



2020

**ENVIRONMENTAL,
SOCIAL RESPONSIBILITY
AND CORPORATE
GOVERNANCE REPORT**

MRC Global

TABLE OF CONTENTS

2 Introduction

A Letter from Our Chairman of the Board
ESG Governance Structure
A Letter from Our CEO

6 Navigating the COVID-19 Pandemic

8 ESG Performance Summary

11 About MRC Global

MRC Global Today
Code of Ethics
Global Ethics Hotline
Corporate Policies

15 MRC Global and Sustainability

16 Supplier Sustainability

Supply Chain Management
Supplier Code of Conduct
Sustainability - MRCGO™

18 Stakeholder Engagement

20 Reporting

21 Environment

Emissions in our Operations
Managing the Risks of Climate Change
Water
Deforestation
Waste Management & Recycling
Managing Environmental Risk
2019 Key Environmental Achievements

33 Social Responsibility

Health & Safety
Human Rights
Employee Engagement
Community Involvement

44 Corporate Governance

Corporate Governance
The Board's Oversight of Risk Management
Oversight of Responsibilities of the Board Over ESG



A LETTER FROM OUR CHAIRMAN OF THE BOARD

RHYS J. BEST
CHAIRMAN

On behalf of MRC Global, thank you for your interest in our 2020 Environmental, Social Responsibility and Corporate Governance (ESG) Report. Our company is a global leader in the sale and distribution of pipe, valve and fitting (PVF) products that help protect the environment and prevent pollution. In addition, we are actively focused on key sustainability issues involving the improvement of our own environmental performance, advancing worker safety and human rights and contributing positively to the communities where we operate. The Board of Directors (Board) is charged with the oversight of our company's ESG efforts and understands and appreciates the importance of its conscientious management. On the following page, you will find a diagram illustrating the Board's ESG risk management structure. Details regarding the risk management structure can be found in the "Governance" section.

MRC Global is committed to the principles of sustainability. We provide customers with PVF and other infrastructure

products and services that are essential to economic and industrial growth and improving standards of living. These products are essential to protect the environment and our communities.

As we prepare to celebrate our 100th year in business, our company continues to prove its resilience as it faces both the COVID-19 pandemic and an extreme downturn in the energy markets. Our company and its supply chain have been resilient in light of the slowdown and partial shut-downs of certain suppliers in locations around the world due to the pandemic. A summary of our company's COVID-19 response and highlights showing the resilience of MRC Global can be found in the "Navigating the COVID-19 Pandemic" and "MRC Global and Sustainability" sections that follow.

This publication provides you with an update on our key ESG initiatives for 2019. A summary of our achievements can be found in the "ESG Performance Summary." Some of the highlights for 2019 include the following:

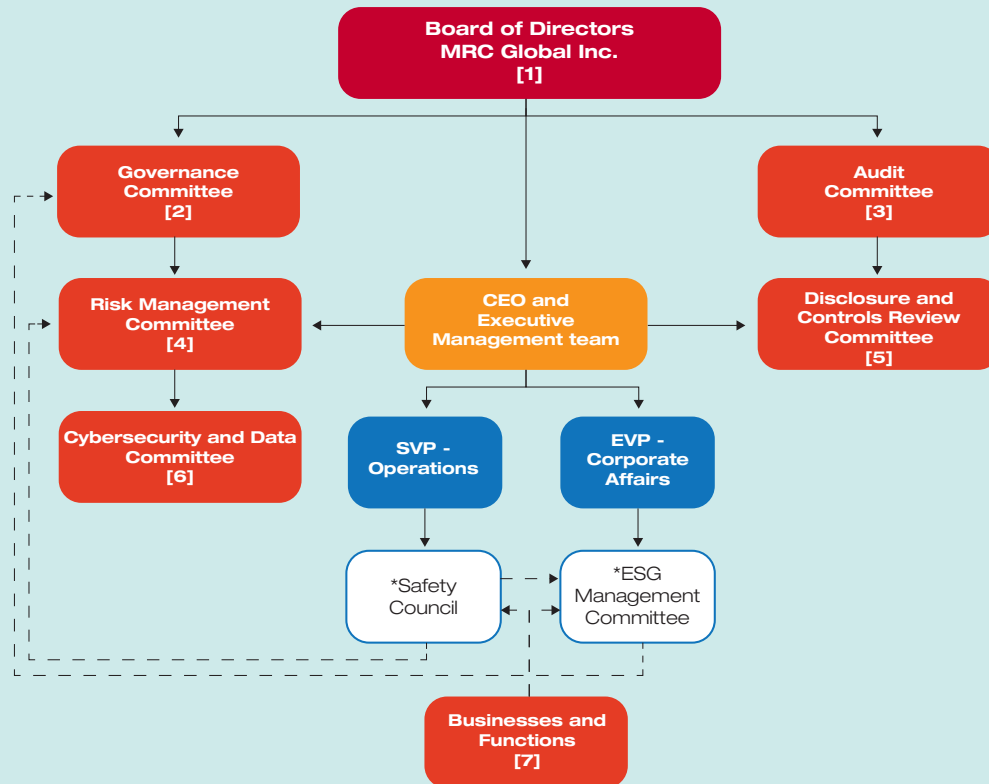
- Low-E valve sales in 2019 for use in hydrocarbon applications of more than \$1.29 billion
- Decrease in Scope 1 emissions of approximately 2% in carbon tons from 2018 (15,774) to 2019 (15,487)
- Decrease in water consumption per cubic meters of 13% from 2018 (31,846) to 2019 (27,695)
- Increase in material recycled of 39% from 2017 (400) to 2019 (557)

In addition, safety is an extremely important focus for our company. Our Total Recordable Incident Rate (TRIR) and Lost Workday Rate (LWDR) in 2019 compared favorably to the 2018 U.S. Bureau of Labor Statistics for wholesalers of metal products. The company's Recordable Vehicle Incident Rate (RVIR) also remained low compared to a peer group average based on a survey compiled by the National Association of Wholesaler Distributors (NAW). The most recent annual survey conducted by NAW in 2018 which included 54 distribution companies with over \$1 billion in revenue, placed MRC Global in the top quartile of US companies in

safety performance for the surveyed distributors.

As a leader in our industry, MRC Global looks forward to continually expanding our ESG initiatives, supplying an even greater amount of PVF products that protect the environment and prevent pollution and maintaining our resilience as we enter our 100th year of business and beyond.

ESG GOVERNANCE STRUCTURE



[1] Oversight of ESG risk management

[2] Committee of the Board comprised of non-executive directors providing oversight of governance, enterprise risk management and ESG matters

[3] Committee of the Board providing oversight of financial reporting, financial statement risks, compliance and internal controls

[4] Assists the Governance Committee and Board in identifying, assessing and monitoring key risks to the company. Members include the CEO, EVPs, SVPs, certain VPs and executive directors.

[5] Assists the Audit Committee, Board, CEO and CFO in meeting their obligations with respect to disclosures regarding financial results and other financial and non-financial disclosures. Members include the CEO, EVPs, SVPs, certain VPs and executive directors.

[6] Takes steps to understand and mitigate information security risks by completing regular reviews and approvals of the company's information security program

[7] Responsible for implementing MRC Global's ESG strategy. They are represented in the ESG Management Committee and Safety Council.

*One senior member of the Safety Council is a member of the ESG Management Committee.
Certain members of the Safety Council are on the Risk Management Committee.



A LETTER FROM OUR CEO

ANDREW R. LANE
PRESIDENT AND
CHIEF EXECUTIVE OFFICER

MRC Global is the largest distributor of PVF and related infrastructure products and services to the energy industry, based on sales. As a PVF distributor, we sell products that control the flow of liquids and gases in a safe and environmentally sound manner to our customers. The products we provide prevent and minimize leaks of hydrocarbons into the air and soil. In addition, the pipe, fittings and flanges MRC Global provides are friendly to the environment because their purpose is pollution prevention.

In addition to selling PVF products that help protect the environment and prevent pollution, we have developed and integrated environmental and social policies and practices into our daily operations. We developed and implemented these policies and practices in accordance with applicable laws, rules, regulations and voluntary standards such as those that the Sustainability Accounting Standards Board (SASB) has published.

These ESG practices and policies have been integrated into our daily operations by

- **delivering value and quality products to our customers through our efficient supply chain management,**
- **giving back to our communities,**
- **focusing on the safety of employees and others in our operations,**
- **leveraging innovative supply solutions to enhance our customers' operations,**
- **supporting our employees, and**
- **operating with integrity and responsibility in all respects of our business.**

As we prepare to celebrate our 100th year in business, the current COVID-19 pandemic and extreme downturn in the energy markets have presented challenges to our company, industry and communities. MRC Global is considered an essential business that provides products and services to our customers who, in turn, provide critical fuel to vehicles, electric grids and products used in making everything from pharmaceuticals and personal protection equipment (PPE) to roads and plastics. Our supply chain and overall business have been resilient during these challenges.

Given the gravity and scope of the COVID-19 pandemic and our commitment to employee safety, we have taken aggressive steps to require our office employees to work from home, to implement social distancing for our warehouse employees and to implement strict hygienic cleaning and practices at our facilities. The safety of our employees and welfare of the communities in which we do business is top of mind for us. We also created a weekly *InSight*, our market update magazine, supplement to inform customers of any supply chain impacts and our employees have worked with customers to provide information on an order by order basis.

For more details on how we are handling the challenges of the COVID-19 pandemic and downturn in the energy markets, please see "Navigating the COVID-19 Pandemic" on the following two pages and the section devoted to "MRC Global and Sustainability."

We are an industrial distributor with a diversified business mix. MRC Global is diversified by region, industry sector and product line. We report revenue by industry sectors which include upstream production, midstream pipeline, gas utilities and downstream

and industrial. While three of our sectors have been more impacted by COVID-19 and the extreme downturn in the energy markets, our gas utilities sector (which represented 25% of the company's revenue in the first quarter of 2020) has been relatively stable and has experienced steady growth. Its resilience is due to its independence of commodity prices and its customers being both residential and commercial. MRC Global has contracts with 9 of the 10 largest gas utilities in the U.S. based on number of customers.

We also understand the sustainability challenges our customers are facing, and we are committed to working with them so they can overcome those challenges and achieve their goals. We enable our customers to further embed sustainability into their own operations through our products and value-added services. Additionally, our suppliers play a critical role in our management of the complete PVF supply chain for our customers, and we work very closely with them to be sure their approaches to sustainability are in alignment with ours. Our in-depth supplier-audit process is best-in-class and includes sustainable work processes and policies.

A LETTER FROM OUR CEO

Our desire to conduct our operations with high social and environmental standards has never been greater. MRC Global understands the vital role we play as the leader in our industry, and we are committed to acting in an environmentally responsible manner and improving our environmental performance. We are conscious of the impact that our work has on the environment, and we continue to explore new systems and technologies that can help reduce our ecological footprint.

MRC Global is also committed to acting in a socially responsible manner and improving our social performance. Without a doubt, the senseless death of George Floyd has impacted our company. This tragedy and recent protests around the world highlight the injustices many people face and the importance of respecting and caring for one another. We would like to take a moment to reflect on the significance of these events for our company and our diverse workforce. Our company stands with the Floyd family, who are from our headquarters town of Houston, and we share our support to stop police violence against black people and for that matter, any and all people of color. No one should be treated the way Mr. Floyd was treated because of the color of a person's skin. Unequivocally, MRC Global is committed to treating all people equally, no matter their race, color, age, religion, sex or sexual orientation, whether employees, customers, supplier or others. We simply don't condone racism or discrimination of any sort.

We are a global company and operate in more than 20 countries. Our employees, shareholders, customers and suppliers represent many races, nationalities, religions, cultures, political philosophies and languages. This diversity drives our business, and the many perspectives that our stakeholders have makes our business better. It is inherent in our core value of Business Ethics and part of Code of Conduct to treat every person regardless of these differences with respect and human kindness. We will not tolerate discrimination or harassment at MRC Global. A commitment to human rights is a fundamental principle in our operations.

We are also committed to safeguarding the health and security of our employees. Safety is a core value in our company culture. We want to see that every employee goes home at the end of each day in the same condition as the employee arrived.

We rank in the top quartile of safety performance compared to other industrial distributors, and we constantly strive to maintain the safest possible workplace for our employees.

The communities in which we live and work are very important to us. I am proud to lead an organization full of individuals who care deeply about their neighbors. Employees regularly give of their time, talents and funds to help various organizations in their community, and our company often steps in to provide monetary donations or sponsorships when called upon. MRC Global also supports education, health and human services, the arts and humanities and civic projects

either directly or through our MRC Global Foundation.

Since our last ESG Report, we have expanded our ESG Management Committee, which monitors, assesses and advances issues regarding ESG opportunities for improvement. The ESG Management Committee is spearheaded by our EVP – Corporate Affairs and is comprised of executives representing various functions within our company including operations, quality, safety, corporate services, marketing, human resources and legal. This year, we added quality, investor relations and value supply chain management leaders to the team. We believe that proper management of ESG factors ultimately leads to greater returns and contributes to more engaged employees, resulting in a more effective organization, so I am proud of the wide variety of expertise represented on our ESG Management Committee.

