team is the engine of Leslie's growth and success. Therefore, we prioritize attracting, training, retaining, and motivating talented individuals. Through their dedication, expertise, and the exceptional care they provide to our customers, we can live our values, achieve high levels of customer satisfaction, and deliver outstanding performance. We support our team members by fostering collaboration, encouraging professionalism, and championing creative thinking. We strive to invest in their skill development, match them with roles that help maximize their potential, and celebrate and reward their contributions. Leslie's human capital management program is overseen by our Chief People Officer, who works in consultation with our Chief Executive Officer and Board of Directors to design total compensation packages that attract hardworking, passionate pool people.

Our Team Member Approach

TOTAL REWARDS

- **Incentive-Driven Rewards:** We structure pay plans with competitive hourly rates, bonuses, commissions, performance-based bonuses, and equity compensation for eligible roles.
- **Market-Aligned Pay Practices:** We conduct regular compensation studies to support competitiveness in regional retail labor markets.
- **Comprehensive Benefits:** Leslie's provides an assortment of health and well-being benefits for team members and their families, including children, spouses, and same-sex or opposite-sex domestic partners.

TALENT DEVELOPMENT

- **Training and Education:** We support continued growth through company-wide and role-specific training delivered via our Learning Management System, supplemented by one-on-one coaching, in-person courses and workshops, and field leadership summits.
- **Career Advancement:** We embrace a promote-from-within philosophy that

creates defined pathways for career advancement and professional growth, coupled with specialized coaching for high potential individuals who are getting ready for promotion.

- **Performance and Growth:** Team members receive performance reviews guided by the ARC framework—Aspirations, Results, and Challenge to Grow—enabling more structured feedback and development planning.

ENGAGEMENT & RECOGNITION

- **Engagement and Feedback:** We facilitate team member engagement through annual surveys and frequent pulse checks conducted via our corporate-wide communication platform, helping us consider team member feedback in program enhancements and Company decisions.
- **Recognition and Appreciation:** We celebrate achievements through various recognition programs and special events that acknowledge outperformance, milestone celebrations, and innovative ideas.

Our 2024 Progress

HR STRATEGY & LEADERSHIP

- We developed a new People & Performance HR strategy aligned with our mission, values, and core beliefs.
- We strengthened our leadership team by hiring a Vice President of HR Strategy & Talent Development.

BENEFITS & WELLNESS

- We introduced new benefits, including a lower-cost health plan, health savings account program, and Company-paid short-term disability coverage for full-time team members.

TALENT DEVELOPMENT

- We continued refining our team member-focused talent development system, ARC, with performance reviews now completed twice a year and the addition of a coaching component.
- We enhanced our corporate training curriculum with the new High Dive leadership program for high-potential team members.

RECOGNITION & PERFORMANCE

- We implemented company-wide recognition programs, including the MVP recognition platform and Champion's Club for high performers.

Visit our [Careers at Leslie's page](#) for an overview of our benefits.

2024 At a Glance

3,850
TEAM MEMBERS⁸

600+
SEASONAL TEAM MEMBERS

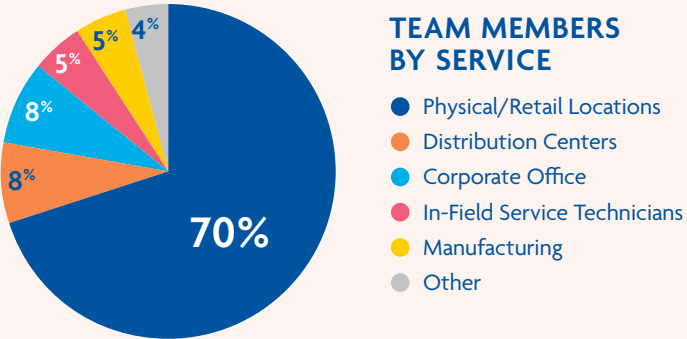
\$19.19

AVERAGE HOURLY PAY FOR FULL-TIME
RETAIL, COMMERCIAL SERVICE, AND
DISTRIBUTION CENTER TEAM MEMBERS

70%

FAVORABILITY SCORE ON OUR JANUARY
2024 EMPLOYEE ENGAGEMENT SURVEY

87% LEADERSHIP EFFECTIVENESS*
(+8% COMPARED TO RETAIL BENCHMARK)



⁸ Team members metric includes seasonal team members.

* Per employee engagement survey

Inclusive Culture: Respect & Belonging

Leslie's is proud to have a culture of inclusion that seeks to celebrate and embrace the different backgrounds and perspectives that help drive our success and support team members in developing and growing with us. Our Culture & Belonging programs aim to create a workplace where all team members feel welcomed and valued and inspire each other every day. Our Chief People Officer serves as the executive lead of our efforts, with support of executive leaders, and reports progress on our programs and initiatives to the Chief Executive Officer and the Board's Compensation Committee on a periodic basis.

