

2021

ENVIRONMENTAL,
SOCIAL RESPONSIBILITY
& GOVERNANCE REPORT



OUR SUSTAINABILITY APPROACH



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OUR COMPANY & OUR STRATEGY

A NOTE FROM **ROB SALTIEL**, PRESIDENT & CEO

MRC Global is the largest distributor, based on sales, of pipe, valves and fittings (PVF) products and related infrastructure supplies and services to the energy and industrial sectors of the global economy. Our business mix is diversified by region, industry sector and product line. We are a multi-cultural team of over 2,600 dedicated employees with facilities in 17 countries. We are committed to the success of our customers, our communities and each other.

The four main business sectors we serve are: Gas Utilities (storage and distribution of natural gas), Downstream and Industrial (crude oil refining, petrochemical/chemical processing and general industrials), Upstream Production (exploration, production and extraction of oil and gas), and Midstream Pipeline (gathering, processing and transmission of oil and gas). In addition to our traditional focus on oil and gas, our end use-markets also include mining, chemicals production, desalination plants, pulp and paper processing, power utilities, green energy projects and other industries.

As a distributor of PVF, we sell products that control the flow of liquids and gases in a safe and environmentally responsible manner that minimizes impacts on our air, water and soil. Our customers specify their PVF products to limit the greenhouse gases (GHGs) that their operations emit. For instance, 94% of the valves we sell are designated as “Low-E” (i.e., low emission) because they prevent unwanted leaks of harmful GHGs such as methane or carbon dioxide. In addition, the pipe, fittings and flanges that MRC Global provides are differentiated by metallurgy, pressure rating, temperature rating, and other requirements to transport fluids and gases safely without leaks or pollution.

MRC Global’s corporate strategy is focused on sustainable growth, margin enhancement, and the development of long-term customer relationships within the markets we serve.

Our strategic objectives are to:

- **increase** market share in our four main business sectors through superior customer service and new value-added offerings

- **diversify** our product and service offerings to serve attractive new industry sectors, including those related to the energy transition
- **invest** in technology systems and distribution warehouse infrastructure to improve operational efficiency and customer reach
- **deliver** attractive returns for our shareholders through optimization of our inventory mix and working capital

A global energy transition is underway to address climate change, and we expect that this will have significant impacts on MRC Global’s future business. We believe that our company has an important role to play in the energy transition, and we are already participating in many green energy projects and decarbonization efforts. In recent years, we have supplied PVF products for use in biofuel, wind, hydrogen, geothermal, hydro-electric and carbon capture and storage projects. As of this writing, we are competing to participate in various green energy and decarbonization projects around the globe.

While the energy transition is inevitable, we believe that carbon-based energy will continue to play a critical role in supporting economic growth and human quality of life, particularly in developing countries, for the next few decades. Many of our largest customers are among the leading investors in green energy and decarbonization technology. As they further rebalance their capital investments toward green energy sources, we expect to enhance our product and service offerings to support their changing requirements.

In summary, MRC Global will continue to leverage our company’s 100-year history of serving the oil and gas industry by providing our customers with critical pollution prevention equipment for their operations. At the same time, we will work to establish MRC Global as the leading PVF provider to the rapidly expanding energy transition and decarbonization space. We believe that our skills, assets and experience will position us for success in both arenas, and I am confident our employees are up to the task.



OUR ESG JOURNEY

A NOTE FROM **DAN CHURAY**, EVP – CORPORATE AFFAIRS
& ESG COMMITTEE CHAIR

This year MRC Global Inc. is celebrating its 100th anniversary. We trace our roots back to the formation of McJunkin Supply Company in 1921 in West Virginia by Jerry McJunkin and Bernard Wehrle. Since that time, over 120 companies have joined our organization through acquisitions and mergers. In 2007, McJunkin merged with Red Man Pipe and Supply to form the MRC Global that we know today. Lew Ketchum, a member of the Delaware Indian tribe, was the driving force behind the Red Man organization that he founded in 1977 in Tulsa, Oklahoma. Together, McJunkin and Red Man have held high ethical and business standards since their respective starts and have maintained these standards as MRC Global today.

After their merger in 2007, the combined company continued its environmental, social and governance (ESG) journey well before its initial public offering (IPO) in 2012. For instance, as early as 2008, prior to our IPO, our company created a set of Core Values to guide it and its employees, instituted a risk management committee and formed an independent audit committee. As a public company, we adopted the policies listed on page 13. Our continued improvement in our governance practices

can be followed in our proxy statements for our annual meetings beginning with the first one in 2013 through our proxy statement for our 2021 annual meeting.

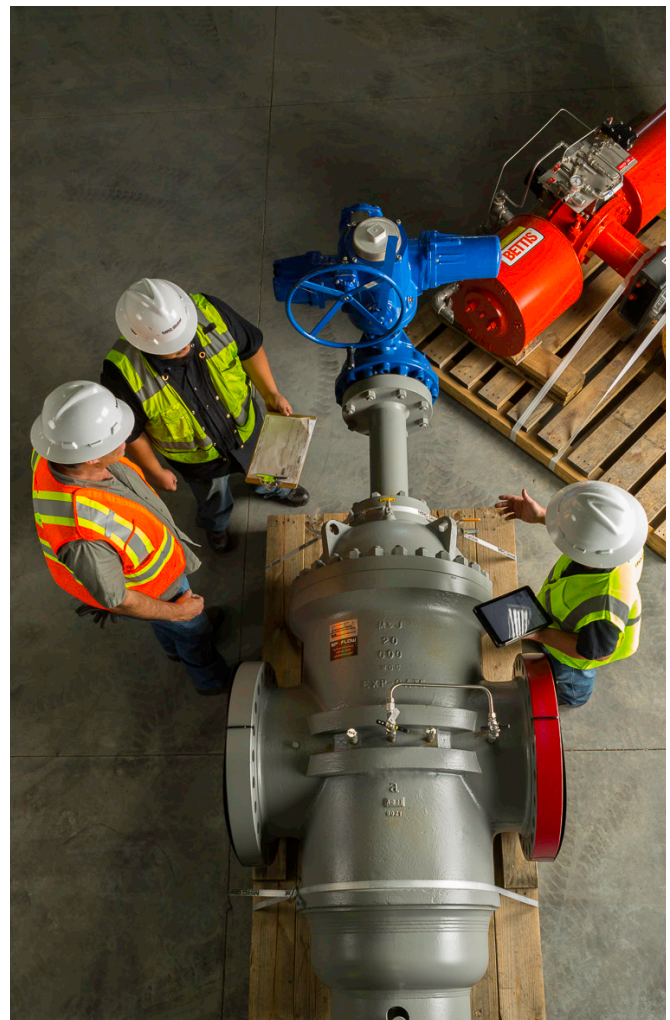
Our Core Values guided our founding companies and continue to guide our current company's actions every day. For instance, Employee Development, one of our Core Values, has been a keystone of our constituent businesses since the beginning. Our founding family owners cared for their employees and desired for them to participate in the success of the business and the growth of their careers. Likewise, Involvement in the Community, including charitable endeavors, was a Core Value for these families. Safety Leadership has been a fundamental Core Value in our company since the beginning. Our founding families wanted to make sure that their employees went home every day without harm, and that remains our desire to this very day. Our Core Values underpin our ESG efforts as well as all aspects of our business.