We have made many ESG improvements over the past year, but we understand that there is a lot more we can do. In addition, our company has recently faced significant challenges due to the COVID-19 pandemic and downturn in the energy markets, and we continue to prove our resiliency.

This year, I announced my intent to retire December 31, 2021 after 12 years. I am very proud to have been the CEO of a company who is truly committed to ESG throughout our organization. In the upcoming years, I know that MRC Global will continue to prioritize ESG within our organization and collaborate with our customers, suppliers and communities to improve environmental and social conditions around the world.

MRC GLOBAL AT A GLANCE



\$3.7 B
SALES



260
LOCATIONS



14,000+
CUSTOMERS



\$891 M
INVENTORY



10,000
SUPPLIERS



~3,200
EMPLOYEES

As of December 31, 2019



"Our dedicated employees are doing an outstanding job taking care of our communities by serving our customers in the middle of an unprecedented level of global economic disruption."

Andrew Lane
President & CEO

NAVIGATING THE COVID-19 PANDEMIC

Even though the content in this ESG report pertains to accomplishments in 2019, we cannot ignore the impact that the COVID-19 pandemic has had on our company, industry and communities. In December 2019, MRC Global's supply chain management team began closely monitoring the impact of the coronavirus that was spreading quickly through China resulting in country-wide manufacturing plant closures, workforce quarantines and transportation and shipping restrictions. Many of the products we purchase, especially valves and valve parts, are concentrated in China. As time moved forward and the virus expanded into a global pandemic, our efforts focused on the most affected sourcing countries: China, South Korea, Italy and Japan. Our manufacturers in these countries provided regular updates on potential delays and other status updates on open purchase orders for inventory and project orders, which were then communicated to our customers in special COVID-19 *InSight* updates.

Internally, MRC Global's senior leadership was vigilant as it monitored and responded to potential risks and governmental requirements and guidelines for all geographic areas where we have locations to maintain the safety of our employees and those with whom they come in contact. MRC Global's initial response was to halt all

business travel to and from China. We then expanded travel restrictions as other countries became affected. Additionally, we prepared a series of Frequently Asked Questions (FAQs) regarding pandemic-related topics, which were continually updated for the benefit of our employees.

As the impact of the pandemic became global, MRC Global required all of its offices to work from home while utilizing the company's networking technology. At the time of this report, **over 60% of MRC Global's employees are working from home.**

Governments in every jurisdiction in which MRC Global operates have designated the company's business as an "essential" service. For employees whose job functions did not allow them to work from home, MRC Global implemented additional safety measures such as split shifts, screening procedures, face coverings or masks, social distancing or at least 6 feet (2 meters) and increased hygienic and cleaning procedures at our facilities. We also prohibited outside visitors unless they were delivering or picking-up product.

Out of our over 3,200 employees, as of June 1, 2020, 17 have been diagnosed or have presumed to have COVID-19, and 13 have fully recovered. We are hopeful that the remaining four

employees recover soon. We have not experienced any deaths, for which we are immensely thankful. We are not aware of any of our employees having yet contracted the disease in the workplace. At the impacted locations, we took all appropriate measures with respect to persons that were in contact with these cases. In most instances, the locations where these employees worked were already mandatory work from home locations.

In spite of the unprecedented efforts that companies, governments and the public have expended to slow the spread of COVID-19, MRC Global has not experienced a crisis with respect to serving our customers because of the diligence and dedication of our employees and leaders throughout the crisis. Together, MRC Global employees worked to keep each other safe during the COVID-19 pandemic while addressing the critical infrastructure needs of our communities, by continuing to provide products and services that are vital to maintaining refineries, utilities, pipelines and oil and gas operations that cannot operate safely without them. As we begin to implement a gradual return to work, we will continue to serve our customers, support our employees and put processes in place to keep each other safe and adjust to our new reality.

MRC GLOBAL'S RESPONSE TO THE COVID-19 PANDEMIC

INTERNAL RESPONSE



+ 60%
EMPLOYEES
WORKING REMOTELY



ESSENTIAL
BUSINESS CLASSIFICATION TO SUPPORT
THE ENERGY INFRASTRUCTURE



**SAFETY
PRECAUTIONS**
SWIFTLY PUT IN PLACE IN LINE
WITH CDC RECOMMENDATIONS

- TRAVEL RESTRICTIONS
- VISITOR LIMITATIONS
- SPLIT SHIFTS
- SCREENING PROCEDURES
- SOCIAL DISTANCING
- FACE COVERINGS
- INCREASED FACILITY DISINFECTION
- ADDITIONAL LOCAL AUTHORITY REQUIREMENTS



**COVID-19
NEWSROOM**
INTERNAL RESOURCE HUB

- FAQs
- EMPLOYEE & CUSTOMER COMMUNICATIONS
- ESSENTIAL SERVICES LETTER
- TIPS FOR WORKING REMOTELY SECURELY
- TECHNOLOGY TIPS & RESOURCES
- COVID-19 SAFETY POSTERS

EXTERNAL RESPONSE



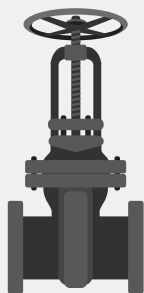
**INSIGHT
COVID-19**
WEEKLY UPDATES

- SUPPLY CHAIN
- GLOBAL TRANSPORTATION & LOGISTICS
- MRC GLOBAL OPERATIONS



**REGULAR
CHECK-INS**
WITH GLOBAL SUPPLY CHAIN
FOR PIPE, VALVES & FITTINGS

- 10,000 MANUFACTURERS
- \$891 IN INVENTORY (AS OF 1/1/20)
- MOST IMPACTED SOURCING COUNTRIES:
 - CHINA
 - ITALY
 - JAPAN
 - INDIA



LOW-E VALVE SALES OF \$1.29B

+90% OF ALL MRC GLOBAL VALVE SALES



2% DECREASE IN SCOPE 1 EMISSIONS

2018 - 2019



13% DECREASE IN WATER CONSUMPTION

2018 - 2019



39% INCREASE IN MATERIALS RECYCLED

2017 - 2019

ESG PERFORMANCE SUMMARY

LOW-E VALVES

	2019
Total Valve Sales	\$1.43B
Low-E Valve Sales for use in hydrocarbon applications	\$1.29B (+90%)
Remanufactured Product Sales/Refurbished Valves (1)	\$8.4M

(1) We do not typically remanufacture products, but in Norway and Singapore we do refurbish valves.

ENVIRONMENTAL DATA

	2019	2018	2017
Scope 1 Emissions, carbon tons (North America)	15,487	15,774	15,626
Scope 1 Emissions Intensity (1)	4.18	3.78	4.29
Sales-Weighted Fleet Fuel Efficiency (2)	13.88	13.68	13.58
Scope 2 Emissions, energy consumption (North America) (3)	42,213	36,376	-
Scope 3 Emissions – employee air travel (4)	6,647,254	-	-
Water Consumption, cubic meters (North America)	27,695	31,846	-
Material Recycled, tons (US)	557	420	400
Percentage of Waste Recycled	10	-	-
ISO 14001 Certified Locations	8	10	-
LEED Certified Space, square feet	415,272	-	-

- (1) emissions/1,000,000 unit total revenue
- (2) gallons per 1,000 ton miles (North America)
- (3) gigajoules (US)
- (4) nautical miles

Since 2016, we have replaced more than 14% of our fleet with more environmentally efficient vehicles, liquidating almost 1,000 vehicles and purchasing nearly 550 new vehicles.

HEALTH & SAFETY

	2019	2018	2017
Total Recordable Incident Rate (TRIR) *	1.27	0.7	0.78
Lost Workday Rate (LWDR) *	0.41	0.25	0.26
Recordable Vehicle Incident Rate (RVIR) **	0.85	-	-

* per 200,000 hours worked
 ** per 1,000,000 miles driven

Our TRIR was 1.27 in 2019. This compares favorably to the 2018 U.S. Bureau of Labor Statistics (BLS) average of 3.7 for wholesalers of metal products. Our LWDR was 0.41 in 2019. This also compares favorably to the BLS average of 1.7 for wholesalers of metal products. In addition, our RVIR has also remained low at 0.85 compared to a peer group average of 1.66 based on a survey compiled

by the National Association of Wholesaler Distributors (NAW). Our near-miss frequency rate (NMFR) in 2019 was 3.33.

In addition, the most recent annual survey conducted by NAW in 2018, which included 54 distribution companies with over \$1 billion in revenue, placed us in the **top quartile of U.S. companies in safety performance for**

the surveyed distributors. We ranked 4th out of 54 companies in lowest OSHA TRIR, 13th out of 54 companies in lowest OSHA LWDR and 22nd out of 39 companies in lowest RVIR. The company has not experienced a job-related fatality in more than four years. We have participated in the 2019 NAW survey, and the results will be available in the third quarter of 2020.

ETHICS & VALUES

	2019	2018	2017
Percentage of Workforce Trained on Anti-Corruption & Anti-Bribery	100%	100%	100%
Percentage of Workforce Trained on Workplace Equality, Harassment & Discrimination	100%	100%	100%

DIVERSITY

	2019 Global	2018 NA	2017 NA
Workforce (Total), percent women	26%	26%	25%
Workforce (Corporate Functions), percent women	45%	44%	44%
Board Directors percent women or ethnically diverse	36%	36%	40%

We operate in 20 countries and have an increasingly global and diverse customer base.

COMMUNITY ENGAGEMENT

	2019	2018	2017
Donations to Charitable and Community Causes	\$300,000	\$269,000	\$450,000
Funds Raised by Employees for Charitable & Community Causes	\$85,000	\$7,000	-
Funds Used for Political Advocacy	\$0	\$0	\$0

In the fourth quarter of 2019, **114 U.S. operations** locations each committed to supporting a local charitable

organization. Teams went into their community and chose a variety of causes to support including sponsoring families'

holiday celebrations, providing care packages for military personnel and helping stock local food pantries.



**1.27
TRIR**

TOTAL RECORDABLE
INCIDENT RATE

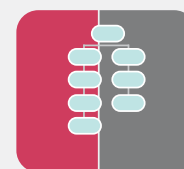
+ 2018 U.S. BUREAU OF LABOR STATISTICS (BLS) AVERAGE OF 3.7 FOR WHOLESALERS OF METAL PRODUCTS



**0.41
LWDR**

LOST WORK DAY
CASE RATE

✓ 2018 U.S. BLS AVERAGE OF 1.7 FOR WHOLESALERS OF METAL PRODUCTS



45%
FEMALE IN
CORPORATE
FUNCTIONS

2019 AWARDS & RECOGNITIONS

In 2019, MRC Global was honored to be **recognized by influential publications and organizations around the world** as a leader in PVF distribution.



SUPPLY HOUSE TIMES

PREMIER 150 - TOP 5 OVERALL



THE WHOLESALER

WHOLESALING 100 - TOP 5 OVERALL



INDUSTRIAL DISTRIBUTION

BIG 50 LIST - TOP 10 OVERALL



MODERN DISTRIBUTION MANAGEMENT

TOP DISTRIBUTORS - #1 INDUSTRIAL PVF & TOP 10 OVERALL



CARBON DISCLOSURE PROJECT (CDP)

PARTICIPANT FOR ENVIRONMENTAL IMPACTS



ABOUT MRC GLOBAL

MRC GLOBAL TODAY

MRC Global is the largest distributor of pipe, valves and fittings (PVF) products and related infrastructure supplies and services to the energy industry, based on sales. As a distributor of PVF, we sell products that control the flow of liquids and gases in a safe and environmentally responsible manner. The products we provide prevent and minimize accidental leaks of hydrocarbons into the air and soil. Our product offering is comprised of carbon steel pipe, carbon steel fittings and flanges, valves, stainless and alloy pipe, stainless and alloy fittings and flanges, couplings, anodes and other gas products and accessories, coiled tubing, gauges and other instrumentation and specialty products, as well as certain measurement

products. The overwhelming majority of the valves that we sell are designed to prevent unwanted leaks of harmful gases. In addition, the pipe, fittings and flanges that MRC Global provides are friendly to the environment because their purpose is to transport fluid and gases and prevent pollution.

As the global leader in our industry, we always strive to operate responsibly and with integrity in all aspects of our operations. The products that we supply are fundamental to moving and storing hydrocarbon products in a safe and environmentally responsible manner. By performing our role as a quality assurance and technical product resource to our customers, we essentially

help prevent hydrocarbon emissions from escaping into the environment because our customers are equipped with the right tools to deliver energy to the world in an environmentally responsible way.



OUR MISSION

TO DELIVER SUPERIOR SERVICE TO OUR CUSTOMERS AROUND THE WORLD AND PROVIDE INNOVATIVE SUPPLY SOLUTIONS TO ENHANCE OUR CUSTOMERS' OPERATIONS.



OUR VISION

BE THE WORLD'S LEADING PROVIDER OF PVF PRODUCTS AND SOLUTIONS TO THE ENERGY AND INDUSTRIAL MARKETS.