Our Dive In Strategy

RECRUITING

- **Attraction and Retention:** We aim to attract, retain, and advance top talent across all levels of leadership so that we can draw from a wide and qualified candidate pool.
- **Career Advancement:** We create pathways for professional development through mentorship programs, skill-building workshops, and transparent promotion processes.

EDUCATION & TRAINING

- **Training:** We provide mandatory annual training for core team members on topics intended to support a welcoming culture (such as unconscious bias and allyship), complemented by voluntary learning modules on cultural competency and inclusive communication.
- **Policy Reinforcement:** We embed respect and belonging principles into daily operations, including policies that support voluntary pronoun selections and equitable access to resources for all team members.
- **Employee Resource Groups:** We sponsor team member-led ERGs to amplify employee voices, strengthen connections across teams, and celebrate our differences.

COMMUNITY & PHILANTHROPY

- **Philanthropic Partnerships:** We collaborate with local communities and organizations with a focus on broad representation to engage in meaningful charitable activities.

MENTORSHIPS & SCHOLARSHIP

- **Leadership Development:** We offer structured leadership programs to help high-potential team members build critical skills and prepare for leadership roles.
- **Scholarship Opportunities:** We fund scholarships for team members pursuing continuing education in fields aligned with our business goals.

Our 2024 Progress

RECRUITING AND HIRING

- **Intern Program:** We successfully completed our 2024 Corporate Internship program, which serves as a pipeline for new graduate talent. The 2024 cohort was comprised of interns from varying backgrounds and identities and resulted in over 50% of the cohort being converted to a full-time or part-time role after the peak summer season.

INCLUSIVE PROGRAMMING

- **Speaker Series:** To support our message of inclusion and belonging, we launched a speaker series, which featured a varied mix of impactful voices, including a decorated military veteran and leader, an investment management executive, and a panel of Leslie's board members.

LEADERSHIP ENGAGEMENT

- **Executive Accountability:** Throughout the year, our executive leaders demonstrated the value we place on respect and belonging by serving as Executive Sponsors of ERGs, with close involvement throughout the year, and taking part in community events.

2024 At a Glance

4

EMPLOYEE RESOURCE
GROUPS

(CHANGE AGENTS, FAMILIA
UNIDOS, MOSAIC, AND
SWIMCLUSION)

14

TEAM MEMBERS AWARDED
DIVE IN SCHOLARSHIPS

1.25

HOURS OF INCLUSION
IN THE WORKPLACE
TRAINING AVAILABLE TO
EACH TEAM MEMBER⁹

\$68K

TOTAL DIVE IN
SCHOLARSHIP
FUNDS AWARDED

⁹ Based on the cumulative length of four training courses assigned to the Inclusion in the Workplace training module.



Employee and Product Health & Safety

At Leslie's, safeguarding the well-being of customers and team members is our top operational priority. We cultivate a proactive safety culture through a systematic approach that includes health and safety policies, training, and shared accountability, in an effort to empower every team member to maintain a secure and safe environment across Leslie's locations and product lines.

Leslie's Environmental Health and Safety (EHS) program is led by a dedicated team under the oversight of the General Counsel. Their responsibilities span developing EHS protocols and managing regulatory compliance across retail, distribution, manufacturing, and service operations.

Our Preventative Practices

TRAINING & EDUCATION PROGRAMS

- **New Hire Orientation:** Full-time and seasonal team members are expected to complete mandatory safety training during onboarding, tailored to job function and location, followed by annual refreshers to reinforce best practices.
- **Ongoing Awareness:** Monthly safety meetings, checklists, and visual reminders (e.g., posters, notifications) help to keep EHS top-of-mind.

INCIDENT PREVENTION & RESPONSE

- **Reporting System:** A streamlined incident reporting platform offers an easy and accessible reporting channel, and enables proactive hazard identification, review of policies and procedures, and timely corrective actions.
- **Supplier Collaboration:** We use vendor safety notifications regarding hazardous materials to update our product handling procedures and labeling, help us to take stronger precautions and minimize potential risks.

CUSTOMER AND PRODUCT SAFETY

- **Product Reviews:** All products must undergo safety and reliability assessments prior to being included in our offerings.
- **Clear Product Labeling and Education:** The EHS team is responsible for confirming labels cover hazard communication, incident response guidance, and safe disposal instructions, which is complemented by our blog posts, emails, external communications, and other website resources that educate customers on proper use and safe handling, storage, and disposal of pool and spa chemicals.

SAFER PRODUCTS AND SERVICES

- **Eco-Friendly Alternatives:** Our product portfolio includes chemical alternatives to help reduce safety risks and environmental impact without compromising performance.
- **Testing Solutions:** Proprietary in-store and at-home water testing products and services help customers support pool safety, extend equipment lifespan, and reduce repair costs.

Our 2024 Progress

POLICY & COMPLIANCE ENHANCEMENTS

- **EHS Review:** We completed a gap analysis of key EHS policies and practices, updating resources for our locations for safe handling, storage, transportation, and disposal of chemicals and equipment.
- **Compliance Tools:** The EHS team implemented video safety inspections for company-wide operations.