In 2018, we published our first ESG Report. The ESG Report that you are reading today is our fourth annual report. Initially, we began by reporting on the various ESG activities and management objectives in which MRC

Global was engaged and the various policies that the company adopted that impact ESG. We highlighted our Core Values and our environmental and other ESG efforts.

In the intervening reports, we began to assess what data was needed to drive our ESG efforts, especially regarding the environmental

area. Our North American environmental data was more easily accessible than data in our International segment as North American data was more centrally maintained. We reported on this data, as North America represented over 84% of our revenue. We began our reporting by utilizing the Global Reporting Initiative (GRI) Standards following



GRI's core components. Then, we adopted the core recommendations of the Task Force on Financial Climate-related Disclosures (TCFD) and reported data using the Sustainable Accounting Standards Board (SASB) standards for the Industrial Machinery & Goods segment.

This year, we continue to refine our data efforts and have reported many of our numbers on a global basis for the first time. We have continued our SASB reporting, now using a mix of Multiline and Specialty Retailers & Distributors and Oil & Gas - Services SASB codes. This reflects the distribution business of our company and the types of

products and services that we provide to our energy industry customers.

Data collection, analysis and verification continue to be an important foundation to implement the company's strategy. Without good, consistent, verifiable data, it is not possible to set realistic goals, implement strong initiatives to meet those goals and measure progress in achieving them. We have maintained good data on our health and safety efforts, our training for employees, our community engagement and aspects of our employee development and employee composition. We have been improving in our reporting regarding our impacts on climate change and the

environment as well as other aspects of employee development. In most cases, parts of our business have maintained and managed this data, and now this data is being elevated into our strategic decision-making. We are making changes to our reporting and enterprise resource planning (ERP) systems to collect better data. In 2020, we implemented a new human resources information system (HRIS), which will allow us to have better metrics around our employee and organizational development efforts, including our diversity initiatives. In 2021, we are implementing a second phase of this HRIS

implementation to create this improved reporting. Improved data allows better decision-making and tracking of progress.

We continue on our ESG journey that began 100 years ago with McJunkin Supply Company, and we are looking forward to the next 100 years of providing our customers with critical products to support the world's energy and infrastructure needs in an ethical and environmentally friendly manner with the appropriate governance to support our mission.



A NOTE ON DATA

The data presented in this report was generally derived from various company reports and systems. However, in some cases, data was derived from third party systems that vendors maintained on behalf of the company or provided to the company, which may not be subject to verification. For instance, data sources for electric and water usage include utility bills as well as reports from landlords when landlords supply utility services to us. Data for North American vehicle emissions was provided by the company's fleet management vendor.

Where data was not completely available, the company has utilized reasonable, good faith estimates to fill gaps, including estimates derived from trends in available data. For instance, data regarding fleet emissions in the company's international segment was estimated by the company's North American fleet vendor based on the number of various classes of vehicles in the International segment using the same methodology as used for North America.



ABOUT MRC GLOBAL

MRC Global is the largest distributor of pipe, valves and fittings (PVF) products and related infrastructure supplies and services to energy and industrial sectors of the global economy, based on sales. MRC Global's business mix is diversified by region, industry sector and product line. We are a global team in 17 countries dedicated to our customers, our communities and each other.

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, gases and other substances into the air and soil. Our product offering includes (among other products) the following:

- carbon steel pipe
- carbon steel fittings and flanges
- valves
- stainless and alloy pipe

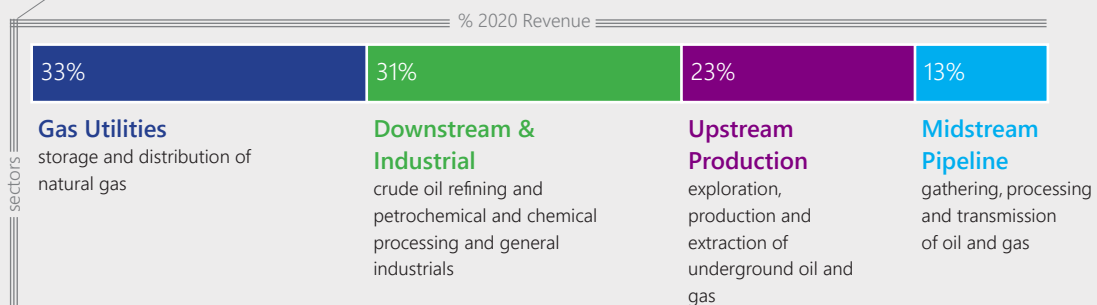
- stainless and alloy fittings and flanges
- couplings
- anodes
- gas products and accessories
- coiled tubing
- polyethylene pipe & fittings
- fiberglass piping
- storage tanks
- general oilfield supplies
- gauges
- instrumentation
- measurement products
- mill supplies
- safety equipment

Our clients use these products to limit the greenhouse gas (GHG) emissions in their operations. For instance, the overwhelming majority of the valves that we sell are designed to prevent unwanted leaks of harmful gases such as methane. 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 without leaks and prevent pollution.

The COVID-19 pandemic and downturn in energy markets impacted customer demand for our products and services in the upstream production and midstream pipeline sectors the most and impacted the downstream and industrial sector to a lesser extent. Our Gas Utilities sector (which represented 33% of the company's revenue in 2020) has been relatively stable and has experienced growth over the past five years. Our customer spending in the Gas Utilities sector is not determined by oil and gas prices but rather customer needs to replace existing infrastructure, modernize distribution systems and expand their markets. MRC Global has contracts with nine of the 10 largest gas utilities, and 18 of the 25 largest gas utilities, in the U.S. based on number of customers.

We report revenue by industry sectors which include the following sectors in 2020:






Many of our largest customers are among the leading investors in renewable energy technology. As they further rebalance their capital investment from traditional, carbon-based energy to alternative sources, we expect to continue to supply them

and enhance our product and service offering as needed to support their changing requirements. Our warehouses, distribution network and technology are capable of pivoting and enhancing our offerings for many industries and end uses,

such as alternative energy. In fact, we already supply products to alternative energy end uses. We are working to enhance our reporting systems to better capture sales to these end markets. Even so, in 2020, we supplied products to alternative energy

projects, including those in the following **alternative energy categories:**

-  Biofuels
-  Wind
-  Hydrogen, Geothermal, Hydro (water) & Carbon Capture & Storage

MRC GLOBAL AT A GLANCE

\$2.6 B
SALES¹



~230
LOCATIONS



12,000+
CUSTOMERS



~2,600
EMPLOYEES



\$664 M
INVENTORY



10,000
SUPPLIERS



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



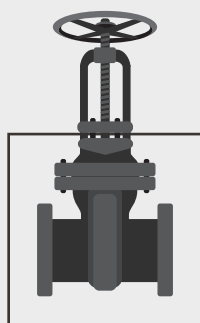
CORE VALUES

SAFETY LEADERSHIP
CUSTOMER SATISFACTION
BUSINESS ETHICS
OPERATIONAL EXCELLENCE
FINANCIAL PERFORMANCE
TEAMWORK
EMPLOYEE DEVELOPMENT
COMMUNITY / CHARITY INVOLVEMENT

1 - TRAILING 12-MONTH SALES FOR THE PERIOD ENDING DECEMBER 31, 2020

2020 ESG PERFORMANCE SUMMARY & KEY ACHIEVEMENTS

[N/M] DENOTES DATA THAT WAS NOT MEASURED



**LOW-E VALVE
SALES OF \$739M**
94% OF ALL
MRC GLOBAL
VALVE SALES

LOW-E VALVES

Total Valve Sales - \$790 million of the company's total revenue of \$2.6 billion

Low-E Valve Sales for use in hydrocarbon applications were \$739 million (94% of total valve sales and almost 30% of the company's total revenue).