OUR CORE VALUES



**SAFETY
LEADERSHIP**



**CUSTOMER
SATISFACTION**



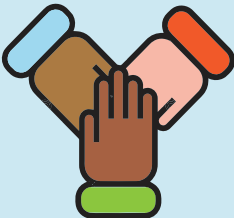
**BUSINESS
ETHICS**



**OPERATIONAL
EXCELLENCE**



**FINANCIAL
PERFORMANCE**



TEAMWORK



**EMPLOYEE
DEVELOPMENT**



**COMMUNITY/
CHARITY
INVOLVEMENT**

CODE OF ETHICS

We are committed to high standards of honest and ethical behavior and integrity in carrying out our business activities. Business Ethics is a fundamental core value for our company. All employees must follow our Code of Ethics, compliance policies (including, but not limited to our Anti-Bribery & Anti-Corruption Policy) and applicable law in all of our activities and operations on a worldwide basis. We rely on

the good judgment and high standards of our directors, officers and employees as the principal guide to ethical conduct. We conduct training and testing of our officers and employees on these issues on a regular basis; for example, on an annual basis we require employees to complete an online compliance ethics questionnaire concerning their activities and certify their compliance with our ethics policies. We also conduct

online and live one-hour compliance training for all employees. Additionally, we have a more strict code of ethics with which our principal executive and senior officers must adhere. Moreover, our Compliance Group stays up to date on recent developments in law so that we can immediately update our policies and practices to maintain our high standards.

GLOBAL ETHICS HOTLINE

Our Global Ethics Hotline allows employees and other individuals to anonymously report unsafe, illegal, unethical behavior and harassment or other concerns about conduct related to our business to NAVEX Global, MRC Global's independent third party. Our Global Ethics Hotline is available 24 hours a day, seven days a week. The hotline operators conduct the hotline in multiple languages to address our employees in the various countries in which we operate. We proactively communicate the existence of our Global

Ethics Hotline. Every location globally has a poster with information on how to access the hotline. We conduct an annual ethics survey of our employees to determine if they have ethics concerns. In that survey, we ask them to let us know if they are aware of the hotline and provide them with information on where to access it. Finally, when conducting branch, distribution center or other site audits, we request confirmation that the hotline has been adequately publicized.

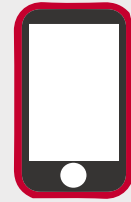
We maintain reports regarding concerns reported on the hotline and any related investigations, including any whistleblower reports. Our General Counsel provides a summary report to the Audit Committee of our Board of Directors each quarter regarding the number and nature of the employee concerns. Of course, any major whistleblower report would be communicated to the Audit Committee in accordance with our Whistleblower Policy.

CORPORATE POLICIES

Our adherence to our corporate policies is the first step in maintaining our corporate integrity. Our most important policies related to our corporate integrity are:

- Code of Ethics
- Code of Ethics for Senior Officers
- Human Rights Statement
- Anti-slavery & Anti-Human Trafficking Statement
- Gifts & Hospitality Policy
- Anti-Bribery & Anti-Corruption Policy
- Related Party Transaction Policy
- Dignity at Work & Equal Opportunity Statement
- Delegation of Authority Policy
- Antitrust Compliance Policy
- Anti-Discrimination & Anti-Harassment Policy
- Environmental Policy
- Conflict Minerals Policy
- Code of Conduct for Suppliers
- Whistleblower Policy
- Privacy Statement
- Business Data Use Statement

ETHICS HOTLINE



888-601-3911



[HTTPS://WWW.REPORTLINEWEB.COM/MRCGLOBAL](https://www.reportlineweb.com/mrcglobal)

OUR SUSTAINABILITY APPROACH





MRC GLOBAL AND SUSTAINABILITY

MRC Global is committed to providing customers with PVF and other infrastructure products and services that are essential to economic and industrial growth and improving standards of living. In doing this, we are committed to protecting the environment, our people and the well-being of communities where we operate. We, in turn, also help our customers achieve their sustainability goals by providing the right products for their application as efficiently as possible. Our ESG Management Committee

monitors, assesses and promotes relevant issues and sustainability priorities across our company.

We are an industrial distributor with a diversified business mix. MRC Global is diversified by region, industry sector and product line. We report revenue by industry sectors which include upstream production, midstream pipeline, gas utilities and downstream and industrial. While three of our sectors have been more impacted by COVID-19 and the extreme downturn in the energy markets, our

gas utilities sector (which represented 25% of the company's revenue in the first quarter of 2020) has been relatively stable and has experienced steady growth. Its resilience is due to its independence of commodity prices and its customers being both residential and commercial. MRC Global has contracts with 9 of the 10 largest gas utilities in the U.S. based on number of customers.

SUPPLIER SUSTAINABILITY

SUPPLY CHAIN MANAGEMENT



APPROVED MANUFACTURER LIST (AML)
INCLUDES SUPPLIERS THAT MEET ALL OF MRC GLOBAL'S STANDARDS.

- APPROVED
- + PREFERRED
- REGISTERED

As a global distributor of PVF, we sell products that control the flow of liquids and gases in a safe and environmentally sound manner to customers. Building and maintaining a supply chain centered on sustainability is fundamental to our value proposition for our customers. Supplying quality products to our customers is key to providing confidence that products will not break, crack or leak and harm the environment or create safety hazards. We go to great lengths to select, purchase and supply quality products that meet these high standards.

Our supply chain has been tested during the COVID-19 pandemic and has proven to be resilient. Beginning in December of 2019, MRC Global's supply chain management team began closely monitoring the impact of the coronavirus that was quickly spreading through China resulting in country-wide manufacturing plant closures, workforce quarantines, transportation and shipping restrictions. Management continued to monitor as other countries experienced a slowdown or partial shut-down. The company created a weekly *InSight* supplement to keep customers informed of any supply chain impacts and our employees worked with customers to provide information on an order by

order basis. In spite of the unprecedented efforts that companies, governments and the public have expended to slow the spread of COVID-19, MRC Global has not experienced a crisis with respect to serving our customers because of the diligence and dedication of our employees and leaders throughout the crisis.

Our supply chain commitment to continually improve the effectiveness of our quality assurance program for our customers is embedded in our core values of Safety Leadership and Customer Satisfaction. We reinforce these values through our manufacturer qualification, product inspection and non-conformance response processes. Our proactive quality process (processes, policies, audits) includes steps to increase ethical behavior in our supply chain, avoid improper labor practices and encourage sustainability. We approve new suppliers after a rigorous quality program that includes on-site audits. If a supplier meets our standards, we add the supplier to our Approved Manufacturers List (AML). A coveted place on our AML ultimately helps them access over 14,000 customers including the largest energy producers in the world. We also maintain a database containing all material testing summaries for our products as required. Product testing

records, including material test reports, are stored for 20 years, and our audit results and testing results are stored for 15 years.

In our efforts to supply quality products to our customers that will not break, crack or leak and harm the environment or create safety hazards, we require each potential significant supplier to complete a thorough due diligence form to determine if the supplier meets our quality and sustainability expectations. This due diligence form helps us evaluate their performance capability. Questions contained in this form address the supplier's health and safety practices, sustainability and environmental impacts, labor and human rights practices, legal compliance and social responsibility. Currently, our ESG Management Committee is evaluating how we can additionally engage with suppliers to better assess their sustainability performance and help them advance their sustainability efforts.

SUPPLIER CODE OF CONDUCT

As of December 31, 2019, we have more than 10,000 suppliers worldwide from over 40 countries, and we require that each supplier, contractor and third party with whom we do business maintains high standards in the conduct of its businesses and operations. To clarify what we expect from

our suppliers, contractors and third parties with whom we do business, we have developed a Supplier Code of Conduct detailing the behaviors, practices and responsible business standards with which we expect our suppliers, contractors and third parties to comply. We request that

suppliers, contractors and other counterparties use this code to help maintain our ethical and socially responsible culture.

SUSTAINABILITY – MRCGO™

We help our customers achieve their sustainability goals by providing the right products for their application as efficiently as possible. Making the customer's on-line purchasing experience more efficient is important to MRC Global. MRC Global Online (MRCGO) simplifies the procurement process and allows customers to efficiently order our company's products

online. MRC Global believes that e-commerce is strategic to our company and its sustainability. Our goal is to provide the customer with a superior on-line purchasing experience and to modernize our technology to assist customers with improved business results. Our Senior Vice President – Strategy, Corporate Development & E-Commerce has been

charged with implementing our company's long-term business strategy and e-commerce initiatives. Encouraging the use of electronic transactions via MRCGO over paper transactions also helps to reduce energy consumption and waste through this digital service solution.



MRCGO™

CUSTOMIZED DIGITAL
MARKETPLACE



GO.SEARCH



GO.SHOP



GO.TRACK



GO.PAY



SUPPORT



STAKEHOLDER ENGAGEMENT

It is imperative on all fronts to continually improve our communication and collaboration with our company's stakeholders. Our method of engaging these stakeholders is tailored around our mutual priorities, initiatives and needs.

STAKEHOLDER ENGAGEMENT

Stakeholder	Method	Topics
Employees	<ul style="list-style-type: none"> • Surveys • One-on-one meetings with managers and human resources • Our intranet • Regular intranet and other internal communications • Our internal company magazine, <i>Linked</i> 	Business performance, work value, benefits and compensation and safety
Communities	<ul style="list-style-type: none"> • Our website • Social media • Employee initiatives • Company sponsored or promoted charitable efforts 	Safety, environmental stewardship, emergency response planning, sponsorships and local engagement
Current & Prospective Customers	<ul style="list-style-type: none"> • Customer meetings • Ad hoc conversations • Key performance indicator reviews with managed account customers • Negotiations • Our website • Social media • Trade shows and industry events • Customer electronic portals (MRCGO™) • Our external company magazine, <i>InSight</i> 	Business performance, sustainability, policies, safety and regulatory information
Current & Prospective Suppliers	<ul style="list-style-type: none"> • Supplier meetings • Ongoing business agreements and contract negotiations • Daily field sales business • Interactions with preferred suppliers • Our website • Risk evaluations and QA/QC processes • Our external company magazine, <i>InSight</i> 	Performance criteria, expectations, policies, proper labor and human rights practices, sustainability and safety
Shareholders & Stockholders	<ul style="list-style-type: none"> • Quarterly earnings calls • Investor conferences and events • One-on-one investor discussions • Annual stockholders meeting • Our website • Press releases • Our SEC filings • Participation in various evaluations, ratings and rankings, such as the Carbon Disclosure Project (CDP), Sustainalytics, Ecovadis, TSP Project, ISS and MSCI 	Communication of our strategy and performance to shareholders and other stakeholders
Governments & Regulators	<ul style="list-style-type: none"> • Participation through industry associations and as required • SEC filings 	Business performance strategy, execution, material disclosures, safety, other topics of investor interest, including ESG



REPORTING

In our 2020 ESG Report, the Sustainability Accounting Standards Board (SASB) standard for Industrial Machinery & Goods was considered foundational, and our reporting approach was to fully comply with the SASB standard, and follow the examples and core recommendations laid out in the Task Force on Financial Climate-related Disclosures (TCFD) report, as well as the majority of the Global Reporting Initiative (GRI) standard's core elements. The ESG Management Committee also explored

the Committee on Climate Change's (CCC) publications for recommendations to better understand ESG risks and opportunities. Our ESG Management Committee is continually evaluating how to develop a thorough process to identify material topics for disclosure, so that our reporting in coming years may be in greater accordance with the expected standards for ESG.

Our senior leadership and many of our employees from core areas of the company were involved in the

development and review of this report to provide accurate content that is balanced and representative of our commitment to transparency in reporting our ESG impacts.

Data and information covered in this report represent our performance globally through December 31, 2019.



*By nature,
pipe, valves and
fittings, when
sourced from
reliable, high
quality suppliers
and used in the
appropriate
application,
prevent pollution.*

ENVIRONMENT

Our company is committed to acting in an environmentally responsible manner and continually improving our environmental performance. MRC Global's opportunities to make a positive impact on our environment are two-fold. First, we play a key role in positively impacting our environment because we are a distributor of products that prevent oil, gas and other chemicals from leaking or escaping into the environment. Second, we strive to limit the negative effects our operations leave on our world by creating an efficient supply chain, which reduces the carbon footprint of deliveries to our distribution centers and branches and, ultimately, our clients, conserving resources and recycling to minimize waste where practicable.

As the leading global PVF distribution company, we recognize that our business has an impact on our environment and that we have a responsibility to promote the importance of environmentally responsible priorities in our industry. As a distributor of PVF, we sell products that control the flow of liquids and gases in a safe and environmentally sound manner and the products we provide prevent and minimize accidental leaks of hydrocarbons into the air and earth. **By nature, pipe, valves and fittings when sourced from reliable, high-quality suppliers and used in the appropriate application, prevent pollution.** The products we provide are not only fundamental to moving and storing hydrocarbon products in a safe and

environmentally responsible manner, but prevent harmful emissions from negatively impacting the environment. The products we distribute and services we provide help our customers manage their environmental risks every day. The confidence our customers have when placing those products into service is the result of MRC Global's dedication to excellence in our business. Several integrated oil companies (IOCs), most of which are our customers, have published targets to reduce their methane emissions and consider these targets when designing, constructing and operating their facilities. We sell a number of products that limit the emissions of harmful gases in hydrocarbon applications, including methane, and we are committed to helping our customers meet their

CONTROLLING FUGITIVE EMISSIONS

FUGITIVE EMISSIONS - CHEMICAL OR MIXTURE OF CHEMICALS, IN ANY PHYSICAL FORM, WHICH REPRESENTS AN UNANTICIPATED OR SPURIOUS LEAK FROM EQUIPMENT ON AN INDUSTRIAL SITE. [1] THIS TYPICALLY REFERS TO HYDROCARBONS OR HYDROCARBON DERIVATIVES.