SAFETY PERFORMANCE IMPROVEMENTS

- **Standardized Incident Analysis:** Leslie's developed a standardized Just Culture in our Distribution Centers review process for incidents involving injuries and property damage, enabling data-driven process refinements, knowledge-sharing, and aligned corrective actions.
- **Targeted Safety Campaigns:** We launched a focused peak-season safety campaign at distribution centers that reduced workplace injuries by 68% comparing 2024 with 2023.

2024 At a Glance

3.57

TRIR¹⁰

23

NEW/UPDATED TEAM MEMBER
SAFETY RESOURCES PUBLISHED



¹⁰ Total Recordable Incident Rate (TRIR) is calculated using the U.S. OSHA-defined formula: # of incidents x 200,000/total hours worked.

Cybersecurity & Data Privacy

To safeguard our systems, networks, and the data entrusted by customers, vendors, and team members, we maintain a strong cybersecurity program and robust data privacy measures. Our security and privacy organization has been reorganized and is now led by our Chief Information Officer, with responsibilities spread throughout the organization and oversight from the Audit Committee.

Our Protective Processes

REGULATORY COMPLIANCE AND STANDARDS ADHERENCE

- **Framework Implementation:** We employ a certified information security management system aligned with the Center for Information Security (CIS) framework to establish and maintain security controls.
- **Regulatory Alignment:** We maintain processes designed to comply with applicable federal and state regulations, including Sarbanes-Oxley Act (SOX) IT requirements and state-specific privacy laws.
- **Industry-Specific Standards:** We adhere to Payment Card Industry (PCI) Security Council guidelines and American National Standards Institute (ANSI) encryption protocols for secure payment processing.

THREAT DETECTION AND RESPONSE

- **Managed Detection and Response:** We partner with a third-party managed security service (MSS) for advanced threat detection, response, and system monitoring.
- **Incident Preparedness:** We implement robust incident response and business continuity plans to help mitigate risks and minimize operational disruptions during adverse events.
- **Industry collaboration:** We engage in cyber intelligence communities, including the Retail & Hospitality Information Sharing & Analysis Center (RH-ISAC), to stay ahead of emerging threats.

DATA GOVERNANCE AND TEAM MEMBER EDUCATION

- **Data governance framework.** We enforce policies that cover the entire lifecycle of sensitive and personal information, encompassing collection, usage, access, sharing, storage, safeguarding, and deletion.¹¹
- **Targeted training.** We deliver annual enterprise-wide and role-based training for team members on critical topics such as data security, PCI compliance, phishing, and other vulnerability matters, with an average of three (3) hours of cybersecurity and data privacy training provided per team member in 2024.
- **Security-conscious culture.** We raise cybersecurity awareness through simulated exercises, newsletters, and daily security tips to maintain vigilance across the organization.



¹¹ Review the terms of [Leslie's Privacy Policy](#) on our website.

Corporate Governance

Leslie’s corporate governance framework is designed to establish transparent rules and controls, guide leadership and decision-making, and align the interests of our shareholders, directors, management, team members, and vendors. We are committed to upholding strong corporate governance practices that safeguard long-term shareholder value, strengthen Board and management accountability, and foster public trust in the Company.

The Board of Directors delegates oversight responsibilities of key areas to its three standing committees: (i) Audit Committee; (ii) Compensation Committee; and (iii) Nominating and Corporate Governance Committee. Our Board works closely with our management team to embed our values, principles, controls, and procedures across our operations. Regular updates from management provide the Board and its committees with insights into their respective areas of oversight.

See the [Sustainability Leadership](#) section for more information about the Board, committee, and management responsibilities.

Our Responsible Practices

BOARD LEADERSHIP AND INDEPENDENCE

- **Separation of Leadership Roles:** The roles of Chairman of the Board and Chief Executive Officer are held by separate individuals to provide for independent oversight.
- **Independent Board Composition:** All non-employee directors on the Board are independent, and only independent directors serve on Board committees.
- **Executive Sessions for Independent Directors:** Independent directors meet regularly in executive sessions without management present to maintain board independence in carrying out fiduciary duties, protect confidentiality, and encourage open dialogue on sensitive matters.

GOVERNANCE PRACTICES

- **Board Declassification:** The Board began a declassification process in 2023 through amendments to the Certificate of Incorporation, with plans to fully transition to an annually elected Board by 2027.
- **Annual Evaluations:** The Board conducts annual self-evaluations for both the full Board and its committees, as well as individual director evaluations, to support its effectiveness and accountability.
- **Director Education:** Training and certification opportunities are encouraged for all directors to enhance their governance expertise and knowledge.
- **Overboarding Policy:** A strict overboarding policy limits directors to serving on no more than four public company boards, while directors who are public company executive officers may serve on no more than two public company boards.
- **Prohibition on Hedging and Pledging:** Leslie’s prohibits executive officers and directors from engaging in hedging or pledging transactions involving Company securities to align interests with shareholders.