**DECREASE IN
WATER AND ENERGY
CONSUMPTION**
2020



**26% INCREASE IN
RECYCLING
TONNAGE IN THE U.S.**
2017 TO 2020



ENVIRONMENT & CLIMATE

	Global	North America (except as noted)		
	2020	2020	2019	2018
Scope 1 Emissions, metric tons (1)	9,909	9,658	14,402	14,421
Scope 1 Emissions, gigajoules (2)	143,949	138,307	206,106	206,424
Scope 1 Emissions Intensity (3)	3.87	3.77	4.18	3.78
Average Miles per Gallon	n/m	13.67	13.88	13.68
Scope 2 Emissions, electricity consumption from hydrocarbon sources - gigajoules (4)	49,211	39,131	42,213	36,376
Scope 2 Emissions, electricity consumption from alternative energy sources	13,350	4,287	0	0
Total Scope 2 Emissions – from all sources	62,561	42,418	42,213	36,376
Water Consumption, cubic meters	21,405	13,286	27,695	31,846
Material Recycled, tons (U.S. only)		507	557	420
Percentage of Waste Recycled (U.S. only)		12%	10%	n/m

- (1) 2018 and 2019 emissions were revised slightly from prior reporting to better align with SASB requirements.
- (2) total fuel consumed in on-road equipment and vehicles, no fuel consumed in off-road equipment
- (3) emissions/1,000,000 unit total revenue
- (4) excludes alternative energy sources

	Global		
	2020	2019	2018
ISO 14001 Certified Locations	6	8	10
ISO 9001 Certified Locations	34	31	31
LEED Certified Space	645,690 ft ² (59,986 m ²)	415,272 ft ² (38,580 m ²)	n/m

HEALTH & SAFETY

	Global		
	2020	2019	2018
Total Recordable Incident Rate (TRIR)*	0.49	1.27	0.7
Lost Workday Rate (LWDR)*	0.17	0.41	0.25
Recordable Vehicle Incident Rate (RVIR)**	0.38	0.85	n/m
Near Miss Frequency Rate (NMFR)+	20.22	12.96	n/m
Work Related Fatalities	0	0	0

*per 200,000 hours worked

**per 1,000,000 miles driven

+The company changed NMFR recording methodology in 2020. 2020 and 2019 numbers were calculated using this methodology.

2020 WAS THE SAFEST RECORDED YEAR IN OUR COMPANY'S HISTORY, AS OUR SAFETY METRICS REACHED RECORD LOWS.



ETHICS & VALUES

	Global 2020	North America 2019
Percentage of Workforce Trained on Anti-Corruption & Anti-Bribery	98%	97%
Percentage of Workforce Trained on Workplace Equality, Harassment & Discrimination	98%	97%

All employees are required within five days of employment to take compliance training, and employees have 90 days to take required refreshment training, so the training percentages above reflect a lag in new employee completion.

EMPLOYEE ACTIONS MUST ALWAYS REFLECT THE HIGHEST POSSIBLE STANDARDS OF BUSINESS CONDUCT AND ETHICS.

EMPLOYEES ARE EXPECTED TO USE GOOD JUDGMENT, INTEGRITY, AND COMMON SENSE IN MAKING WORK-RELATED DECISIONS AND TO BE ACCOUNTABLE FOR THEIR ACTIONS.

THIS INCLUDES AVOIDING CONDUCT THAT IS LIKELY TO DAMAGE MRC GLOBAL'S BUSINESS OR REPUTATION.



DIVERSITY

	Global		North America
	2020	2019	2018
Workforce (Total), percent women	26%	26%	26%
Workforce Director and Above, percent women	19%	17%	22%
Workforce (Corporate Functions), percent women	45%	45%	42%
Board of Directors, percent women or persons of color	33%	36%	36%

We operate in 17 countries and have an increasingly global and diverse customer and employee base.

EMPLOYEE DEVELOPMENT

	Global		
	2020	2019	2018
Average Number of Training Hours Per Employee	17.2	20.8	15.3

We are committed to paying fair wages that sustain families. In the U.S., we pay all hourly employees at least \$15 per hour beginning in their first year of employment and in other countries employees were paid prevailing wage for our industry.



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.

The following summarizes our corporate governance practices. For a more detailed description of the company's Corporate Governance, please see our 2021 Proxy Statement beginning on page 30 under

the caption "Corporate Governance Matters". The 2021 Proxy Statement can be found on our website (investor.mrcglobal.com) or the EDGAR portion of the website of the U.S. Securities and Exchange Commission (www.sec.gov).

CORPORATE GOVERNANCE MATTERS

THE 2021 PROXY STATEMENT CAN BE FOUND ON OUR WEBSITE
INVESTOR.MRCGLOBAL.COM

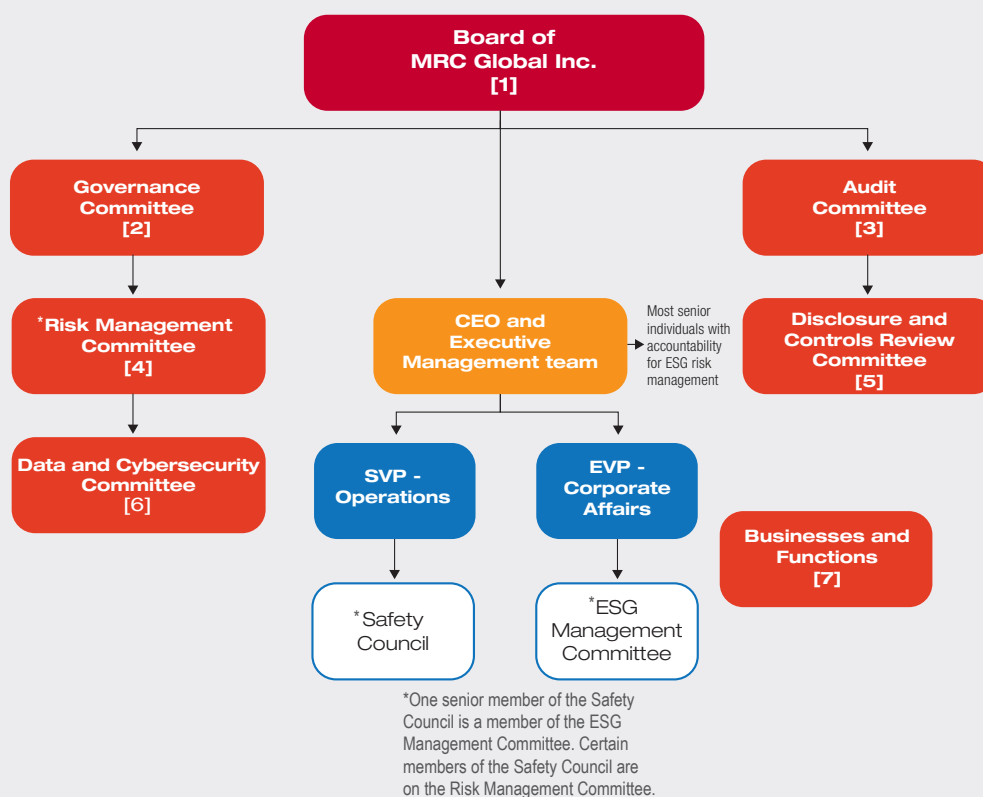
BOARD OVERSIGHT OVER ESG

Our 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 has tasked its Governance Committee with assisting the full Board in its oversight of the company's efforts on ESG matters. Our Board reviews these matters on a quarterly basis. In addition, the company has an ESG Committee that reports to the Governance Committee and is responsible for monitoring, assessing

and improving all relevant issues with respect to ESG. Our EVP – Corporate Affairs chairs the ESG Committee, which is comprised of executives representing various functions within our company including operations, quality, safety, corporate services, marketing, human resources, legal, quality, investor relations and supply chain management leaders. The ESG Committee provides formal, documented ESG measures and initiatives and ESG reporting with measures and benchmarks

to determine MRC Global's effectiveness with all stakeholders. The following ESG Board Oversight diagram depicts the oversight responsibilities of the Board and two Board committees as they relate to ESG matters.