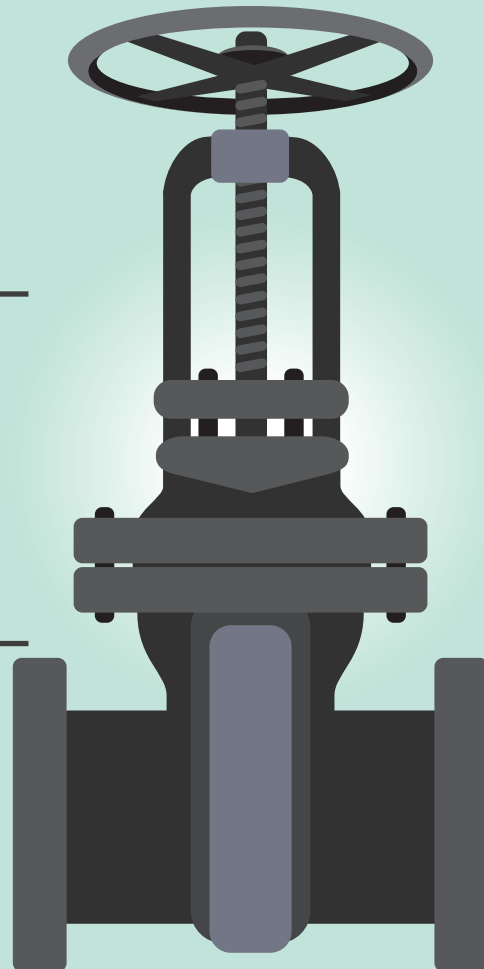
REFINERY EMISSIONS

APPROXIMATELY **60% OF REFINERY GREENHOUSE GAS EMISSIONS**, SUCH AS METHANE, ESCAPE THROUGH VALVES. [2]

LOW-E VALVE - A VALVE OR VALVE PACKING THAT WILL NOT RELEASE FUGITIVE EMISSIONS GREATER THAN 100 PPM.

VALVE-RELATED FUGITIVE EMISSIONS

TYPICALLY REFERS TO THE MEASURABLE LEAKING FROM THE STEM SEAL AREA AND/OR PACKING, A DEFORMABLE MATERIAL THAT PROVIDES A SEAL AROUND THE STEM



[1] ISO 15848-1:2015

[2] Petroleum Refinery National Case Results, Environmental Protection Agency

reduction goals. For example, as a distributor, we purchase valves and actuators designed in compliance with RAGAGEP (Recognized and Generally Accepted Good Engineering Practices) which regulate stem leakage to minimize fugitive gas emissions such as methane. By working with MRC Global to sustainably manage their supply chain, the largest energy producers in the world can operate with confidence that those products will perform as intended and prevent pollution.

Our sales were \$3.7 billion in 2019, as reported in our 2019 Annual Report on Form 10K. We continue to offer, and expand our offering of, products that prevent and minimize accidental leaks of hydrocarbons and other liquids and gases into the air, water and onto the land. As discussed below, low-E valves for use in hydrocarbon applications represent a large percentage of the products that we sell.

When assessing MRC Global’s opportunities to facilitate a lower carbon footprint that results from our role as the leading valve distributor in the world, driving the shift to low-E valves for use in hydrocarbon applications is a strategic focus. An estimated 60% of GHG emissions, like methane in a refinery, escape through valves. Commonly, “fugitive emissions,” in the valve industry refers to the measurable leaking from the stem seal area between the stem and housing as illustrated on the prior page.

In 2019, our company’s total valve sales were approximately \$1.43 billion of which more than 90% were sales of low-E valves for use in hydrocarbon applications (\$1.43 billion multiplied by 90% equals more than \$1.29 billion in low-E valves sales by MRC Global in 2019).

MRC Global also purchases valves, such as brass and bronze valves, for use in non-hydrocarbon services such as water and air service. These valves are not considered low-E and are, therefore, not required to have any low-E certificates. Additionally, they are not used in hydrocarbon applications and as such are not generally a source for fugitive emissions because they are generally used to control steam rather than hydrocarbons.

MRC Global keeps all manufacturer low-E certificates and manufacturers’ test reports (MTRs) on file, and they are available under the Approved Manufacturer List (AML) that our Quality Assurance group maintains.

Our commitment to climate change impacts allows us to potentially reduce operating costs (e.g. through efficiency gains and cost reductions), increase our revenue through demand for low-E products and services, and, most importantly, benefit our society by preserving our planet.

Limiting the negative impacts of our operations

In general, we know that the primary way we can continue to reduce our carbon footprint is to do what we do best – create an efficient supply chain. By identifying and utilizing the most efficient method to move products from one place to another, we create efficiencies for our customers and our business. This reduces cost, increases returns for our business and contributes to the health of the environment. The less fuel that is consumed in moving products, the lower are GHG emissions. Efficient distribution of product reduces transportation and the resulting GHG emissions. Our hub and spoke system, whereby our

regional distribution centers (RDCs) receive the vast majority of the product we sell, then resupply our branches when products are needed, is designed to create efficiencies and reduce the product that we must maintain in inventory. Since the RDCs receive most of the product we sell, individual branches have reduced the number of products they order and receive, thereby reducing the transportation used to deliver products to and from the branches. In 2020, we closed two of our RDCs in the U.S. and are considering closing an additional 14 branches in response to the COVID-19 pandemic and resulting

economic conditions, which will further reduce our overall environmental footprint.

Another approach we use to evaluate our carbon footprint concerning emissions relates to fuel usage, electrical usage and solid waste creation in our operations. We work closely with our vendors of the applicable service to gather and review that data. We seek to reduce the rate of consumption of those resources in relation to the volume of our business.

We take environmental responsibility seriously and continue to explore new systems and technologies that



SCOPE 1
EMISSIONS EMITTED
DIRECTLY FROM OUR
OPERATIONS AND
FLEET

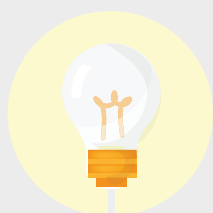
can help reduce our ecological footprint. Further, we

- strive to prevent pollution and reduce waste,
- continue to conserve resources,
- actively promote environmental awareness by educating, training and motivating our employees to carry out tasks in an environmentally friendly manner and

- encourage environmental protection among our suppliers and subcontractors.

We conduct a yearly review of our register of environmental risks and opportunities, then develop plans for improvements (*i.e.*, risk reduction, waste reduction, *etc.*) for the coming year. The risks and opportunities are

arranged into operational, property, corporate procurement and initiatives or projects and are then given to appropriate personnel within the company for action and completion. Completed projects are retained in the register to document improvements to our systems and environmental performance.



SCOPE 2
EMISSIONS THAT
RESULT FROM
ELECTRICITY OR HEAT
AT OUR FACILITIES

Nearly all of our total emissions impact that result from the operation of our business are attributable to (i) our fleet of cars and trucks and (ii) consumption in and use of our facilities. Because of this, energy efficiency is critical to continually reduce our total emissions and intensity.

We report our emissions as Scope 1, Scope 2, and Scope 3.

- Scope 1 – emissions emitted directly from our operations and fleet
- Scope 2 – emissions that result from electricity, natural gas or other fuel used to light, heat and operate our facilities

- Scope 3 – indirect emissions not covered in Scope 2 that occur in MRC Global's value chain

Scope 1 Emissions
Emissions emitted directly from our operations and fleet

	2019	2018	2017
Scope 1 Emissions (North America)	15,487	15,774	15,626
Carbon ton			

In 2019, MRC Global emitted 15,487 carbon tons of Scope 1 emissions in North America which represented a decrease

from 2018 and 2017 when we emitted 15,774 and 15,626 carbon tons of Scope 1 emissions, respectively. We

experienced a decrease of approximately 2% from 2018 to 2019 in Scope 1 emissions.



SCOPE 3
INDIRECT EMISSIONS
NOT COVERED IN
SCOPE 2 THAT OCCUR
IN VALUE CHAIN

Of our global fleet of vehicles, 93% are in North America. Data related to our fleet emissions throughout this report is based on our North American results unless otherwise noted. In 2019, our

vehicle emissions intensity figure was 4.18, as compared to our adjusted 3.78 intensity figure in 2018 and 4.29 intensity figure in 2017.

	2019	2018	2017
Scope 1 Emissions Intensity (North America)	4.18	3.78	4.29
Emissions/ 1,000,000 unit total revenue			

ENVIRONMENT

	2019	2018	2017
Sales-Weighted Fleet Fuel Efficiency (North America)	13.88	13.68	13.58

Gallons per 1,000 ton miles

Our sales-weighted fleet fuel efficiency in 2019 for North America was 13.88 gallons per ton-miles as compared to 13.58 gallons per ton-miles in 2017, an increase in efficiency of more than 2%.

We actively monitor and track our fleet emissions trends and are committed to improving our average fuel consumption. We are committed to reducing our CO₂ emissions by switching our fleet vehicles from eight-cylinder gasoline engines to six-cylinder and four-cylinder gasoline engines where feasible. **Since 2016, we have replaced more than 14% of our fleet with more environmentally efficient vehicles, liquidating almost 1,000 vehicles and purchasing nearly 550 new vehicles.**

As a result of these efforts and by reducing our fleet size, we have reduced our CO₂ vehicle emissions 2% from 15,774 in 2018 to 15,487 in 2019.

We are exploring the use of compressed natural gas (CNG), hybrid CNG/gasoline and electric or hybrid electric engines in our trucks when the infrastructure exists near our branch locations. Moreover, we have replaced our gasoline and diesel-powered forklifts with electric-powered forklifts where feasible.

Overall, our current fleet is more environmentally efficient than previous years as we are

leasing vehicles with shorter terms so that 100% of the maintenance performed is completed within warranty periods. Additionally, newer clean burning diesel trucks are being introduced to us by our fleet vendors, including Ryder, Penske and Ideal Lease. We are phasing out all vehicles with high mileage, and units with low usage mileage are being rotated throughout MRC Global's fleet. Furthermore, fuel transactions are being monitored daily to identify spikes in usage. We have maintained a strong relationship with our vendors so that all preventive maintenance is routinely performed and recorded. Our sales-weighted fleet fuel efficiency in 2019 for North America was 13.88 gallons per 1,000 ton-miles; additionally we averaged 1.33 CO₂ pounds per mile, roughly a 2% reduction from 2018 when we averaged 13.68 CO₂ pounds per mile.

While the U.S. is currently in the process of withdrawing from the Paris Climate Agreement, MRC Global is still making good faith efforts to contribute to the U.S.'s original targeted reduction under the agreement to reduce emissions. We continue to order electric forklifts and prefer LPG outside forklifts versus gas or diesel. We have commenced an initiative to order more 4-cylinder and 6-cylinder engines whenever

possible. We have also installed ELDs (electronic log data) to monitor excessive idle and fuel consumption. During a recent meeting with one of our fleet vendor representatives, we discussed ideas and set goals for achievable reduction of emissions and high fuel consumption by identifying certain branches to field test possible electric trucks.

In 2019 we began to outsource our fleet and are using only vendors we believe are environmentally friendly. Currently, approximately 62% of our transportation is outsourced or leased. One of our main heavy truck vendors has begun introducing us to Charge Electric Powered Vehicles and Hydrogen Powered Vehicles to promote fuel efficiency and innovation. This vendor is the primary provider of service and support for workhorse vehicles and the primary distributor of the E-100, E-gen and electric pickup in North America. Another one of our fleet vendors also proudly participates in and supports the Environmental Protection Agency (EPA) SmartWay Transport Partnership. SmartWay is a voluntary partnership between the freight industry and the EPA that establishes incentives to improve fuel efficiency and reduce greenhouse gas emissions.



**14% FLEET
REPLACED WITH
ENVIRONMENTALLY
EFFICIENT VEHICLES**



IMPROVED ENERGY EFFICIENCY
OF OUR BUILDINGS



39% INCREASE IN RECYCLING
TONNAGE IN THE U.S.
2017 TO 2019

Scope 2 Emissions
Emissions that result from electricity or heat at our facilities

	2019	2018	2017
Scope 2 Emissions, energy consumption (North America)	42,213	36,376	-

Gigajoules

In 2019, MRC Global consumed 42,213 Gigajoules in energy in North America. The vast majority of our company's energy consumption and use is from lighting, heating and cooling our distribution centers, branches and offices around the world. While we have yet to set specific targets to reduce the energy we use, our ESG Management Committee has evaluated our present practices and implemented an initiative to closely track our specific energy use so we can make any necessary changes to

forward our conservation efforts. All of MRC Global's current energy consumption and use in the U.S. is from grid-electricity; however, our ESG Management Committee is also evaluating how we can use more renewable energy sources in the future.

More than 90% of our nearly 4.7 million ft² global facility portfolio is leased, so we do not have complete control over the energy-consuming aspects of the majority of our facilities. However, upon every lease renewal or initiation at

a new location, we look for opportunities to:

- promote energy efficiencies that we have determined through internal evaluations,
- retrofit and update those facilities to current efficiency standards, and
- upgrade to motion-activated lighting.