ENTERPRISE RISK PROGRAM

- **Enterprise Risk Management (ERM)**
Oversight: As part of the ERM program, an annual risk assessment is facilitated by Internal Audit under management’s leadership, with direct oversight provided by the Board and its committees.
- **Risk Assessment Framework:** Enterprise risks are evaluated based on their potential impact and likelihood using qualitative and quantitative criteria across financial, operational, regulatory, and strategic objectives.
- **Risk Ownership and Mitigation Plans:** A designated member of the management team is assigned ownership of each enterprise risk, including responsibility for developing mitigation strategies to reduce risks to acceptable levels. These assessments and mitigation plans are communicated to the Board at least annually.

2024 At a Glance*

8

MEMBERS OF THE BOARD
OF DIRECTORS

88%

INDEPENDENT

57

AVERAGE DIRECTOR AGE

* Board composition data is as of our [2025 Proxy Statement](#).

To support our corporate strategy and long-term business objectives, Leslie’s Nominating and Corporate Governance Committee established skills and experience criteria for selecting Board nominees, including:

- Retail/Merchandising
- Strategic Management
- Branding and Customer Marketing
- Human Capital Management
- Finance/Accounting
- Information Technology/Cyber Security
- Governance/Risk Management
- Supply Chain Sustainability

Business Ethics & Compliance

We promote the highest standards of integrity, operating honestly, ethically, and in compliance with applicable laws and regulations. By doing so, we aim to prioritize the long-term interests of our stakeholders while also strengthening the transparency and accountability of our management and Board.

Management is responsible for devising and maintaining a corporate culture that promotes compliance with legal and regulatory requirements and the ethical conduct of our business, with Board oversight. Team members, Board members, business partners, and suppliers are expected to meet the guidance and requirements in Leslie's ethics and compliance-related policies.

Ethics and Compliance Program

COMMITMENT TO ETHICAL STANDARDS

- **Code of Ethics:** Leslie's team members, management, and directors are required to comply with our Code of Ethics. This code establishes standards for honest and ethical conduct, promotes compliance with applicable laws, and is regularly reviewed and updated to provide for its relevance and effectiveness.
- **Annual Acknowledgement.** Team members are required to annually review and endorse our Code of Ethics to reinforce ethical standards and stay up to date on relevant policies and regulations.
- **Commitment to Human Rights:** Leslie's is dedicated to respecting human rights throughout our operations and supply chain. We prohibit forced labor, child labor, human trafficking, and other exploitative practices, and require vendors to comply with laws such as the Uyghur Forced Labor Prevention Act.

OVERSIGHT AND REPORTING MECHANISMS

- **Legal and Policy Compliance:** Leslie's internal and external counsel help to support our compliance with laws, regulations, and corporate governance policies, with the Audit Committee providing additional oversight of the compliance program.
- **Ethics Hotline:** We provide a 24/7 hotline for team members and vendors to report concerns confidentially and anonymously about potential violations of the Code of Ethics, related ethics policies, or questionable accounting/auditing practices.
- **Non-Retaliation Policy:** Leslie's explicitly prohibits retaliation against anyone who reports concerns in good faith, fostering an environment where stakeholders can report issues without fear of reprisal – or can do so anonymously, if they so desire.

ANTI-CORRUPTION MEASURES

- **Fair Dealing Practices:** We emphasize fair dealing in interactions with customers, vendors, competitors, and team members and prohibit manipulation, misrepresentation, or other unfair practices.
- **Zero Tolerance for Bribery:** Leslie's maintains strict anti-bribery policies in line with the Foreign Corrupt Practices Act (FCPA). We expect both team members and vendors to avoid any form of corruption or unethical influence in business dealings.
- **Gift Policies:** Business gifts must align with creating goodwill rather than unduly influencing business decisions. Leslie's Company policy prohibits excessive or inappropriate gifts.

Read more about our vendor expectations in the [Sustainable Products & Supply Chain](#) section.



Leslie's Ethics and Compliance-Related Policies

- Code of Ethics
- Vendor Code of Conduct
- Team Member Handbook
- Human Rights Policy
- Anti-Harassment Policy
- Gift and Entertainment Policy
- Political Contributions & Lobbying Activities Policy
- Foreign Corrupt Practices Act Compliance Policy
- Privacy Policy
- Environmental Policy