ESG GOVERNANCE STRUCTURE



- [1]** Oversight of ESG risk management.
- [2]** Non-executive Directors appointed by the Board to review and advise on sustainability policies and practices including climate change and other ESG matters.
- [3]** Non-executive Directors appointed by the Board to oversee the effectiveness of the system of risk management and internal control.
- [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.

BOARD OF DIRECTORS

Our Board consists of eight members, including an independent Chairman of the Board, six additional independent directors and our CEO.

BOARD MEMBERSHIP & DIVERSITY

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 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 renominated 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. In 2020, 33% of our directors were women or persons of color.

BOARD COMMITTEES

The Board currently maintains three committees that have been tasked to assist with the oversight of their respective areas of focus and 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. These three standing committees oversee the following risks:

Governance Committee: assists the Board with its oversight of the enterprise risks that may be applicable to the company from time to time,

including (among others) risks from cyber incidents, ESG failures, reputational risks and the risks set forth in our Annual Report on Form 10-K for the year ended December 31, 2020 that we filed with the SEC. The full Board is actively involved in overseeing risk management for the company, including material risks relating to climate change.

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.

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.



Deborah G. Adams
Audit Committee Member
Compensation Committee Member



Leonard M. Anthony
Governance Committee Chair
Audit Committee Member



Rhys J. Best
Chairman of the Board



Henry Cornell



Barbara J. Duganier
Audit Committee Chair
Governance Committee Member

THE BOARD'S OVERSIGHT OF RISK MANAGEMENT

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 not a committee of the Board but rather is comprised of appropriate members of our management.

The Risk Management Committee meets quarterly and its principal responsibilities 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.



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



Rob Saltiel
CEO



Robert L. Wood
Compensation Committee Chair
Governance Committee Member

EXECUTIVE COMPENSATION & ESG PRIORITIES

Our compensation program is designed so that higher ranked executives in the Company have a greater percentage of their compensation that is contingent on the company's financial performance, long-term stock price performance and individual performance, described as "at-risk" compensation. The company believes that having a significant portion of our executive's compensation at risk more closely aligns their

interests with our long-term interests and those of the company's stockholders. Some of the company's safety goals are reflected in the 2020 and 2021 short-term cash incentive compensation opportunity for the CEO and other members of our executive leadership team. Specifically, a portion of that compensation opportunity will be based on achieving our annual internal objectives related to the company's total recordable incident rate

(TRIR) and lost workday rate (LWDR).

A more detailed discussion of our executive compensation program is available in our 2021 Proxy Statement beginning on page 39 under the caption "Compensation Discussion and Analysis."

MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT

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. However, our Board and management continue to monitor these developments and not only address the risks attendant to the developments but also the business opportunities that may arise. We consider these developments when pursuing our diversification and energy transition strategies.

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 of our company. All employees must follow our Code of Ethics, compliance policies and applicable law in all of our activities and operations on a worldwide basis. We rely on the good judgment, high standards and example 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 stricter code of ethics to which our principal executive and senior officers must adhere. Moreover, our compliance function routinely reviews recent developments in law so that we can immediately update our policies and practices to maintain our high standards.

Given that our workforce is distributed across 34 U.S. states and 17 countries, we utilize an on-line learning management system (LMS) to deliver broad based training to our employees. In 2019, we revised our compliance training to be more interactive to better engage our employees in important topics that impact compliance and our cultural ethics. We implemented this training in 2019 to employees in North America where over 84% of our revenue was derived. In 2020, we completed this

implementation by replacing prior training with this four-part **ONE MRC Global Compliance Training** series to our employees in our International region. The International implementation also included localized and translated content. Setting a company global standard for ethics and conduct expectations, these modules transform complex legal topics into easily comprehended practices. Employees learn our requirements in practical, actionable terms.



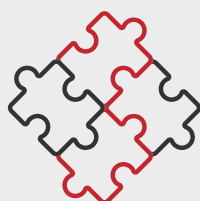
ONE MRC Global Compliance Training consists of:

WE ACT IN THE BEST INTERESTS OF THE COMPANY

HOW WE TREAT OUR CUSTOMERS

HOW WE TREAT OUR SHAREHOLDERS

HOW WE TREAT OUR COMMUNITIES

**ETHICS
HOTLINE****888-601-3911****HTTPS://WWW.
REPORTLINEWEB.COM/
MRCGLOBAL****GLOBAL ETHICS HOTLINE**

Our Global Ethics Hotline allows employees and other individuals to anonymously report unsafe, illegal, unethical behavior, harassment and other concerns about conduct related to our business to NAVEX Global, MRC Global's independent third party hotline operator. 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 each quarter regarding the number and nature of the employee concerns. Of course, any major whistleblower report is communicated to the Audit Committee in accordance with our Whistleblower Policy.

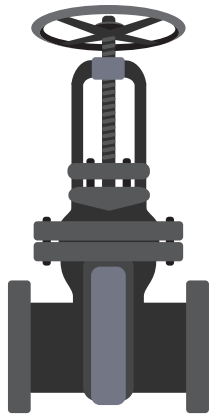
CORPORATE POLICIES

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

- 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

**CORE VALUES**

SAFETY LEADERSHIP
CUSTOMER SATISFACTION
BUSINESS ETHICS
OPERATIONAL EXCELLENCE
FINANCIAL PERFORMANCE
TEAMWORK
EMPLOYEE DEVELOPMENT
COMMUNITY / CHARITY
INVOLVEMENT



ENVIRONMENT & CLIMATE

VALVE-RELATED FUGITIVE EMISSIONS

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

LOW-E VALVE - A VALVE OR VALVE PACKING THAT WILL NOT RELEASE FUGITIVE EMISSIONS GREATER THAN 100 PPM. [1]

[1] ISO 15848-1:2015

Our company is committed to acting in an environmentally responsible manner and continually improving our environmental performance. Our efforts to address climate change allow us to potentially reduce operating costs (e.g. through efficiency

gains and cost reductions), increase our revenue through demand for Low-E valves and other pollution control products and services, and, most importantly, benefit our society by preserving our planet.

MRC Global's opportunities to **make a positive impact on our environment** are two-fold: the **products** we provide to our customers and the **environmental footprint** that our operations create.