Moreover, we are creating energy efficiency standards on all new buildings and strategically replacing old light fixtures on existing facilities.

Scope 3 Emissions
Indirect emissions not covered in Scope 2 that occur in our value chain

In 2019, MRC Global employees traveled approximately 6,647,254 nautical miles. MRC Global will continue to track our employee travel for Scope 3 emissions in the upcoming years. In previous years, we did not track employee travel.

Our air emissions impact is limited to CO₂ and is not attributable to nitrogen oxides, sulphuric oxides and other significant air emissions, including those from non-methane volatile organic compounds, particulate matter or other hazardous air pollutants. While we

have not yet set specific targets for the reduction of CO₂ emissions, our ESG Management Committee began tracking emissions by scope to determine and set specific targets or goals for air emissions reduction in the upcoming years.

We distribute products of over 10,000 suppliers from over 40 countries with many transportation providers serving each of our locations. Our ESG Management Committee is analyzing whether there is a practical way to track Scope 3 emissions across such a vast supply base.

MRC Global is committed to transparent reporting of our emissions. We first participated in the annual Carbon Disclosure Project (CDP) as part of our commitment to transparent reporting in 2019. MRC Global plans to participate in the CDP again in 2020, scores from private and public responses are expected later in the year.

MANAGING THE RISKS OF CLIMATE CHANGE

We recognize that climate change is an important issue for our planet. MRC Global's strategy for dealing with climate related risks and opportunities is discussed below.

Our Business Model

We are an industrial distributor with a diversified business mix. MRC Global is diversified by region, industry sector and product line. We report revenue by industry sectors, which include upstream production, midstream pipeline, gas utilities and downstream and industrial. **Our gas utilities sector (which represented 24% of the company's revenue in the first quarter of 2020) has been relatively stable and has experienced steady growth. Its resilience is due to its independence of commodity prices and its customers being both residential and commercial. MRC Global has contracts with 9 of the 10 largest gas utilities in the U.S. based on number of customers.**

We are a distributor to the oil and gas industry and are, therefore, affected by that industry's trends. We believe that oil and gas demand will continue to be significant in the coming decades. The U.S. Energy Information Agency (EIA) in its Reference Case (published in the International Energy Outlook 2019) projects world energy consumption of petroleum and other liquids to rise nearly 20% and natural gas to rise more than 40% between 2018 and 2050. There is no doubt that these trends have been interrupted in the short-term due to the COVID-19 pandemic; however, as the global economy recovers, MRC Global expects long-term trends to reestablish. We believe these increases would require an increase in oil and gas to meet the rise in demand from current levels, which would continue to provide a robust market for our goods and

services. As our customers address their sustainability and energy transitions, we strive to operate our business in a sustainable manner to support our customers' needs.

Our distribution capabilities can flex with the needs of customers. Although a large percentage of our customers for our PVF products are energy companies, we also distribute PVF to other end users as well. For instance, in our downstream segment, we distribute PVF to companies engaged in metals and mining, fabrication, power generation, chemical production and other general industrial uses. Our distribution platform is capable of supplying product lines to support transitioning energy uses as well as the needs of oil and gas and industrial customers.

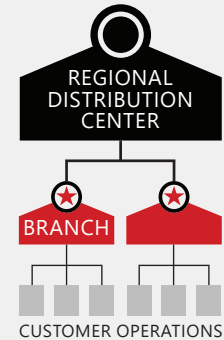
Regulatory Developments and New Environmental Laws

The adoption of new regulatory developments and environmental laws designed to support energy transition to low carbon sources could have significant impacts on the energy business and ultimately MRC Global's business. One example of potential regulatory developments is that governments at the international, national, regional and state level are at various stages of considering or implementing treaties

and environmental laws that could limit emissions of GHGs, including carbon dioxide, associated with the burning of fossil fuels. Certain states and regions have also adopted or are considering environmental laws that impose overall caps or taxes on GHG emissions from certain sectors or facility categories or mandate the increased use of electricity from renewable energy sources. It is not possible to predict how new environmental laws to address

GHG emissions would impact our business or that of our customers, but these laws and regulations could impose costs on us or negatively impact the demand for the products we distribute and, consequently, our business.

In addition, the U.S. Environmental Protection Agency (EPA) has implemented regulations that require permits for and reductions in GHG emissions for certain categories of



HUB & SPOKE
OUR DISTRIBUTION CAPABILITIES CAN FLEX WITH THE NEEDS OF CUSTOMERS



REGIONAL DISTRIBUTION CENTERS
MINIMIZE INVENTORY INVESTMENT AND MAXIMIZE AVAILABILITY



LOCAL BRANCHES
HAVE REAL-TIME ACCESS TO LARGE REGIONAL INVENTORIES



MRC GLOBAL HAS CONTRACTS WITH **9 OF THE 10 LARGEST GAS UTILITIES IN THE U.S.** BASED ON NUMBER OF CUSTOMERS HAS CONTRACTS WITH MRC GLOBAL

24% OF MRC GLOBAL REVENUE IN Q1 2020 WAS ATTRIBUTED TO THE GAS UTILITIES SECTOR, WHICH IS INDEPENDENT OF COMMODITY PRICES

emission sources, including (among others) New Source Performance Standards for new power plants and emission guidelines for existing power plants (commonly known as the "Clean Power Plan"). In anticipation of and in response to these regulations, U.S. electric producers have been switching from coal to natural gas as a cleaner burning fuel source. This replacement of natural gas for coal has benefited our business as our customers include natural gas producers. There have been various court challenges and regulatory changes to these EPA regulations, such as the EPA's June 2019 repeal of the Clean Power Plan and finalization of a replacement rule (known as the Affordable Clean Energy Rule). Even so, switching from coal to natural gas has

continued, in part, driven by low natural gas prices as well as continued regulatory uncertainty regarding coal emissions. Environmental laws applicable to our business and the business of our customers, including environmental laws regulating the energy industry, and the interpretation or enforcement of these environmental laws, are constantly evolving; it is impossible to predict accurately the effect that changes in these environmental laws, or their interpretation or enforcement, may have upon our business, financial condition or results of operations. Should environmental laws, or their interpretation or enforcement, become more stringent, our costs, or the costs of our customers, could increase, which may have a

material adverse effect on our business, financial position, results of operations or cash flows. See "Managing Environmental Risk." As discussed above, under our current business model, our primary customers for our PVF products are energy companies but we distribute PVF to other end users as well. Our business model and distribution capabilities can flex with the needs of our customers and our distribution platform is capable of supplying product lines to support transitioning energy uses as well as the needs of oil and gas and industrial customers.

Technological Developments

Technologies to capture and reduce GHG emissions may be even more crucial going into the future as the energy industry transitions to low carbon sources. As a leader in the PVF distribution industry, we believe that our ability to address climate

change issues with new and innovative technologies and increased operational performance is integral to the global initiative to reduce the carbon footprint. We assist with pollution control as the products we provide to our customers prevent emissions.

We also are capable of adding new product choices for our customers to reflect technological changes.

Reputation

The ever-increasing attention to climate change has resulted in a negative impact on the reputation of the entire oil and gas industry as the industry is seen as one of the main contributors to GHG. This is offset by the outsized impact that relatively inexpensive hydrocarbon energy provides to lift economies, communities and individuals out of poverty. As a distributor of PVF to the energy industry, we stand ready to continue

to provide products that safeguard the environment from unintended leaks and spills of hydrocarbons, and we are capable of distributing different products to our existing customers and other industries as the oil and gas industry transitions.

Our gas utilities sector has not been impacted negatively like the oil and gas industry as it operates independently from commodity prices. The gas utilities sector represented

24% of the company's revenue in the first quarter of 2020. In addition, many of our gas utilities customers are residential consumers who depend on their gas utilities.

WATER

	2019	2018	2017
Water Consumption (North America)	27,695	31,846	-
cubic meters			

We acknowledge that water is a tremendously valuable resource. However, as a distributor and services provider, we are not a major consumer of water and use water only for toilets, kitchen use and light irrigation as most facilities have little or no lawns or landscaping. Although water is not a focal point of our sustainability efforts, it remains our

responsibility to use this valuable resource efficiently. We do and will continue to look for opportunities to reduce our consumption where possible. For example, in 2019 we sought opportunities to upgrade existing facilities to have, and lease new facilities that had, motion-activated bathroom toilets and sinks to reduce water consumption. Our ESG

Management Committee will continue to assess and manage any water related issues should they arise.

DEFORESTATION

We acknowledge that the protection and preservation of our forests are crucial to the well-being of our planet. As a PVF distributor and services provider, we use cardboard and pallets in some of our packaging, most of which initially come with the products we procure from our suppliers for sale to our customers. Other than cardboard and pallets in packaging, MRC Global does not produce, use or sell any timber or any other

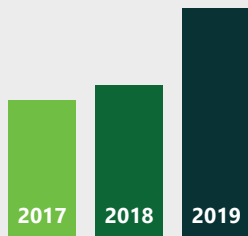
forest risk commodities. As forest-related issues have limited relation and minimal impact on our business, we currently do not undertake a forest-related risks assessment nor track production or consumption data for forest risk commodities. However, our general environmental policy includes impacts regarding forest-related issues. In addition, we recycle cardboard and pallets in those areas where recycling services are reasonably available.

We have also decided to only use recycled paper in our printed marketing materials moving forward from 2019. Our ESG Management Committee will continue to monitor, assess and manage any forest-related issues should they arise. We are always looking for opportunity to recycle packing material.



INCREASE IN RECYCLING

33% OVER 2018
39% OVER 2017



WASTE MANAGEMENT AND RECYCLING

We understand that recycling not only prevents millions of pounds of materials from going to landfills on an annual basis and any associated emissions that may result, but it also stimulates the economy by transforming usable materials into new products. To manage waste materials more efficiently, we are constantly improving our processes and evaluating ways to reduce our overall waste and promote recycling of materials within our operations.

We have a solid waste recycling program (for both business and production waste) in place in most locations. We encourage all employees and contractors to recycle consumer goods and other business and production waste by utilizing dedicated recycling containers in most of our warehouses and corporate offices.

Additionally, we have a national contract with a major waste management company to manage our waste and recycling. With this contract, we have the peace of mind knowing that our waste is ending up exactly where it should. Since this contract was signed in 2017, MRC Global has been able to increase the amount of materials that have been recycled by 39%.

We are proud of this achievement considering the current recycling climate across the U.S. Beginning in 2019, sales of recycled

material to China were dramatically limited. This has impacted the U.S. recycling supply chain dramatically and limited the feasibility of economically viable recycling in many locations. Even so, since 2017, we have increased our recycling by 39%.

Our local branches work closely with our waste management provider and local service providers to improve our pallet and wood recycling/resourcing to limit the amount of raw material that is dumped in local landfills. We also have cardboard recycling programs in many of our larger locations and are expecting to implement this where possible throughout the U.S. This reduces the amount of waste and increases the amount of materials we recycle. We also recycle paper in our corporate offices. Finally, in conjunction with our waste management provider, we work to maximize our loads to minimize the effects of hauling. By limiting the number of hauls, we limit the amount of fuel burned that it takes to haul as well as the carbon dioxide that is produced from these hauls.

We continue to implement work processes to reduce waste from transportation and warehousing activities (e.g. pallets, packaging) and have work processes for labeling, storing, handling and transporting hazardous waste. We conduct regular training on these work processes. Additionally, we have an elaborate packaging

specification for incoming shipments that reduces the use of wooden crates and time spent on material handling in our facilities, which we developed in 2018. As a result, we moved away from packaging in crates to the use of pallets on most material. This also eliminates safety risks to our employees when handling incoming material.

We will continue with looking to make changes now that will improve our short-term and long-term recycling and limit our environmental footprint for future generations. We are exploring opportunities to join the Market-Specific Recycling Initiative and Electrical Waste Recycling Program, which will enable our branches to recycle items such as old telephones, monitors, hardware, fax/copier machines, etc.

MANAGING ENVIRONMENTAL RISK

We are subject to a variety of federal, state, local, foreign and provincial environmental, health and safety laws, regulations and permitting requirements (collectively, “environmental laws”), including those governing the following:

- the discharge of pollutants or hazardous substances into the air, soil or water;
- the generation, handling, use, management, storage and disposal of, or exposure to, hazardous substances and wastes;
- the responsibility to investigate, remediate, monitor and clean up contamination and
- occupational health and safety.

We do not own or operate a single facility that is subject to Superfund clean-up, and on the rare occasion where there is a concern regarding a legacy environmental condition, we have worked and will continue to work cooperatively with authorities

to remediate it. We conduct environmental assessments on our major facilities before we begin operations and on any facility that we sell. We have not been the subject of a single regulatory action in more than five years regarding the possible discharge of hazardous chemicals into the air or water.

Our commitment to environmental protection, as described in our Environmental Policy, available on our website, requires that a minimum standard of environmental performance is established at all of our facilities. Eight of our locations are ISO 14001 certified. Additionally, we strongly encourage all of our suppliers to comply with our Environmental Policy. As part of our audit process of our AML suppliers, we evaluate these suppliers on their environmental standards and environmental performance. For further information, see also our Code of Conduct for Suppliers on our website.

