

Sustainability Accounting Standards Board (SASB) Disclosure 2025 Response for Wickes Group plc

This comprises our response to the Multiline and Specialty Retailers & Distributors Sustainability Accounting Standard (version 2023-12). For further details refer to our 2025 Annual Report Responsible Business section available on our website www.wickesplc.co.uk.

Accounting Metric	Category	Unit of Measure	Code	2025 Response
Energy Management in Retail & Distribution				
(1) Total energy consumed	Quantitative	Gigajoules (GJ)	CG-MR-130a.1	359,684
(2) Percentage grid electricity		Percentage (%)		40.66%
(3) Percentage renewable		Percentage (%)		40.62%
Data Security				
Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-230a.1	Please refer to 2025 Annual Report & Accounts, Responsible Business Section, page 49.
(1) Number of data breaches; (2) Percentage involving personally identifiable information (PII); (3) Number of customers affected	Quantitative	Number Percentage (%) Number	CG-MR-230a.2	We report breaches where appropriate to the relevant regulatory authorities but do not currently include it in our public reporting.
Labour Practices				
(1) Average hourly wage	Quantitative	Reporting currency	CG-MR-310a.1	We use this internally, but we do not currently include this in our public reporting.
(2) Percentage of in-store and distribution centre employees earning minimum wage, by region		Percentage (%)		We use this internally, but we do not currently include this in our public reporting.
(1) Voluntary turnover rate for in-store and distribution centre employees	Quantitative	Rate	CG-MR-310a.2	22.3% (23.5% for in-store employees).
(2) Involuntary turnover rate for in-store and distribution centre employees		Rate		We use this internally, but we do not currently include this in our public reporting.

Total amount of monetary losses as a result of legal proceedings associated with labour law violations	Quantitative	Reporting currency	CG-MR-310a.3	We use this internally, but we do not currently include this in our public reporting.
Workforce Diversity & Inclusion				
Percentage of gender representation for (1) executive management (2) non-executive management (3) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	(1) 33.3% females in executive management. (2) 28.6% for non-executive management ¹ . (3) 36.7% females in Senior managers and 38.9% females for all other colleagues.
Percentage of racial/ethnic group representation for (1) executive management (2) non-executive management (3) all other employees		Percentage (%)		(1) 22.2% UEM ² in executive management. (2) 14.3% for non-executive management ¹ . (3) 14.7% for senior managers and 15.0% for all other colleagues.
Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting currency	CG-MR-330a.2	We use this internally, but we do not currently include this in our public reporting.
Product Sourcing, Packaging & Marketing				
Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-410a.1	We use this internally, but we do not currently include this in our public reporting.
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion & analysis	N/A	CG-MR-410a.2	Please refer to the 2025 Annual Report & Accounts, 'Product Quality & Safety' section on page 50.
Discussion of strategies to reduce the environmental impact of packaging	Discussion & analysis	N/A	CG-MR-410a.3	Please refer to the 2025 Annual Report & Accounts, 'Waste' section on page 43.
Activity metrics				
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	(1) 230 stores; (2) 2 Distribution Centres.
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m ²)	CG-MR-000.B	(1) 574,359 sq m (6,182,395 sq ft); (2) 86,759 sq m (933,873 sq ft)

1 Wickes Group plc Board

2 Underrepresented Ethnic Minority - all ethnic groups except White British and White ethnic minorities.