OUR PRODUCTS

MRC Global plays a key role in positively impacting our environment because we are a distributor of products that prevent hydrocarbons, gases and other substances from leaking or escaping into the environment. 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 and other substances in a safe and environmentally responsible manner but prevent harmful emissions from negatively impacting the environment.

Several integrated oil companies (IOCs) and many other companies in the energy industry, many of whom are our customers, have published targets to reduce their methane emissions. These customers

consider these targets when designing, constructing and operating their facilities. For example, as a distributor, we purchase valves and actuators designed in compliance with Recognized and Generally Accepted Good Engineering Practices, which regulate valve stem leakage to minimize fugitive gas emissions such as methane. By working with MRC Global to sustainably manage their supply chain, energy producers can operate with confidence that those products will perform as intended and prevent pollution.

Our sales were \$2.6 billion in 2020. We continue to offer, and expand our offering of, products that prevent and minimize accidental leaks of hydrocarbons, gases and other substances into the air, water and onto the land. As discussed below, Low-E valves for use in hydrocarbon

applications represented almost 30% of the products that we sold in 2020. In addition, most of the pipe, flanges and fittings that we sell are also designed to prevent pollution and the escape of GHGs.

When assessing MRC Global's opportunities to facilitate a lower carbon footprint, the shift to Low-E valves for use in hydrocarbon applications is a strategic focus for us. Commonly, "fugitive emissions," in the valve industry refers to the measurable leaking from the stem seal area between the stem and housing. Between 60 – 85% of fugitive emissions of hydrocarbons, gases and other substances in the chemical processing and refining industries is attributed to valves, due in part to the cumulative effects of large numbers of valves in processing plants.

In 2020, our company's total valve sales were approximately \$790 million, of which roughly 94% were sales of Low-E valves for use in hydrocarbon applications. We experienced a 4 percentage point increase in the percentage of our Low-E valve sales in 2020 compared to 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 manufacturer's material test reports (MTRs) on file, and they are available through our quality assurance function.

OUR ENVIRONMENTAL FOOTPRINT

MRC Global strives 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 customers, while conserving resources.

Overall, as a distributor, we are engaged in a relatively low amount of manufacturing and assembly, mostly through the actuation and valve modification services that we offer our customers. Our energy inputs are primarily electricity for lighting, heating and office and warehouse equipment, natural gas for heating and gasoline for company sales and delivery vehicles. Our air emissions impact is limited to CO₂ and is not attributable to nitrogen oxides, sulphuric oxides or other significant air emissions, including those from nonmethane volatile organic compounds, particulate matter and hazardous air pollutants. We do not utilize large amounts of water. We review our resource usage in these areas from time to

time and seek efficiencies to reduce use of these resources and resulting emissions. We have recycling programs to minimize waste from used pallets, cardboard, office paper and other recyclables.

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 financial returns for our business and contributes to the health of the environment by reducing the fuel and GHG emissions required for us to operate.

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. Because 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. We continuously review the efficiency of operations.

Our shift to greater use of e-commerce, digital transactions and our MRC Global Online (MRCGO™) customer and supplier interface allows greater efficiency in our operations. MRCGO simplifies the procurement process and allows customers to efficiently order our company's products online. In 2020, approximately 35% of MRC Global's revenue was through e-commerce, with an increase to 39% (48% in North America) in the fourth quarter of 2020. We expect e-commerce based revenue to continue to increase. In 2020, as our e-commerce offering increased, for certain customer segments and geographic markets, we began shipping more to our



REFINERY EMISSIONS

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

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

customers directly from RDCs, which reduced the need to ship to our branches to fulfill orders. We closed two of our RDCs in the U.S. and 25 other facilities to meet demand more efficiently. These changes further reduced our shipping needs and, thus, our carbon footprint.

Another approach we use to evaluate our carbon 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 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.

For example, an environmental improvement opportunity occurred in 2020 when we opened our new **Valve Engineering & Modification Center**, the final addition to our flagship Houston Operations Complex in La Porte, TX.

- 127,000 ft² (11,799 m²) facility
- LEED certified for energy efficiency
- as is our neighboring 415,000 ft² (38,555 m²) RDC
- and 78,000 ft² (7,246 m²) office building





OUR CLEAN TECHNOLOGY

In addition to our core function of providing PVF products, such as Low-E valves, to protect the environment, MRC Global has worked with oil and gas operating companies to develop and deploy an automated, online monitoring solution for critical valves that reduces the safety and environmental risks associated with valve failures and degradation.

MRC Global's ValveWatch® is an automated, online valve monitoring system for critical valves and actuators. Users can remotely monitor a valve or actuator's performance and correct degradation before it effects safe and reliable operation causing harmful

impacts on the environment. ValveWatch employs small sensors installed on or near each valve that log precision measurements at high data sample rates to capture the information needed to properly assess valve and actuator condition during every operation. The result is a calculable high level of safety and environmental risk prevention that cannot be achieved with any other test or analysis approach. Using this information, customers can remove valves for repair or replace them before they fail. This has the added benefit of preventing leakage of GHGs, hydrocarbons or other substances due to valve failure.

PRODUCT QUALITY ASSURANCE PROGRAM

MANUFACTURER QUALIFICATION

PRODUCT INSPECTION

NON-CONFORMANCE RESPONSE PROCESSES





EMISSIONS IN OUR OPERATIONS

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, (ii) consumption in and use of our facilities, and (iii) our use of third party transportation and logistics providers in our value chain. 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, such as third party transportation and logistics providers

SCOPE 1 EMISSIONS EMITTED DIRECTLY FROM OUR OPERATIONS AND FLEET

SCOPE 1 EMISSIONS

Emissions emitted directly from our operations and fleet

	Global	North America (except as noted)		
	2020	2020	2019	2018
Scope 1 Emissions, metric tons (1)	9,909	9,658	14,402	14,421
Scope 1 Emissions, gigajoules (2)	143,949	138,307	206,106	206,424
Scope 1 Emissions Intensity (3)	3.87	3.77	4.18	3.78
Average Miles per Gallon	n/m	13.67	13.88	13.68

- (1) 2018 and 2019 emissions were revised slightly from prior reporting to better align with SASB requirements.
- (2) total fuel consumed in on-road equipment and vehicles, no fuel consumed in off-road equipment
- (3) emissions/1,000,000 unit total revenue

In 2020, our North American operations represented 84% of our global revenue.

In 2020, our absolute vehicle emissions were down dramatically due to a large reduction in our fleet size as well as restrictions on travel in response to the COVID-19 pandemic. Vehicle emissions intensity was 3.87 in 2020.

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 2018, we have liquidated 681 vehicles, replaced 134 out of the 681 liquidated, and added 47 new vehicles into the fleet. Total percentage, 0.9% replaced with environmentally efficient vehicles.

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 and the operating costs make sense for our business. Moreover, we have replaced our gasoline and diesel-powered forklifts with electric-powered forklifts where feasible. Additionally, newer clean burning diesel trucks are being introduced to us by

our fleet vendors. 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. Preventive maintenance is routinely performed and recorded. One of our primary 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 our 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.