One risk we may encounter is incurring liabilities in connection with environmental conditions currently unknown to us relating to our prior, existing or future owned or leased sites or operations or those of predecessor companies whose liabilities we may have assumed or acquired. We believe that indemnities contained in certain of our acquisition agreements may cover certain environmental conditions existing at the time of the acquisition subject to certain terms, limitations and conditions. However, if these indemnification provisions terminate or if the indemnifying parties do not fulfill their indemnification obligations, we may be subject to liability with respect to the environmental matters that those indemnification provisions address.



**ISO 14001
CERTIFICATION**
FOR EIGHT OF
OUR LOCATIONS

2019 KEY ENVIRONMENTAL ACHIEVEMENTS

Below are key achievements from 2019 reflecting our commitment to improvement in our environmental performance. In 2019, we began evaluating the possible use of specific targets or goals in the upcoming years, and we are developing processes to internally track emissions by specific scope so we can fully grasp where we stand and then determine the targets we want to achieve moving forward.

In North America, where approximately 77% of our workforce is located, we:

- reduced CO₂ vehicle emissions by approximately 2%

Globally, we:

- replaced over 14% of our fleet vehicles with more environmentally efficient vehicles since 2016, including the liquidation of 246 vehicles in 2019.

In the US, we:

- improved energy efficiency of our buildings from the previous year,
- increased recycling tonnage by 39% from 2017 to 2019 and
- decreased our water usage by 13% from 2018 to 2019.

Our air emissions impact is limited to CO₂ and is not attributable to nitrogen oxides, sulphuric oxides, and other significant air emissions, including those from non-methane volatile organic compounds, particulate matter, and hazardous air pollutants. Moreover, while we do not set specific targets for the reduction of air emissions, our ESG Committee may set specific targets or goals for air emissions reduction in the upcoming years.

In 2019, the ESG Management Committee sent an online survey to all warehouse, branch and other managers requiring their feedback on energy use, waste, recycling and other environmental-related practices at their facility. In addition, the survey requested their suggestions on what more could be done by MRC Global to have a positive impact on the environment. The ESG Management Committee uses the survey results to assist with monitoring, assessing and managing progress with environmental issues and supporting continued improvement in our environmental performance. For example, the ESG Management Committee implemented initiatives to begin tracking

and calculating data related to ESG matters that had not been done before at the company such as

- tracking emissions by scope, whereas MRC Global historically has tracked emissions as a whole, and
- tracking our energy use by reaching out to all energy service providers for the most accurate usage reporting.

While we expect our suppliers to comply with environmental laws and regulations, we also take additional measures to identify, evaluate and mitigate environmental risks for certain customers, business activities, industries and geographies.



**SAFETY
LEADERSHIP**
IS PART OF OUR
CULTURE

SOCIAL RESPONSIBILITY

HEALTH & SAFETY

Safety leadership is part of our culture. Every employee has a personal responsibility to make sure that they, along with their co-workers, go home at the end of each day in the same condition they arrived.

Our dedication to providing safe working conditions and involving all employees in our safety efforts has been fundamental to our company's success. Additionally, we share our customers' commitment to safety and are proud safety is a deeply embedded part of our culture. We have dedicated safety specialists in every region, a short service employee program, life protector standards and emphasize operational discipline and accountability. Moreover, we promote a safe workplace by providing

ongoing training and resources for all employees, some of which is described in additional detail in this section of this ESG Report. Finally, we encourage our employees to lead healthy lifestyles through various initiatives and benefits, such as including steeply discounted access to multiple gyms.

One example of our dedication to safety is our response to the recent COVID-19 pandemic. Beginning in December 2019, MRC Global's senior leadership was vigilant as it monitored and responded to potential risks and governmental requirements and guidelines for all geographic areas where we have locations to maintain the safety of our employees and those with whom they come in contact. MRC Global's

initial response was to halt all business travel to and from China. We then expanded travel restrictions as other countries became affected. Additionally, we prepared a series of Frequently Asked Questions (FAQs) regarding pandemic-related topics, which were continually updated for the benefit of our employees. As the impact of the pandemic became global, MRC Global required all of its offices to work from home while utilizing the company's networking technology and practice safe social distancing at our facilities if their job functions did not allow them to work from home. MRC Global implemented additional safety measures such as split shifts, screening processes and increased hygienic procedures at our facilities. All of the actions undertaken in response to



"Our dedicated employees are doing an outstanding job taking care of our communities by serving our customers in the middle of an unprecedented level of global economic disruption."

Andrew Lane
President & CEO

the pandemic allowed us to remain capable of supporting our customers' needs throughout the crisis. Out of our over 3,200 employees, as of June 1, 2020, 17 have been diagnosed or have presumed to have COVID-19, and 13 have fully recovered. We are hopeful that the remaining four employees recover soon. We have not experienced any deaths, for which we are immensely thankful. We are not aware of any of our employees having yet contracted the disease in the workplace. At the impacted locations, we took all appropriate measures with respect to persons that were in contact with these cases. In most instances, the locations where these employees worked were already mandatory work from home locations.

Together, MRC Global employees worked to keep each other safe during the COVID-19 pandemic while addressing the critical infrastructure needs of our communities, by continuing to provide products and services that are vital to maintaining refineries, utilities, pipelines and oil and gas operations that cannot operate safely without them.

Each of our managers and leaders is responsible for the safety of the employees who report to them. We have a Safety Council comprised of global safety and operational leaders, including two senior vice presidents, which sets overall safety policies for the company. Our operations leaders each have safety managers who advise the leader on safety matters in their region, implement safety policies, coach on safety issues and conduct safety programs and audits for employees. Our Vice

President – Operational Excellence, with input from the Safety Council and senior leadership, works with our CEO every year to set MRC Global safety goals, including goals for total recordable incident rate (TRIR), lost workday rate (LWDR), recordable vehicle incident rate (RVIR) and preventable vehicle incident rate (PVIR) as well as goals on U.S. Department of Transportation driver fitness. We monitor these safety metrics on a location by location and region by region basis and report the overall results to our Board at each quarterly Board meeting. As part of every branch, distribution center and facility audit, auditors review each operation for adherence to our safety policies and procedures. In addition, our Vice President – Operational Excellence is a member of our ESG Management Committee.

Among other safety measures, we track our TRIR, LWDR, RVIR and near-miss frequency rate (NMFR) per 200,000 hours worked. Our TRIR was 1.27 in 2019. This compares favorably to the 2018 U.S. Bureau of Labor Statistics (BLS) average of 3.7 for wholesalers of metal products. Our LWDR was 0.41 in 2019. This also compares favorably to the BLS average of 1.7 for wholesalers of metal products. In addition, our RVIR has also remained low at 0.85 compared to a peer group average of 1.66 based on a survey compiled by the National Association of Wholesaler Distributors (NAW). Our NMFR in 2019 was 3.33.

In addition, the most recent annual survey conducted by NAW in 2018, which included 54 distribution companies with over \$1 billion in revenue,

placed us in the top quartile of U.S. companies in safety performance for the surveyed distributors. We ranked 4th out of 54 companies in lowest OSHA TRIR, 13th out of 54 companies in lowest OSHA LWDR and 22nd out of 39 companies in lowest RVIR. The company has not experienced a job-related fatality in more than four years. We have participated in the 2019 NAW survey, and the results will be available in the third quarter of 2020.

Furthermore, to enhance and continue our journey to "zero" incidents and taking the next step in the development of our safety culture, in 2019, MRC Global utilized DuPont Sustainable Solutions, which is considered the "Gold Standard" when it comes to safety, to conduct nine, two-day Safety Leadership workshops. These workshops included all levels of management from senior leadership to branch and warehouse managers. In 2020, MRC Global plans to complete the third phase of its DuPont Safety Training in-house. Additionally, Regional Operations Managers and Regional Safety Managers will be conducting 1-2 hour training session at all of MRC Global's U.S. locations for front line employees. Below is a list of other new safety initiatives undertaken by the company in 2019:

- released an Employee Safety handbook
- rolled out a Material Storage Guide
- established Valve Engineer Center (VEC) packaging standards for outbound shipment
- expanded the Safety System for VEC and our Valve Engineering & Modification Center, and added written safety and online training programs

SAFETY PERFORMANCE



1.27
TRIR

TOTAL RECORDABLE
INCIDENT RATE

+ 2018 U.S. BUREAU OF LABOR
STATISTICS (BLS) **AVERAGE OF 3.7** FOR
WHOLESALEERS OF METAL PRODUCTS



0.41
LWDR

LOST WORK DAY
CASE RATE

📅 2018 U.S. BLS **AVERAGE OF 1.7** FOR
WHOLESALEERS OF METAL PRODUCTS



0.85
RVIR

RECORDABLE VEHICLE
INCIDENT RATE

! PEER GROUP **AVERAGE OF 1.66** BASED
ON A NATIONAL ASSOCIATION OF
WHOLESALEER DISTRIBUTORS SURVEY.



3.33
NMFR

NEAR-MISS
FREQUENCY RATE

A CHANGE OF PLANS



On November 13, 2019 the Columbus, Ohio branch received a load of poly pipe shipped via a trucking company from a supplier. When the truck entered our branch, **Ben Cozzens**, Assistant Branch Manager and **Trent Disbennett**, Driver/Warehouse Associate, saw that the load had shifted during transport. This created an unstable load that could not be handled properly. **Chris Clipner**, Warehouse Manager, was immediately informed of the unsafe condition and went out to meet the driver to assess the situation.

Upon inspection, it was determined that wooden strips separating four-inch pipe on top of three-inch pipe

had disintegrated, and the four-inch pipe had crushed the three-inch on the bottom causing the entire load to shift. An unstable load of pipe presented a potential hazard and a stop work was called.

"It doesn't happen often," said Chris. "I didn't even want the driver underneath it to get the straps off because he could have gotten struck and been killed."

Limited equipment and severe weather conditions meant the branch could not safely unload the pipe. A solution was reached once the vendor and freight company were contacted. Two forklifts and a crane were sent to stabilize and safely unload the product.



**SAFETY
STAND DOWN**
TAKES PLACE
GLOBALLY EVERY
QUARTER



**10+ YEARS
INCIDENT-FREE**
AT 50 OF OUR
LOCATIONS

A few additional ways we keep health and safety at the forefront:

MRC Global offers extensive training opportunities to all employees on a broad variety of topics, including role-appropriate safety topics. The company's senior safety manager for North America reviews safety training requirements in North America and works with a team of local safety

leaders to do the same in our international region. Requirements are met with updated compliant curricula delivered through a variety of modalities including carefully tracked on-line training modules. Additional job-specific training is delivered so that employees are safely prepared for their respective duties. All mandatory and compliance/safety training is tracked through a learning management system

(LMS), and assignments are configured to retrain each topic on a customized schedule as determined by MRC Global's safety leadership.

You See It, You Own It

The Safety Improvement Card (SIC) is an online tool for reporting near misses, unsafe conditions, positive and "at risk" behaviors and safety suggestions. Any employee is empowered to submit ideas to create a safer work environment. We receive an

average of 300 thoughtful SICs per month. SIC suggestions are also a central focal point during the DuPont Safety Leadership Workshops, which were held for all levels of MRC Global management in 2019.

Stop Work Authority

Every employee has the authority and responsibility to stop any unsafe work practice and immediately notify management or correct the situation.

Daily Safety Meetings & Quarterly Stand Downs

Every day at an MRC Global operational facility begins with a safety talk. We also hold company-wide Safety

Stand Downs, where a specific topic is covered on a single day across the globe.

2019 Safety Awards

Through its safety awards programs, MRC Global regularly recognizes individuals, teams, facilities and regions that have demonstrated an exceptional commitment to safety. The awards presented in 2019 are listed below:

CEO Safety Leader Award	Global Leadership and Impact
CEO Safety Award	Best Regional Safety Results
President's Award	Best Subregional Safety Results
SVP's Safety Leadership Award	Significant Leadership Impact
Safest Driving Award	Region-wide Performance
Most Improved Safety Performance	Region-wide Performance
RDC Safety Award	Best Safety Results
Safety Champions Award	Significant Individual Impact
Branch Safety Awards	10 years injury free - OSHA recordable

Short Service Employee Program

Warehouse associates with less than six months of experience in a particular job have a much higher risk of being involved in a safety incident than a more tenured employee. To help remove this risk, these employees are paired with

a more experienced team member who trains and coaches them on the safest way to perform their new role. To help shepherd our warehouse personnel through their training period, new employees wear distinctive safety gear and colors so that

more experienced employees can train and monitor their progress in learning our safe-work processes. MRC Global regularly revises this program so that we can have an even safer work environment.

Life Protector Guides

As part of our commitment to improve our safety performance by learning from past experiences, we have developed a series of standards that are intended to deliver common work practices across our company, with a focus on preventing high consequence safety incidents.

These standards include:

- contractor management,
- electrical safety,
- emergency response plans,
- loading, restraint and transportation guidelines,
- risk management assessments,
- personal protective equipment guidelines,
- cranes and lifting operations guidelines,
- forklifts and powered industrial trucks guidelines,
- steel storage racking system guidelines, and
- pressure testing guidelines.

We routinely monitor and audit our compliance with these standards.

Employee Assistance Program

This program gives employees access to immediate help with some of life's most stressful

situations free of charge. This includes face-to-face sessions with a mental health

professional, help in a crisis and discounts on many health and wellness products.

