



Environmental, Social & Governance

ESG

Environmental

We are committed to working to minimize our impact on the environment through energy management conservation initiatives, air quality improvements, responsible water conservation and recycling where applicable

Energy Management



- Utilizing energy-efficient lighting with motion detection to reduce power consumption
- Using digital tools (Skype, Microsoft Team, etc.) for business and video conferencing to reduce road and air travel

Air Quality



- Company-owned pipe yard facilities with large, unpaved driving areas have implemented environmentally-friendly dust control methods to reduce particulate matter (PM) emissions
- Tracking greenhouse gas (GHG) emissions for fleet, modernizing fleet of vehicles for improved fuel efficiency, evaluating new technologies to minimize fleet emissions

Waste Management



- Recycling programs implemented in locations where local waste management providers offer feasible recycling options; includes paper, plastic, cardboard, metal, and wood
- Evaluating implementation of water filling stations to eliminate plastic water bottle waste
- Actively minimizing packaging waste

Water / Wastewater



- DNOW is not a major consumer of water or generator of industrial wastewater
- Many pump repair facilities have implemented water recycling systems to reduce water consumption

Social - Employee and Industry Engagement

Employee Development

- Talent Management
- College Rotational Program (SCMDP)
- HIPO programs
- Leadership Development
- Retain, Attract, Develop (RAD)
- Women's Affinity Group



Employee Engagement

- Employee surveys
- Executive leadership video series and podcasts
- Milestones service awards
- Family appreciation events
- CP1 recognition



Industry Engagement

- Support and funding of industry related associations and scholarships



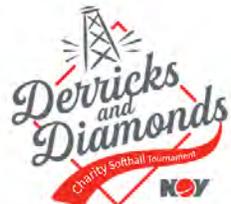
- PESA Diversity and Inclusion Champions
- Active committee participation with industry trade associations

HIPO: High Potential Employee Development Program, SCMDP: Supply Chain Management Development Program, CP1: Customer Priority One

Social – Social Responsibility

Community Engagement

We engage and support many organizations and groups in the communities where we operate globally.



Governance

We are committed to and recognize the importance of good corporate governance and high ethical standards. DistributionNOW's Code of Business Conduct and Ethical Standards enhances our relationships with key stakeholders, including our people, customers, suppliers, other business partners, shareholders, and local communities around the world.

Core Industry Experience (in years)



Director Tenure (in years)*



Average Tenure: 5.4 years | * As of January 2019

Age*



Average Age: 64 years | * As of January 2019

Director Independence



Director Diversity



Other Corporate Governance Highlights:

1. 6 out of 7 independent directors
2. Majority voting to elect board members
3. Annual say on pay voting
4. Independent Chair of the Board
5. Independent committee chairs
6. Clawback policy to recover executive compensation