SCOPE 2 EMISSIONS

Emissions that result from electricity or heat at our facilities

	Global	North America (except as noted)		
	2020	2020	2019	2018
Scope 2 Emissions, electricity consumption from hydrocarbon sources (1)	49,211	39,131	42,213	36,376
Scope 2 Emissions, electricity consumption from alternative energy sources (1)	13,350	4,287	0	0
Total Scope 2 Emissions – from all sources (1)	62,561	42,418	42,213	36,376

(1) gigajoules

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

In 2020, MRC Global consumed 62,561 gigajoules in energy at our locations. 79% was from grid electricity. 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 Committee has evaluated our present practices and implemented an initiative to track our specific energy use globally so we can make any necessary changes to forward our conservation efforts. We used 13,350 gigajoules of electricity in 2020 from alternative energy sources. This represents 21% of our total 2020 electricity usage. In

North America, we increased the use of electricity from renewable sources from 0% in 2019 to 10% in 2020. Our ESG Committee is also evaluating how we can use more renewable energy sources in the future as prior electricity contracts expire.

Approximately 92% of our nearly 3.7 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

Our Scope 3 Emissions consist primarily of emissions from our employees' travel and emissions from third party transportation providers that deliver products to us and to our customers.

Given the large number of our transportation providers, we have not yet consistently tracked Scope 3 emissions from their shipments on our behalf.

EMISSIONS REPORTING

MRC Global is committed to transparent reporting of our emissions. Since 2019, MRC Global has participated in the Carbon Disclosure Project (CDP). In 2020, MRC Global scored a C in all three categories of the CDP (Water, Forests and Climate Change). According to the CDP,

the score of C reflects that MRC Global has knowledge of the impacts on, and of, the relevant issues. MRC Global plans to participate in the CDP again in 2021, and as we continue to develop our understanding of ESG related issues and take further actions regarding our

ESG practices, we look forward to improving our score. The scores from private and public responses to the CDP are expected later in the year.



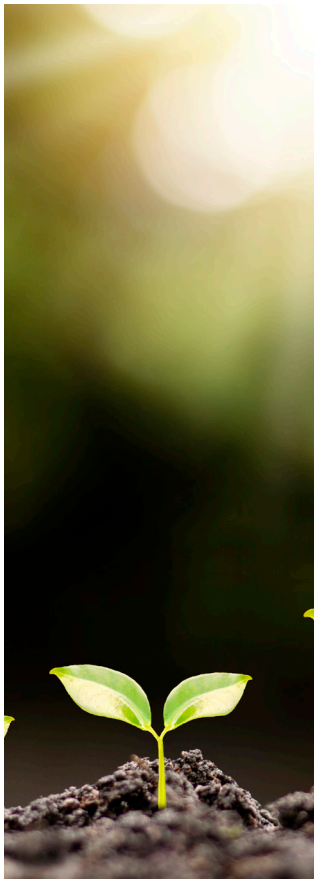
WATER

	Global	North America <small>(except as noted)</small>		
	2020	2020	2019	2018
Water Consumption Cubic meters	21,405	13,286	27,695	31,846

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. We also use water for hydrotesting the

seal integrity of certain valves. Although water is not a focal point of our sustainability efforts, we continue to look for opportunities to reduce our consumption where possible. For example, in 2020 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 where possible. Our ESG Committee will continue to assess and manage any water related issues should they arise and continue the process of developing guidance for us going forward.



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 wood 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. For example, we recycle cardboard and pallets in those areas where recycling services are reasonably available and, in 2019, decided to only use recycled paper in our printed marketing materials moving forward. Our ESG Committee will continue to monitor, assess and manage any forest-related issues should they arise.

2019
BEGAN USING ONLY
RECYCLED PAPER
IN ALL PRINTED
MARKETING
MATERIALS



WASTE MANAGEMENT & 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 in the U.S., a region responsible for 79% of our 2020 sales. This contract was signed in 2017. When compared to 2017, our 2020 recycling tonnage increased by 27%. We also increased U.S. recycling diversion by 3% in 2020 (12%) compared to 2019 (9%).

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, our 2020 recycling increased by 27%.

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 many incoming product 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 looking to make changes 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.

**27% INCREASE
IN RECYCLING
TONNAGE IN THE U.S.
2017 TO 2020**

**IMPROVED
ENERGY
EFFICIENCY
OF OUR BUILDINGS**



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.

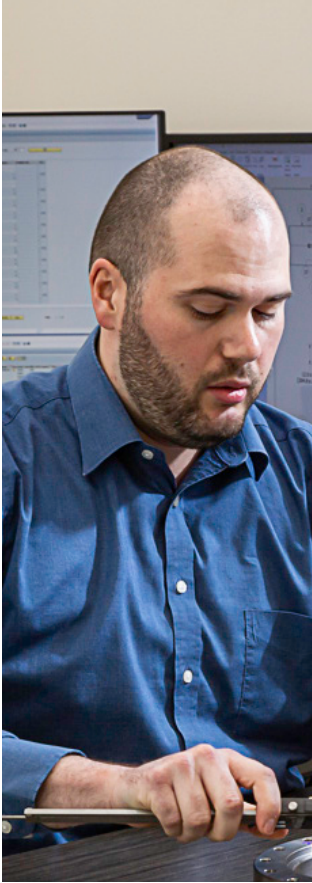
We do not own or operate a single facility that is subject to Superfund clean-up, and on the rare occasion where there is a concern regarding a legacy environmental condition, we have worked and will continue to work cooperatively with authorities to remediate it. We conduct environmental assessments 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 six 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. Six of our locations are ISO 14001 certified, and 34 of our locations are ISO 9001 certified. 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.



SUPPLY CHAIN SUSTAINABILITY

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 supplement to its supply chain magazine for its customers, *InSight*, to keep them informed of any supply chain impacts. 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 continued to serve our customers because

of the diligence and dedication of our employees and leaders throughout the pandemic.

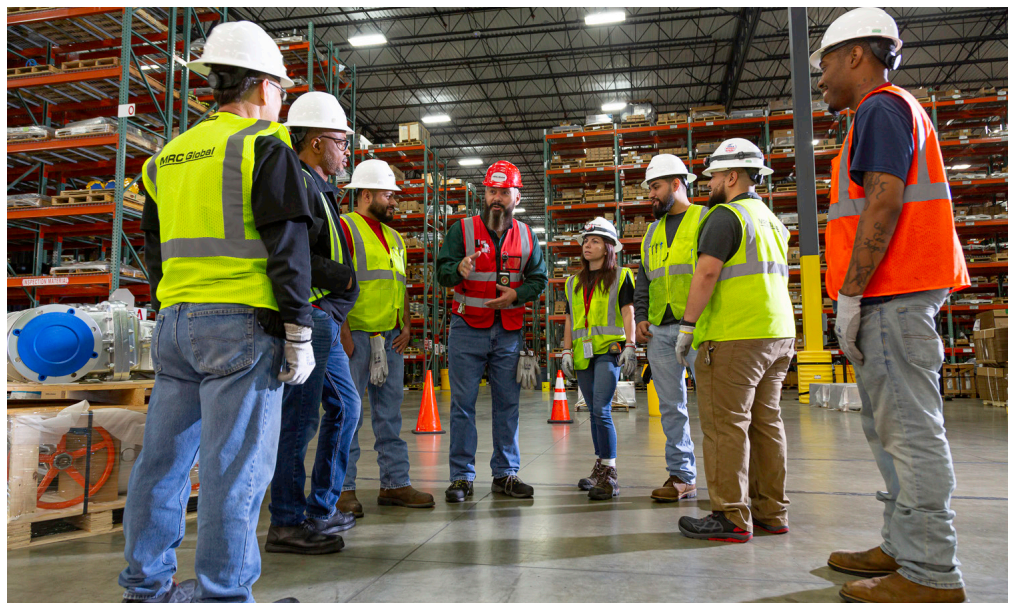
Our product quality assurance program includes manufacturer qualification, product inspection and non-conformance response processes. Our proactive quality process (processes, policies, audits) includes steps to increase ethical behavior in our supply chain, avoid improper labor practices and encourage sustainability. We approve new suppliers after a rigorous quality program that includes on-site audits. During the COVID-19 pandemic, these audits were split into two parts, the first conducted virtually and the second in-person as health and safety restrictions allowed. This blended strategy