Additional Programs

We also have a monthly Leading Indicator Scorecard that tracks Department of Transportation violations and

clean stops, monthly facility inspections, and Safety Lesson Meetings (four per month). We also have an on-going

Hazard ID campaign called "You See It, You Own It."

New Programs

In 2020, MRC Global will be introducing a new SSE Safety Orientation program for

office employees. MRC Global is also developing a Truck Driver Safety and Compliance

Handbook which will be published this year.



SHORT SERVICE EMPLOYEE

HAS LESS THAN 6 MONTHS OF EXPERIENCE ON THE JOB



LIFE PROTECTOR STANDARDS

CREATE COMMON WORK PRACTICES ACROSS OUR ENTIRE COMPANY WITH A FOCUS ON PREVENTING HIGH CONSEQUENCE SAFETY INCIDENTS

HUMAN RIGHTS

MRC Global is committed to conducting its worldwide business and operations in accordance with high standards of integrity in a legal, ethical and socially responsible manner. This includes a commitment to respecting human rights as a fundamental principle in our operations. We support the protection of internationally proclaimed human rights including the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, which enshrines the

core principles of freedom of association; the effective recognition of collective bargaining; the elimination of all forms of forced and compulsory or child labor; and the elimination of discrimination in respect of employment and occupation.

MRC Global employees receive regular training on these core values, including specific training for anti-discrimination and anti-harassment. We encourage our suppliers to align their practices with the International

Labor Organization's core principles and are committed to working in partnership with suppliers, customers and third parties to promote the furtherance of human rights. As part of our audit process of suppliers on our Approved Manufacturers List, we consider these suppliers' performance regarding human rights and labor rights, including their conformance with our human rights and labor rights policies. At this time we have not discovered any noncompliance by our suppliers with our policies,

and if we become concerned about noncompliance, we will investigate immediately and determine the appropriate next steps. We encourage our stakeholders' involvement in the company's commitment to protect human rights and the implementation of our human rights policy by reporting any human rights violations or concerns related to our business through our Global Ethics Hotline.

For further information, see also our Human Rights Statement on our website.

Human Trafficking and Slavery

MRC Global has a zero-tolerance approach to slavery. Modern slavery is a violation of fundamental human rights and a crime. It takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have

in common, the deprivation of a person's liberty to exploit them for personal or commercial gain. We are committed to implementing and maintaining systems, controls and practices to prevent modern slavery from taking place within our

global business or supply and logistics chains.

We hold both ourselves and our supply chain accountable for compliance with the applicable law and we maintain internal accountability standards and

processes for employees, contractors and members of our supply chain regarding this responsibility.

For further information, see also our Anti-Slavery and Anti-Human Trafficking Statement on our website.

Anti-Bribery and Anti-Corruption

MRC Global is committed to complying with all applicable anti-bribery and anti-corruption laws and rules, including, but not limited to, the local laws of the countries in which we operate, the U.S.

Foreign Corrupt Practices Act of 1977, as amended, the UK Bribery Act 2010 and any laws enacted pursuant to the OECD Convention on Combating Bribery of Foreign Public Officials in International

Business Transactions. Our employees receive training on anti-corruption and anti-bribery. Additionally, we actively monitor and audit our internal compliance with this policy and we expect our

suppliers to fully comply with these laws and regulations.

For further information, see also our Anti-bribery and Anti-corruption Policy on our website.

Conflict Minerals

As a distributor of products manufactured by other companies, MRC Global does not directly purchase any raw conflict minerals from any source and is many levels removed from the mines, smelters and refiners that produce the metals used in the products manufactured by our suppliers. However, we support the goal of the Dodd-Frank Act and related applicable

2012 U.S. Securities and Exchange Commission (SEC) rules of preventing armed groups in the Democratic Republic of the Congo (DRC) from benefitting from the sourcing of conflict minerals. MRC Global works continually toward a conflict-free supply chain with ethical sourcing of materials and products. Our supply chain program strives to prevent purchased

products from containing conflict minerals (tin, tantalum, gold and tungsten) that directly or indirectly finance or benefit armed groups in the DRC or adjoining countries. We expect the suppliers and manufacturers of the products distributed by us to adopt the same policy for their businesses and comply with applicable legal standards and requirements.

For further information, see also our Conflict Minerals Policy on our website, and our annual Conflict Minerals Report filed as Form SD under the SEC Filings section of the Investor Relations page of the company's website.

DIVERSITY & CULTURE

As of December 31, 2019



20+
WORLD-WIDE
CULTURES AND
BACKGROUNDS



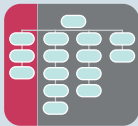
36%
BOARD MEMBERS
ARE WOMEN
OR ETHNICALLY
DIVERSE



45%
FEMALE IN
CORPORATE
FUNCTIONS

20
COUNTRIES
WITH MRC GLOBAL
OPERATIONS

26%
FEMALE IN
COMPANY-WIDE
FUNCTIONS



EMPLOYEE BENEFITS



MEDICAL
AND HEALTH
CARE PLAN OPTIONS



RETIREMENT
WITH DEFINED CONTRIBUTION
PLANS AND GOVERNMENT
PROVIDED OPTIONS



EDUCATION
WITH THE TUITION
ASSISTANCE PROGRAM



TRAINING
TO PROMOTE CAREER
DEVELOPMENT



INTERNSHIP
OPPORTUNITIES TO GAIN
INDUSTRY EXPERIENCE



APPRENTICE
PROGRAMS TO LEARN
TRADE SKILLS

EMPLOYEE ENGAGEMENT

Our people are our greatest strength. We are a global team dedicated to our customers, our communities and each other. MRC Global employees regularly go out of their way to support each other in times of need, provide excellent service to our customers and uplift the communities where they live and work.

Diversity and Culture

Without a doubt, the senseless death of George Floyd has impacted our company. This tragedy and the resulting protests around the world highlight the injustices many people face and the importance of respecting and caring for one another. Unequivocally, MRC Global is committed to treating all people equally, no matter their race, color, age, religion, sex or sexual orientation, whether employees, customers, supplier or others. We simply don't condone racism or discrimination of any sort.

We are proud of the role we play in providing safe, productive and fulfilling jobs to our employees. As we operate in 20 countries and

have an increasingly global and diverse customer base, we strive to have our team members reflect this diversity of cultures, backgrounds and approaches in our business. Diversity and inclusion are essential to MRC Global's success. We are committed to developing a harassment and discrimination-free workplace where every employee feels safe, valued and encouraged to voice their opinions regardless of age, gender, race, religion, ethnicity, sexual orientation, veteran status, disabilities or backgrounds. We want every one of our employees to have the opportunity to grow his or her career.

We actively promote diversity in our workplace. While we do

not maintain specific diversity quotas, our Human Resources department actively monitors our hiring and promotion processes so that diverse candidates are considered. In addition, as part of our succession planning process, we maintain a high potential employee list. Our Human Resources department monitors this list to so that diverse candidates are considered for promotions and developmental assignments.

All new hires are onboarded with training that covers our culture including mission, vision, and core values. Adherence to the core values are also evaluated for every employee as part of our employee development

process. Extensive training is provided regarding workplace equality and harassment/discrimination prevention. Such training is delivered at the time of hire, and annually thereafter and includes clear processes for confidential reporting of workplace concerns, our toll-free hotline, and the ability to bypass management and contact the Legal Department. Managers participate in an additional, more immersive training experience with customized scenarios and case studies focused on their role in driving company culture, treating employees fairly, ensuring a harassment-free workplace, and spotting then reporting potential workplace issues.

Talent Management

Employment at MRC Global comes with competitive compensation and, in the U.S. where approximately 70% of our employees live and work, we offer a cost-effective, generous medical and health plan in addition to a matching 401(k) plan to help employees save for their retirement. While we align overall incentive payout with financial results, many employees are also incentivized on non-financial performance objectives and health, safety and environmental goals, set at the beginning of each year with their managers.

MRC Global also provides the environment, educational tools and development

opportunities for employees to continually improve their talent and skills. We maintain an organizational development and learning department with employees who develop and present training along with other subject matter experts inside and outside of the company on topics such as:

- Diversity and inclusion
- Anti-discrimination/harassment
- Legal and policy compliance
- Safety
- Product knowledge
- Company processes
- Computer skills
- Managerial and leadership skills
- Company computer systems

Because our workforce is distributed over 260 locations in 20 countries, we also maintain a strong internet-delivered learning management system (LMS) that has many modules on these topics that can be accessed throughout our company. Many of these training modules include interactive training modules so that trainees are engaged as they learn. We require employees to take certain modules on anti-harassment/discrimination, legal compliance, safety and computer security at regular intervals. Additional training is provided covering the company's proprietary procedures and systems, leadership and

management, sales skills, Office 365 applications, and a wide variety of Information Technology (IT) areas including certification preparation. Operations/field employees are provided many opportunities to grow their product knowledge through targeted training sponsored by suppliers and customers, ensuring our employees have up-to-date knowledge to serve customers. We track all of our training, so that every employee has a training record and plan. Our on-boarding process for new employees provides a broad and accelerated understanding of MRC Global's business and culture. Additionally, all employees establish

SOCIAL RESPONSIBILITY

development goals at the beginning of the year, and we track the progress of these goals through periodic individual development reviews. Finally, we periodically assess our employees' satisfaction and engagement through regular individual development reviews as well as company-wide surveys. MRC Global's employee development process begins upon hire and at the start of each calendar year by documenting individual goals, both for performance and development. Goals are mutually agreed upon between employee and

manager, then reviewed for progress throughout the year. A mid-year review is required, enabling all employees to receive individualized feedback regarding goals and development progress in support of year end success.

Training options are widely available and can be efficiently aligned to development goals accordingly. MRC Global also offers employees with more than six months of service the opportunity to participate in a tuition reimbursement plan for both graduate and undergraduate courses up to \$5,250 USD per year based on their grading performance.

In 2019, 28 U.S. employees used this benefit to grow their professional development through formal education.

MRC Global also hosts internships and apprentice programs in some countries. Both of these initiatives focus on allowing young employees the opportunity to learn on the job training and gain experience in technical product roles.

Employee Relations

At the end of 2019, we had over 3,200 employees, of which 130 belong to a union and are covered by collective bargaining agreements. At the end of 2019, we also had 145 employees that are not members of a union but are covered by union-negotiated collective bargaining agreements. We are committed to freedom of association and our employees' desires to bargain collectively.

In 2018, we conducted a global employee survey and asked our participating employees their opinions about work, the company, work-life balance, management, compensation and other matters. We provided the results of this survey to our Board. As a result of this survey, we addressed a number of employee concerns in various business units or locations, implemented an employee service recognition program to further validate the company's appreciation for the service of its employees and continued to improve communication with employees regarding

company strategy, culture and direction. This communication is in addition to our routine company announcements to employees and our twice-yearly employee magazine, *Linked*.

MRC Global is committed to the principle of equal employment opportunity for all employees by providing employees with a work environment free of discrimination and harassment. All employment decisions at MRC Global are based on business needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender identity or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations in the locations where we operate. MRC Global will not tolerate discrimination

or harassment based on any of these characteristics. This includes, but is not limited to, the express prohibition against discrimination in recruitment, hiring, training, promotion, compensation, benefits, leave of absence, termination, all other privileges, and terms and conditions of employment.

MRC Global strongly supports the current federal laws on pay equity, including the long-established Equal Pay Act, which requires that men and women be given equal pay for equal work in the same establishment. This law allows pay differentials when they are based on seniority, merit, quantity or quality of production, or a factor other than sex. MRC Global fully supports equal pay for equal work, as well as all federal anti-discrimination laws applicable to employment, including those within Title VII of the Civil Rights Act. Pay practices that reward performance and all other legitimate factors should remain lawful.

COMMUNITY INVOLVEMENT

We are dedicated to uplifting the communities where we live and work. MRC Global supports education, health and human services, the arts and humanities and civic projects through the MRC Global Foundation and

MRC Global Cares initiatives. In 2019, the MRC Global Foundation donated more than **\$120,000** to various charitable organizations and, in addition, MRC Global directly donated nearly **\$180,000** to various

charitable and community causes. Uplifting the communities where we live and work is central to our culture. MRC Global does not use corporate funds for political advocacy.

COVID-19 Relief Efforts

Together, MRC Global employees worked as a team to keep each other safe during the COVID-19 pandemic while addressing

the critical infrastructure needs of our communities, by continuing to provide products and services that are vital to maintaining

refineries, utilities, pipelines and oil and gas operations that cannot operate safely without them.

MRC Global Foundation

The MRC Global Foundation makes grants to nonprofit organizations in our communities for charitable causes, including education, health and human services,

arts and humanities and civic projects. The MRC Global Foundation's primary charities in 2019 included the American Red Cross, the American Heart Association,

United Way, the American Diabetes Association and the American Cancer Society.

PVF Roundtable Scholarship Sponsorship

As a leader in the PVF industry, we recognize the need to continue to invest in the next generation of industry professionals. That commitment led MRC Global

to fund an annual scholarship through the PVF Roundtable with Texas A&M University for students in the industrial distribution field of study. The company also sponsors

multiple events throughout the year, which raise money for additional scholarships at other industrial distribution programs and trade schools.