ENVIRONMENTAL

Energy (MWh)	FY 2022	FY 2023	FY 2024
Energy Consumed	95,708	88,286	109,552
Electricity	65,698	57,190	79,131
Natural Gas	30,010	31,096	30,421
Fleet (Gallons, thousands)	FY 2022	FY 2023	FY 2024
Fuel Consumed	473.8	497.1	437.6
Gasoline	413.8	421.7	374.9
Diesel	59.9	63	62.2
Ethanol	0.1	12.4	0.4
GHG Emissions (metric tons CO2e)	FY 2022	FY 2023	FY 2024
Scope 1	4,436	4,510	4,047
Natural Gas	189	153	109
Vehicle Fleet	4,247	4,357	3,937
Scope 2 (location-based)	29,073	26,917	32,351
Electricity	23,821	21,434	26,946
Purchased Heat	5,252	5,484	5,405
Scope 2 (market-based)	29,836	26,036	31,013
Electricity	24,585	20,552	29,019
Purchased Heat	5,252	5,484	5,405
Scope 3¹²	166,676	136,906	132,187
Category 1: Purchased Goods and Services	141,785	102,263	91,902
Category 2: Capital Goods ¹³	8,776	7,830	7,410
Category 3: Fuel- and Energy-Related Activities	10,519	7,222	7,069
Category 4: Upstream Transportation and Distribution Emissions ¹⁴	-	13,028	22,002
Category 6: Business Travel ¹⁵	305	220	242
Category 7: Employee Commuting ¹⁶	5,291	3,803	3,562

¹² Data was not tracked in 2022 for Scope 3 Category 4.

¹³ Category 2: Capital Goods account for cradle-to-gate emissions of purchased vehicles, software, and capex for stores.

¹⁴ Category 4: FY2024, we further engaged with our suppliers and collected additional data for our upstream transportation and distribution category. This resulted in higher and more accurate emissions for FY2024. We plan to align prior year emissions with this new methodology in the future, in accordance with our recalculation policy. Until that time, 2024 metrics are not directly comparable to prior year data.

¹⁵ Category 6: Business Travel account for the transportation of team members for business-related activities in airplanes operated by third parties.

¹⁶ Category 7: Employee Commuting Emissions were estimated based on vehicle miles travel for in-person work at Leslie's stores and offices. The values do not include emissions from telecommuting. For commuting emissions, we identified an error in previously reported data. This error has been corrected in the totals above.

ENVIRONMENTAL (cont.)

Waste (metric tons) ¹⁷	FY 2022	FY 2023	FY 2024
Waste Generated	5,837	7,985	9,449
Waste Recycled	2,963	3,002	4,143
Water (Gallons, thousands)	FY 2022	FY 2023	FY 2024
Water Used	54,170	59,437	61,540

SOCIAL

Team Member Composition ¹⁸					FY 2022				FY 2023				FY2024			
Total Team Members					4,300				4,100				3,800			
Type/Location																
Retail & Commercial Service Network					2,800				3,200				2,800			
Distribution Center					320				275				440			
In-Field Technicians					280				250				220			
Corporate Members					410				360				340			
Gender																
	All Employees	Executives	Senior Managers	All Other Team Members	All Employees	Executives	Senior Managers	All Other Team Members	All Employees	Executives	Senior Managers	All Other Team Members				
Female	29%	26%	31%	29%	30%	16%	28%	30%	30%	29%	24%	31%				
Male	71%	74%	69%	71%	70%	84%	73%	70%	70%	71%	76%	69%				
Racial/Ethnicity																
	All Employees	Executives	Senior Managers	All Other Team Members	All Employees	Executives	Senior Managers	All Other Team Members	All Employees	Executives	Senior Managers	All Other Team Members				
Asian	3%	7%	4%	2%	2%	9%	2%	3%	2%	6%	1%	2%				
Black or African American	10%	4%	7%	10%	10%	2%	5%	10%	10%	3%	6%	10%				
Hispanic or Latino	16%	-	7%	18%	17%	-	11%	19%	19%	6%	16%	21%				
Native American	<1%	-	-%	<1%	<1%	-	-	<1%	<1%	-	1%	<1%				
Pacific Islander	<1%	-	1%	<1%	<1%	-	1%	1%	<1%	-	-	<1%				
White	64%	87%	73%	61%	62%	89%	76%	60%	60%	79%	71%	58%				
Two+ Races	4%	-	4%	4%	4%	-	3%	4%	4%	1%	1%	4%				
Did not answer	3%	2%	4%	4%	3%	-	2%	3%	3%	4%	4%	4%				

¹⁷ Due to the availability of data, total waste metrics for 2022, 2023 and 2024 account for approximately 43% of Leslie's facilities.

¹⁸ Team member composition metrics are reported as of fiscal year end and exclude seasonal temporary team members who are hired for a fixed time during the busy summer months.

SOCIAL (cont.)