PRODUCT QUALITY ASSURANCE PROGRAM

MANUFACTURER QUALIFICATION

PRODUCT INSPECTION

NON-CONFORMANCE RESPONSE PROCESSES

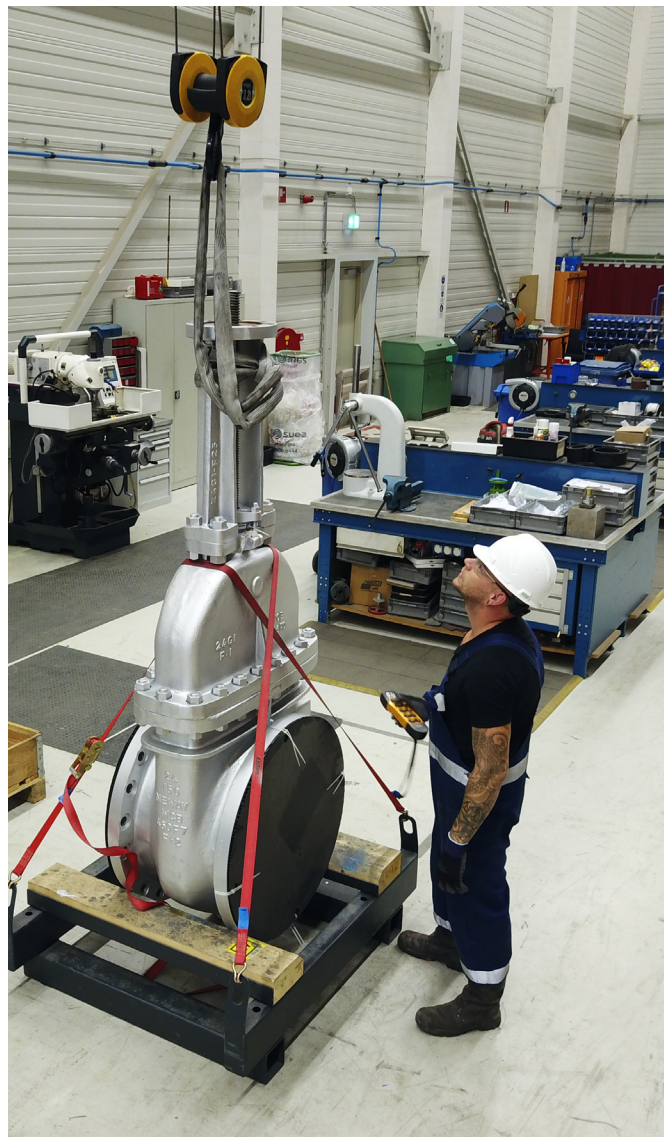


allowed us to complete audits as effectively and safely as possible. We require each potential significant supplier to complete a thorough due diligence form to determine if the supplier meets our quality and sustainability expectations. This due diligence form helps us evaluate their performance capability. 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. Our ESG Committee is evaluating how we can additionally engage with suppliers to better assess their sustainability

performance and help them advance their sustainability efforts.

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 12,000 customers including the largest energy producers in the world. We also maintain a database containing all material testing summaries for our required products. Product testing records, including material test reports (MTRs), are stored for 20 years, and our audit results and testing results are stored for 15 years. We recently

added MTRs to our customer platform, MRCGO, for ready access by our customers and employees.





SUPPLIER CODE OF CONDUCT

As of December 31, 2020, 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. We request that they adhere to our Supplier Code of Conduct. This document details the behaviors,

practices and responsible business standards with which we expect our suppliers, contractors and third parties to comply.

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 desires to have a conflict mineral-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.



SOCIAL RESPONSIBILITY

HEALTH & SAFETY

In 2020, our company achieved the best recorded safety performance in our history in spite of added pressure due to the COVID-19 health and safety precautions. In 2020, we achieved a zero-fatality rate. We also track our total recordable incident rate (TRIR), lost workday rate (LWDR), and recordable vehicle incident rate (RVIR). Our TRIR was 0.49 in 2020. This compares favorably to the 2019 U.S. Bureau of Labor Statistics (BLS) average of 3.7 for wholesalers of metal products. Our LWDR was 0.17 in 2020. This also compares favorably to the BLS average of 1.2 for wholesalers of metal products. In addition, our RVIR has also remained low at 0.38 compared to a peer group average of 1.94 based on the most recent survey that the National Association of Wholesaler Distributors (NAW) compiled of its members with excess of \$1 billion in annual revenue. In 2020, we recorded the lowest TRIR and LWDR in years for which we have records, including the past ten years. Our Near Miss Frequency Rate for 2020 rose to 20.22; however, we view this positively as more employees are willing to report near misses and our safety culture continues to improve to encourage this reporting. In addition, this metric includes instances where employees lodged concerns about COVID-19 transmission in the workplace.

We have participated in the 2020 NAW survey, and our safety results are in the top quartile of distributors with over \$1 billion in annual revenue.

Safety leadership is one of our Core Values and an integral part of our culture. Every employee at MRC Global 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.

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 which sets overall safety policies for the company. Our operations leaders 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 TRIR, LWDR, RVIR and preventable vehicle accident rate (PVIR) as well as goals on U.S. Department of Transportation driver fitness. We monitor these safety metrics at the location and regional level 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 Committee.

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



SAFETY LEADERSHIP
IS PART OF OUR
CULTURE

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 2021, MRC Global plans to complete the third phase of its DuPont Safety Training inhouse, which was put on hold in 2020 due to COVID-19 restrictions. Regional Operations Managers and Regional Safety Managers will be conducting training

sessions at all of MRC Global's U.S. locations for front line employees.

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.