American Heart Association – Heart Walk

MRC Global is a proud sponsor of the Heart Walk. Our national support for the American Heart Association is deeply rooted in the loss of Lew Ketchum, the founder of one of our heritage companies, Red Man Pipe

and Supply, in 1995 after a heart attack. We honor his legacy by standing with the American Heart Association in the fight against heart disease. **In 2019, our Houston area employees raised over \$50,000 and**

our Charleston, WV area employees were the third top fundraising company at the Heart Walk by donating nearly \$14,000.

MRC Global Cares in Action

Our company and our employees are involved in many charitable, community and educational endeavors. Here are some examples of just a few:

2019 Give Back Program

In the fourth quarter of 2019, **114 U.S. operations** locations each committed to supporting a local charitable organization. Teams went into their community and chose a variety of causes to support including sponsoring families' holiday celebrations, providing care packages for military personnel and helping stock local food pantries.

Community Clean-Up Day in Singapore

The MRC Global Singapore team dedicated a day to working together to support their community. The team donated their time to a community-wide movement to keep the City of Gardens and Water beautiful by picking up litter along the East Coast Park and Beach area.

Family Fun Day

The first Family Fun Day & American Heart Association fundraising event at the Houston Operations Complex at La Porte, TX, U.S. was a complete success. On October 5, 2019, nearly 400 employees and their loved ones gathered to eat BBQ provided by Balon Valve, tour the RDC and raise more than \$21,000 to support the fight against heart disease.





Deborah G. Adams
Audit Committee Member
Compensation Committee Member



Leonard M. Anthony
Audit Committee Member
Governance Committee Chair



Rhys J. Best
Chairman of the Board



Henry Cornell



Barbara J. Duganier
Audit Committee Chair
Governance Committee Member



Andrew R. Lane



Dr. Cornelis A. Linse
Audit Committee Member
Compensation Committee Member



John A. Perkins
Compensation Committee Member
Governance Committee Member



Robert L. Wood
Compensation Committee Chair
Governance Committee Member

GOVERNANCE

CORPORATE GOVERNANCE

MRC Global is committed to adhering to sound principles of governance and has adopted corporate governance practices that promote the effective functioning of our Board, its committees and our company.

The primary responsibility of our Board is to foster the long-term success of the company, by promoting the interests of our stockholders. Our Board believes that strong corporate governance is critical to achieving our

performance goals and to maintaining the trust and confidence of investors, employees, customers, suppliers, business partners, regulatory agencies and other stakeholders.

Corporate Governance Guidelines

The Board has adopted guidelines (Corporate Governance Guidelines) to help guide and promote our good corporate governance and responsible business practices. The Corporate Governance Guidelines

provide a framework for the effective governance of MRC Global as a whole and also address the operation, structure and practice of the Board and its committees. The Board's Governance Committee reviews these

guidelines annually at a minimum.

Our Corporate Governance Guidelines can be found on our website.

Strategic Planning

During the year, the Board meets with management to discuss and approve our strategic plans, financial goals, capital spending, potential or existing disruptive forces, innovation, and other factors critical to successful performance, including ESG.

The Board also conducts quarterly reviews of progress on objectives and strategies. During Board meetings, directors review key issues and financial performance. The Board expects to meet privately with the Chief Executive Officer (CEO) at least

four times per year and meets in executive session without the CEO at each regular Board meeting and additionally as required. Further, the CEO communicates regularly with the Board on important business opportunities and developments.

Board Membership

The Board regularly considers the long-term make-up of our Board and how the members of our Board change over time. The entire Board selects nominees for the Board in accordance with the procedures and criteria set forth in our Corporate Governance Guidelines. The Board will also consider director candidates from stockholders that have been properly nominated in accordance with our Corporate Governance Guidelines.

The Board will consider these stockholder nominees in the same manner and by the same criteria as Board nominees. The Board strives to maintain an engaged,

independent Board with broad and diverse experience and judgment that is committed to representing the long-term interests of our stockholders. Currently, **seven of our nine Board members are independent.**

The Board seeks a diverse group of candidates who possess the background, skills and expertise to make a significant contribution to the Board and the company. When reviewing director candidates, the Board considers each candidate's qualifications for membership on the Board, including the enhanced independence, financial literacy and financial expertise standards that Audit Committee

membership may require and assesses the performance of current directors who are proposed to be re-nominated to the Board. The Board considers qualified candidates for membership on the Board without regard to race, color, religion, sex, ancestry, sexual orientation, national origin or disability. While the Board does not have a formal policy on diversity, in assembling our Board, our objective is to have wide diversity in terms of business experiences, functional skills, gender, race, ethnicity and cultural backgrounds. As of May 7, 2020, 33% of our directors are women or ethnically diverse. Two of our Board members are women.

Board Leadership Structure

As our independent non-executive chairman of the Board, Rhys M. Best, presides over all meetings of the Board and stockholders, reviews and approves meeting agendas, meeting schedules and other information, acts as a liaison between the outside directors and management, consults on stockholder engagement and governance matters and performs such other duties as the Board requires from time to time. The CEO is responsible for working with the Board in setting the Company's strategic directions and day to day leadership and performance. Having an independent non-executive chairman allows management to deepen its focus on customers, gaining market share, cost control,

operational excellence and delivering stockholder value. The Board believes that having an independent non-executive chairman:

- increases the independent oversight of the company and enhances the Board's objective evaluation of our CEO;
- provides our CEO with an experienced sounding board in the Chairman; and
- provides an independent spokesperson for the company.

Our Compensation, Audit and Governance Committees are currently comprised entirely of independent directors. The Board believes that having an independent,

non-executive chairman of the Board and independent Compensation, Audit and Governance Committees provides a structure for strong independent oversight of our management.

Each committee chair presides over the chair's committee meetings and reviews and approves meeting agendas, schedules and other information for the committee. We believe that the Board's leadership structure, including its independent chair, majority of independent directors, and allocation of oversight responsibilities to appropriate committees, provides effective-board-level risk oversight.

Board and Committee Effectiveness and Annual Self-Assessment

To increase the effectiveness of the Board and its committees to provide for the best interests of the company and its stockholders, the Board and each committee perform an annual self-assessment to evaluate its effectiveness in fulfilling its obligations. The Chair of the Governance Committee leads the Board in its review of the results of the annual self-assessment

and takes further action as needed. During these assessments, the Board reviews the background and qualifications of each of its respective members, as well as an assessment of the Board's and each of its committees' composition in light of their respective needs and objectives after considering issues of judgment, diversity, age, skills, background and

experience. In addition, the company provides membership in the National Association of Corporate Directors (NACD) to Board members, as well as the opportunity to attend director education programs at other institutions, to assist them in remaining current with exemplary board and committee practices and developments in corporate governance.

Chief Executive Officer Evaluation and Management Succession

The Board and the CEO also annually discuss and collaborate to set the CEO's performance goals and objectives. The Board meets at least annually in executive session to assess the CEO's performance. The Board

maintains a process for planning orderly succession for the CEO and other executive officer positions and oversees executive officer development. The company's CEO Andrew Lane announced on May 27, 2020 that he plans

to retire on December 31, 2021. In accordance with the Board's process for planning order succession, the Board has begun a thorough and deliberate CEO selection process.

Communications with Directors

Any stockholder or other interested person may communicate with our Board, individually or as a group,

by contacting our Corporate Secretary or the Chairman of the Board. This contact information is maintained on

the Investor Relations page of our website.

THE BOARD'S OVERSIGHT OF RISK MANAGEMENT



Barbara J. Duganier
Audit Committee Chair
Governance Committee Member

The Board, as a whole, is responsible for overseeing our risk exposure, as part of determining a business strategy that generates long-term stockholder value. The Board shapes our enterprise-wide risk policies, desire for risk taking and acceptable risk tolerance levels that provide the foundation for our overall business strategy. The Board recognizes that risk mitigation not only preserves value, but, when managed appropriately, can create value and opportunity for the company.

The Board recognizes that purposeful and appropriate risk-taking in certain areas is important for the company to be competitive and to achieve our long-term goals. Accordingly, the company has established an enterprise risk management (ERM) framework through which the company regularly identifies key risks that face the company and carefully considers its appetite for each risk. This ERM framework is designed to identify, assess, prioritize, address, manage, monitor and communicate risks across the company's operations and foster a corporate culture of integrity and risk awareness.

As part of the company's strategic planning process, the company maintains a

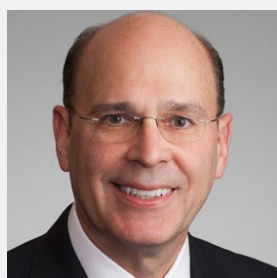
Risk Management Committee that assists the Board in identifying key risks. Our Risk Management Committee is comprised of our CEO, Executive Vice Presidents, Senior Vice Presidents, our Vice Presidents of Tax, and Financial Reporting and Analysis, Vice President and Chief Information Officer, Vice President and Global Operations Controller, Vice President – Global Shared Services and Treasurer, Assistant General Counsel and Assistant Secretary, Executive Directors of Risk Management, Information Security and Investor Relations. The principal responsibilities of the Risk Management Committee are to review, assess and monitor any material risks or exposures associated with the conduct of our business, our corporate culture, the internal risk management processes or systems implemented to identify, mitigate, monitor or manage these risks or exposures and the company's policies and procedures for risk management.

Consistent with this approach, one of the Board's primary responsibilities is overseeing and interacting with senior management with respect to key aspects of the company's business, including risk assessment, monitoring, managing and risk mitigation of the

company's top risks. Our Board meets with senior management at regular Board meetings and, if necessary, at other times to discuss the strategy and success in addressing our identified key risks and any potential disruptive forces along with any other risks that we may face.

In addition to the foregoing, the Board has tasked designated committees of the Board to assist with the oversight of certain categories of risk management and the committees report to the Board regularly on these matters. All committees play significant roles in carrying out the risk oversight function that typically focuses in their areas of expertise. In general, the committees oversee the following risks:

Audit Committee: reviews and assesses the guidelines and policies governing the company's financial and accounting risk management and oversight processes and assists with the Board's oversight of financial and accounting matters, including compliance with legal and regulatory requirements and the company's financial reporting and internal control systems.



Leonard M. Anthony
Governance Committee Chair
Audit Committee Member



Robert L. Wood
Compensation Committee Chair
Governance Committee Member

Compensation

Committee: reviews the company's employee compensation policies and practices to assess whether such policies and practices encourage long-term focus, support the retention and development of executive talent and discourage excessive risk-taking behavior.

Governance Committee:

reviews and assesses enterprise risks that may be applicable to the company from time to time, including (among others) risks from cyber incidents, ESG, reputational risks and the risks set forth in our Annual Report on Form 10-K for the year ended December 31, 2019 that we filed with the SEC.

Although these committees assist the full Board with risk oversight, ultimately the full Board oversees the company's enterprise risk management and our

corporate culture with regular presentation and discussion.

In addition, throughout the year, the Board and the relevant committees receive updates from management with respect to various enterprise risk management issues, including (among others) safety, cybersecurity, ESG, and company culture, and dedicate a portion of their meetings to reviewing and discussing specific risk topics in greater detail. The company's senior management engages with and reports to the company's Board and the relevant committees on a regular basis to address high-priority risks.

The company believes that the Board's leadership structure supports the risk oversight function of the Board by providing for open communication between management and the Board. In addition, strong

independent directors chair the various committees involved in assisting with risk oversight, and all directors are involved in the risk oversight function.

For further information, see also the Documents and Charters, Board of Directors, Corporate Leadership and Committee Composition sections of the Corporate Governance tab of our Investor Relations page of the company's website. Additionally, our proxy statement can be found in our Annual Reports & Proxies section of the SEC Filings tab of our Investor Relations page of the company's website. All of our filings can also be found under the Company Filings tab of www.sec.gov by searching the EDGAR system under the trading symbol "MRC."

OVERSIGHT OF RESPONSIBILITIES OF THE BOARD OVER ESG

Effective management of ESG factors is of long-term significance to our stockholders, employees and communities and is critical to our company's success. Our Board of Directors understands and appreciates the importance of conscientious management of ESG factors and therefore has tasked its Governance Committee with assisting the full Board in its oversight of the company's efforts on ESG matters and reporting to it on

a quarterly basis. In addition, the company has an ESG Management Committee that reports to the Governance Committee and is responsible for monitoring, assessing and improving all relevant issues with respect to ESG. The ESG Management Committee provides formal, documented ESG measures and initiatives that are sustainable and ESG reporting with measures and benchmarks to determine MRC Global's effectiveness with all stakeholders. The ESG

Board Oversight diagram on page three of this ESG Report depicts the oversight responsibilities of the Board and two Board committees as they relate to climate change and all other ESG matters.

2020
**ENVIRONMENTAL,
SOCIAL RESPONSIBILITY
AND CORPORATE
GOVERNANCE REPORT**

Environmental Benefits Statement of using post-consumer waste fiber vs. virgin fiber

Forest



644
pounds
SAVED

Water



6,330
gallons
SAVED

Energy



5.5 million
BTUs
SAVED

**Solid
Waste**



360
pounds
SAVED

**Greenhouse
Gases**



3,150 pounds
CO² equiv.
SAVED



Estimated environmental impacts were calculated using the Environmental Paper Network.

**CORPORATE
HEADQUARTERS**

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