Compensation	FY 2022	FY 2023	FY2024
Average hourly pay for FT retail, commercial service, and DC team members	\$18.38	\$19.29	\$19.21
Minimum wage for FT hourly team members not eligible for commission-based pay	\$15.00	\$15.00	\$15.00
Number of team members receiving equity grants	>390	316	257
CEO pay ratio ¹⁹	60 to 1	102 to 1	60 to 1
Gender pay ratio ²⁰	96.4%	95.7%	98.9%
Development and Retention	FY 2022	FY 2023	FY2024
Number of 1:1 coaching sessions between assistant or general managers with general or district managers ²¹	375	3,000+	3,000+
Number of managers who completed leadership acceleration program	62	90	90
Total field hours of manager leadership development training	190	270	270
Average hours of completed training per team member	Retail: 50 Corporate: 5	18	18
Three-year average seasonal team member rehire rate	28%	32%	27%
Annual Turnover Rate^{22 23}	39%	38%	48%
Involuntary Turnover Rate ²⁴	4%	7%	8%
Voluntary Turnover Rate	35%	31%	40%
Safety Incidents	FY 2022	FY 2023	FY 2024
Total Recordable Incident Rate ²⁵	4.20	2.68	3.57
Annual Driver Accidents	57	62	64
Non-Preventable Accidents	13	28	30
Preventable Accidents	44	34	34
Fatalities	0	0	0
Philanthropic Contributions			
Approximate total donations to local and pillar partners	\$800,000	\$850,000	\$660,000

¹⁹ Estimation of the ratio of our CEO’s total compensation for fiscal year 2024 to the median of the total compensation of all of our employees (excluding our CEO) for fiscal year 2024, consistent with SEC rules.

²⁰ Reflects the difference in earnings between men and women in 2024; specifically the ratio of women’s median earnings to men’s median earnings.

²¹ Revamped review process and implemented tracking system in 2023 allowing better enforcement and data tracking.

²² Turnover data is calculated based on the number of annual terminations divided by average monthly headcount. Metrics do not include seasonal team members.

²³ We are restating previously reported turnover data. Leslie’s changed HRIS systems and the methodology for categorizing team members in mid-2021, and full year data with the new categories is only available for 2022. In addition, we changed our turnover calculation methodology to exclude seasonal, temporary team members, which we believe provides a more accurate and consistent picture.

²⁴ Involuntary turnover includes terminations due to corrective actions, policy violations, and at-will only. It does not include job eliminations. We believe this methodology provides a more accurate and consistent picture due to frequent restructuring at the corporate level.

²⁵ Total Recordable Incident Rate (TRIR) is calculated using the U.S. OSHA-defined formula: # of incidents x 200,000/total hours worked.

GOVERNANCE

Board Composition ²⁶	2022	2023	2024
Gender			
Male	60%	62%	37%
Female	40%	38%	63%
Race/Ethnicity			
White	70%	75%	75%
Black or African American	20%	12.5%	12.5%
Hispanic or Latino	10%	12.5%	-
Asian	-	-	12.5%
Independence			
Independent	60%	62%	88%
Non-Independent	40%	38%	12%

²⁶ Board composition for 2022 data is reported as of January 1, 2023 in the 2023 proxy statement; 2023 data is reported as of January 1, 2024 in the 2024 proxy statement; 2024 data is reported as of January 1, 2025 in the 2025 proxy statement.

CONSUMER GOODS – MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

Topic	Accounting Metric	Code	Response
Energy Management in Retail & Distribution	(1) Total energy consumed	CG-MR-130a.1	(1) 394,387 GJ (109,552 MWh) ²⁷
	(2) Percentage grid electricity		
	(3) Percentage renewable		(3) 0%
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	<p>Leslie's has a robust cybersecurity and data privacy program to identify, manage, and mitigate risks to its customers,' vendors,' and team members' data, including personally identifiable information (PII), obtained through the normal course of business operations. The program includes a certified information security management system that follows the Center for Information Security (CIS) framework and is designed to comply with applicable state, federal, and international regulatory requirements and the Payment Card Industry Data Security Standard (PCI DSS). A third-party managed security service (MSS) runs its detection and response program, which includes a 24/7 security operations center (SOC), 24/7 security incident event management (SIEM), and quarterly vulnerability penetration tests. Leslie's uses a cloud-based governance, risk, and compliance management solution for IT general controls, PCI assessments, and vendor management. In addition, Leslie's is a member of the Retail & Hospitality Information Sharing & Analysis Center (RH-ISAC).</p> <p>The cybersecurity and data privacy program is overseen by the Chief Digital and Technology Officer, who reports directly to the Chief Executive Officer and the Board's Audit Committee on a periodic basis. The Vice President of Security and Compliance is responsible for managing security operations and regulatory compliance.</p> <p>See the Cybersecurity & Data Privacy section for more information.</p>
	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	CG-MR-230a.2	For information about any material data breaches please, refer to our Form 8-K filings available on our website.
Labor Practices	(1) Average hourly wage and (2) percentage of in-store and distribution centre employees earning minimum wage, by region	CG-MR-310a.1	(1) \$19.19 (2) 0% (all of Leslie's team members earn above state-specific minimum wage mandates)
	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees	CG-MR-310a.2	(1) 40% (2) 8%, including elimination of seasonal roles
	Total amount of monetary losses as a result of legal proceedings associated with labour law violations	CG-MR-310a.3	For a summary of material litigation matters, please refer to "Item 3. Legal Proceedings" in our 2024 Form 10-K filing.

²⁷ The energy consumption figures for FY2023, reported as 319,572 GJ (88,770 MWh), did not include transport fuels. The revised methodology for total energy consumption includes transport fuels, and the updated consumption for FY2023 is 378,227 GJ (105,063 MWh). Transport fuel consumption is included in the FY2024 calculation.

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CONSUMER GOODS – MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS (cont.)

Topic	Accounting Metric	Code	Response
Workforce Diversity	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	CG-MR-330a.1	See Sustainability Data Tables in the Report Appendix.
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CG-MR-330a.2	For a summary of material litigation matters, please refer to “Item 3. Legal Proceedings” in our 2024 Form 10-K filing.
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental or social sustainability standards	CG-MR-410a.1	Leslie's does not track this information.
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-MR-410a.2	<p>Leslie's conducts a hazard- and risk-based review of new products as part of its chemical management approach. Product Safety Data Sheets (SDSs) are reviewed for: (i) physical and health hazards, such as whether a product represents a new or significantly different hazard; (ii) National Fire Protection Association rating/fire code hazard classes; (iii) health risks/ratings; (iv) spill clean-up/exposure information, including whether special PPE is required; (v) storage and handling information; (vi) Department Of Transportation information; (vii) stability/reactivity information; and (viii) other regulatory requirements. Leslie's product labels are designed to comply with applicable regulations and provide information on hazardous content, hazard warnings, precautionary measures, first aid and incident response, and safe storage and disposal instructions. In addition, SDSs are available on our website.</p> <p>Leslie's may decide not to carry a new product due to difficulties with proper storage or separation from other incompatible products, a new and/or significant increase in degree of associated hazards, or negative environmental impact, among others. Leslie's Director of Environmental, Health, and Safety and Regulatory Affairs is expected to be alerted of new products and may be notified of a chemical-related new product under consideration, inclusive of a current SDS from the product manufacturer or supplier. In addition, Leslie's practice is to prioritize chemical efficiency within its category of sustainable product offerings as a way for customers to select nonchemical alternatives.</p>
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	<p>We focus on delivering the quality and safety our customers have come to expect from us, including in our product packaging. We are actively identifying sustainable alternatives for Leslie's-branded product packaging whenever feasible. To date, Leslie's has joined the Ellen MacArthur Foundation Network community to expand its awareness and knowledge of circular economy practices it may integrate into the review process.</p> <p>See the Sustainable Products & Supply Chain section of this report.</p>
Activity Metric		Code	Response
Number of: (1) retail locations and (2) distribution centres		CG-MR-000.A	(1) 1,021 (2) 6
Total area of: (1) retail space and (2) distribution centres		CG-MR-000.B	(1) 4,217,530 ft² (2) 1,055,418 ft²

Outlined below is how we seek to manage climate-related risks and opportunities, with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Governance

Board of Directors

The Board is responsible for understanding the principal risks associated with the Company’s business and overseeing the key risk decisions of management, as well as promoting the Company’s long-term sustainable growth, including the achievement of its social and environmental goals. While the Audit Committee has primary responsibility for risk oversight, both the Audit Committee and the Board are actively involved in risk oversight, and both receive reports on our risk management activities from our executive management team on a regular basis. In addition, each committee of the Board considers risks associated with its respective area of responsibility. Risks related to sustainability matters, sustainability goals, and corporate governance are overseen by the Nominating and Corporate Governance Committee. The committees meet quarterly and report regularly to the full Board on its discussions and make recommendations as appropriate.

Management

Our leadership team monitors and implements policies for addressing enterprise risks, including climate-related issues, and reports periodically to the Board and its committees on our risks. Internal Audit facilitates the ERM program by performing an annual enterprise risk assessment where enterprise risks previously identified are refreshed and new enterprise risks may be identified.

See the [Sustainability Leadership](#) and [Corporate Governance](#) sections of this Report for more information on risk oversight and management structure.

Strategy

Leslie’s has identified certain physical risks from climate change in the risk section of our FY 2024 annual report, primarily focused on the potential impacts from severe weather and global warming. These potential impacts include product supply disruptions, reduced demand for our products, operational disruptions, and property losses. The annual report also highlights transition risks related to compliance with new and proposed climate change disclosure requirements of the Securities and Exchange Commission and California.

Scenario Analysis

Leslie’s considers climate-related risks and opportunities across the following time horizons:

- Short term: risks present today
- Medium term: risks that may arise by 2030
- Long term: risks that may arise after 2030 and before 2050

We use the following climate scenarios to develop insights capable of informing future decisions:

Scenario	Application
Orderly decarbonization scenario aligned with limiting warming to 1.5°C based on Principles for Responsible Investment Required Policy Scenario, the Network for Greening the Financial System Net-zero 2050 scenario, and the IPCC SSP1-1.9.	Identify climate-related transition risks which may impact the business should policy and regulatory action support a low-emissions future.
A low policy action scenario aligned with exceeding 3°C of warming and based on the Network for Greening the Financial System Current Policies scenario, the Fifth National Climate Assessment, and the IPCC SSP5-8.5.	Identify and understand geographic distribution and magnitude of physical risks associated with a high-emissions future to Leslie’s operations, customers, and value chain across the short, medium, and long term.



Risk Management





Our ERM program identifies and assesses risks through an annual enterprise risk assessment facilitated by Internal Audit, including climate-related risks, with oversight from the executive leadership team. In 2024, we conducted our first climate scenario analysis with the help of a third-party vendor to identify climate-related physical and transition risks in alignment with the TCFD recommendations. The outcomes from the climate scenario analysis were assessed according to our standard enterprise risk management process.

Leslie's maintains an ERM program with direct oversight by the Board and its committees through which management assesses enterprise risks, including climate-related risks. Enterprise risks are assessed in terms of impact and likelihood of occurrence using qualitative and quantitative factors across our financial, operational, regulatory, and strategic objectives. The Company considers the likelihood of risk occurrence from low to high. An executive leadership team member is assigned ownership of enterprise risks, including developing mitigations to reduce the impact and likelihood to an acceptable level. The assessment and subsequent mitigations of enterprise risks are communicated to the Board on at least an annual basis.

See the [Corporate Governance](#) and [Sustainability Leadership](#) sections of this report for more information about our enterprise risk management program.

Metrics and Targets

See the [Environmental Management](#) section of this report

UN SDG	UN Definition	Leslie's Practices	References
	Ensure healthy lives and promote well-being for all at all ages.	The health and well-being of our associates are at the forefront of our concerns. We achieve this by identifying, reducing, and preventing risks, implementing proactive measures, maintaining robust incident reporting and investigations, applying corrective actions as needed, and regularly enhancing our health and safety programs. We also support our associates with health and wellness benefits designed to help keep them and their families moving every day.	See Employee and Product Health & Safety and Human Capital Management sections.
 	<p>Achieve gender equality and empower all women and girls.</p> <p>Reduce inequality within and among inequalities.</p>	As champions of belonging and new horizons, we are proud to foster a workplace that is inclusive of all perspectives, helps reduce inequalities among underrepresented communities, and supports equal employment opportunities.	See Inclusive Culture: Respect & Belonging section.
	Ensure availability and sustainable management of water and sanitation for all.	As a trusted leader, we make clean, safe, and beautiful pools and spas a priority. We prioritize customer education and through our business and partnerships offer essential water sanitation and safety products and services. Leslie's range of branded and third-party eco-friendly product options also helps to conserve water, minimize evaporation, sanitize, and repurpose backwash.	See Water Safety & Community Engagement and Sustainable Products & Supply Chain sections.

Forward-Looking Statements

The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice. We do not undertake to update or revise any such statements, regardless of any historical practice of doing so. This report represents our current policy and intent and its contents, including statements from third parties about our sustainability performance and risk profile, are not intended to create legal rights or obligations. This report may contain or incorporate by reference public information not separately reviewed, approved, or endorsed by us and no representation, warranty, or undertaking is made by us as to the accuracy, reasonableness, or completeness of such information. Inclusion of information in this report is not an indication that the subject or information is material to our business, results of operations, or financial position, or to stakeholders or our impacts on other parties, in each case for purposes of reporting with the U.S. Securities and Exchange Commission, or any law or requirements that may be applicable to Leslie's and/or its subsidiaries. This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements may be identified by the use of words such as "intend," "commit," "believe," "expect," and "may," and other similar expressions that predict or indicate future events or that are not statements of historical matters. Forward-looking statements are based on current information available at the time the statements are made and on management's reasonable belief or expectations with respect to future events, and are subject to risks and uncertainties, many of which are beyond the Company's control. Actual performance, outcomes or results may differ materially from the belief or expectations expressed in or suggested by the forward-looking statements due to a variety of factors, including assumptions not being realized, technological developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations, or expansion into new products, services and geographic regions, or changes in circumstances. Additional factors or events that could cause actual results to differ may also emerge from time to time, and it is not possible for the Company to predict all of them. Forward-looking statements speak only as of the date on which they are made. Investors are referred to our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q filed with the Securities and Exchange Commission for additional information regarding the risks and uncertainties that may cause actual results to differ materially from those expressed in any forward-looking statement. The standards of measurement and performance contained in this report are developing and based on assumptions, and no assurance can be given that any belief or expectation set forth in this report can or will be achieved. In addition, historical, current, and forward-looking sustainability-related statements have been and may in the future be based on current or historical goals, targets, aspirations, commitments, or estimates; diligence, internal controls, and processes that continue to evolve; standards for measuring and reporting progress that are still developing; data, certifications, or representations provided or reviewed by third parties, including information from acquired entities that is incomplete, subject to ongoing review, has not yet been integrated into the Company's reporting processes, or, once integrated, is not reconcilable with such processes; and assumptions that are subject to change in the future. Website references throughout this report are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this report, nor does it constitute a part of this report.



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