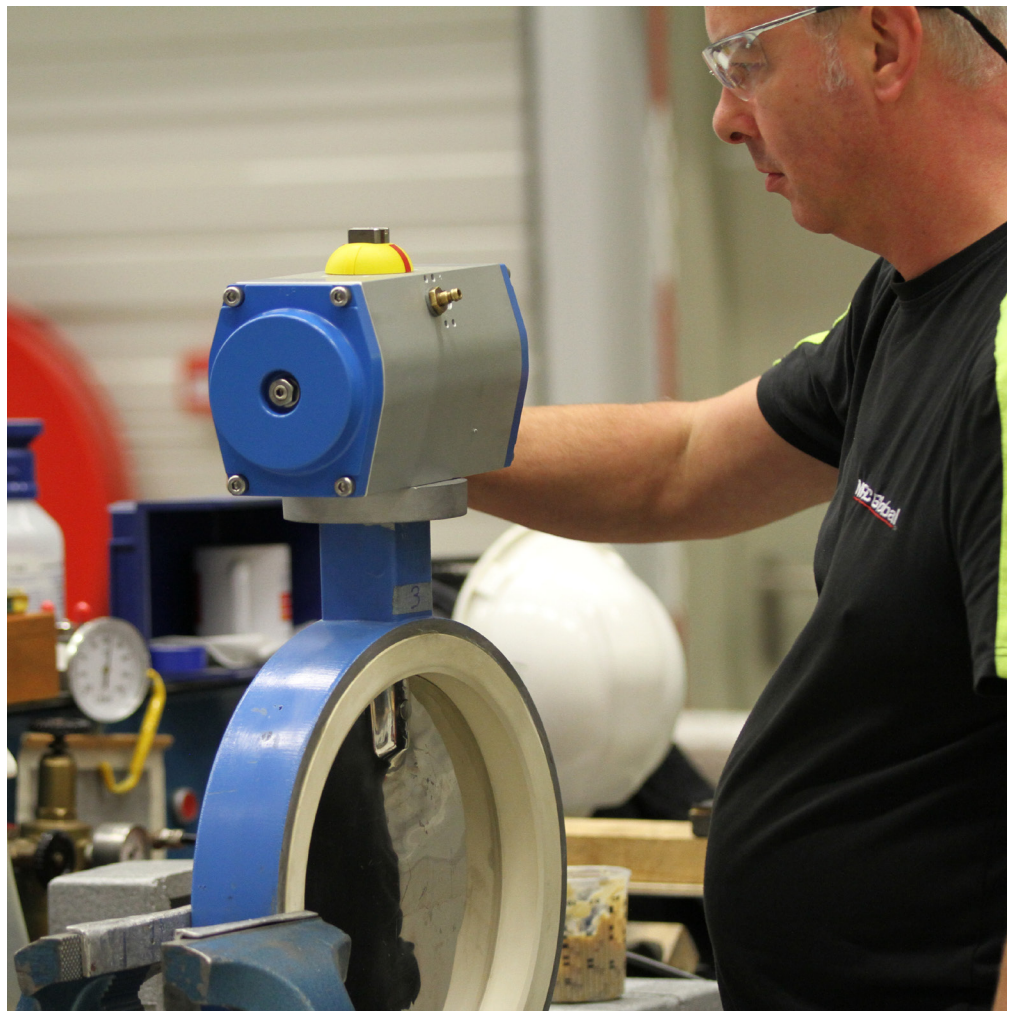
YOU SEE IT, YOU OWN IT

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 in this ongoing Hazard ID campaign. We receive an average of 200 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.

ZERO
INJURIES
IS AN
ACHIEVABLE
GOAL





STOP WORK OBLIGATION

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 SAFETY STAND UPS

Every day at an MRC Global operational facility begins with a safety talk. We also hold company-wide Safety Stand Ups, where a specific topic is covered on a single day across the globe.

2020 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 2020 are:

- 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.

We routinely monitor and audit our compliance with these standards.

- 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
- pressure testing guidelines

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). In 2021, 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



NAVIGATING THE COVID-19 PANDEMIC

One example of our dedication to safety is our response to the recent COVID-19 pandemic. In 2020, to our knowledge after our Safety Department conducted contact tracing, we did not experience a single instance of an employee contracting COVID-19 at work. 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.

The impact of the COVID-19 pandemic permeated every aspect of our business, industry and communities in 2020. MRC Global's senior leadership team 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.

As the impact of the pandemic became global, MRC Global required all of its office employees to work from home while utilizing the company's networking technology. At the peak of the pandemic, approximately 53% of MRC Global's employees worked from home during 2020.

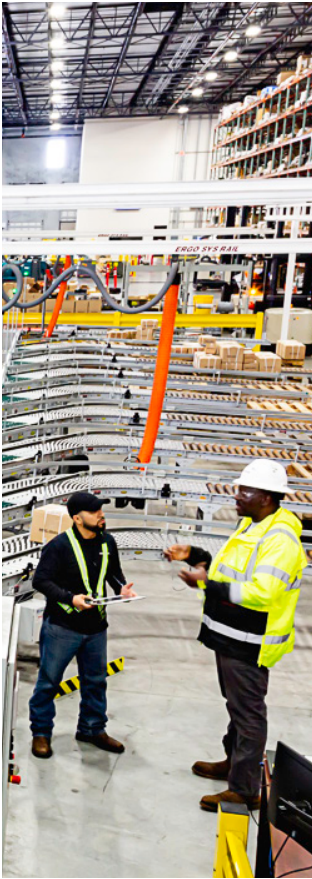
Governments in every jurisdiction in which MRC Global operates designated the company's business as an "essential" service. For employees whose job functions did not allow them to work from home, MRC Global implemented additional safety measures such as split shifts, screening procedures, face coverings 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.

As we begin to implement a gradual return to the office, 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.

0

ZERO
EMPLOYEES
CONTRACTED
COVID-19
AT WORK



EMPLOYEES

We are a global team of over 2,600 employees in 17 countries 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 & CULTURE

Global Workforce Diversity

	Global		North America
	2020	2019	2018
Workforce (Total), percent women	26%	26%	26%
Workforce Director and Above, percent women	19%	17%	22%
Workforce (Corporate Functions), percent women	45%	45%	42%
Board of Directors, percent women or persons of color	33%	36%	36%

U.S. Racial/Ethnic Make Up

	U.S. Only		
	2020	2019	2018
American Indian/Alaska Native	0.45%	0.90%	0.76%
Asian	1.86%	1.96%	2.10%
Black or African American	7.74%	7.67%	7.42%
Hispanic or Latino	16.34%	17.25%	16.32%
Native Hawaiian/Other Pacific Islander	0.05%	0.08%	0.07%
Not Specified	10.41%	10.15%	11.15%
Two or More Races	0.70%	0.61%	0.65%
White	62.44%	61.38%	61.53%

+2,600

EMPLOYEES

17

COUNTRIES



We are proud of the role we play in providing safe, productive and fulfilling jobs to our employees. Our Core Values underpin our culture. All new hires are onboarded with training that covers our culture including mission, vision and Core Values. Adherence to the Core Values is also evaluated for every employee as part of our employee development process. We maintain an independent process for confidential reporting of workplace concerns through our toll-free hotline, and the ability to bypass management and directly contact the Legal or HR Departments or the

company's Audit Committee regarding concerns.

As we operate in 17 countries and have an increasingly global and diverse customer base, we strive to have a team that reflects this diversity of cultures, backgrounds and approaches in our business. We are committed to maintaining a harassment and discrimination-free workplace where every employee feels safe, valued and encouraged 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.

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 for open roles. In addition, as part of our succession planning process, we identify high potential employees that include diverse candidates that are considered for promotions and developmental assignments.

TALENT MANAGEMENT

We believe that we provide our employees with a competitive compensation within our industry in the form of wage or salary, depending upon the position. In the U.S., where approximately 67% of our employees live and work, we pay our hourly employees at least \$15 per hour beginning in their first year of employment and in other countries we pay prevailing wages for our industry. In the U.S., Canada, and Australia, we offer a defined contribution retirement plan and in other countries we offer

similar plans or participate in local government retirement schemes. For those positions where short-term incentives, such as annual or quarterly bonuses are applicable, we align our incentives with overall financial results. For profit centers, financial incentives often include adjusted earnings before interest, taxes, depreciation and amortization (EBITDA) and return on net asset metrics for the employee's profit center that support our overall financial objectives. For sales personnel, incentives often

include gross margin metrics for the employee's location or unit that also support our overall financial objectives. We offer a cost effective, generous medical and health plan. While we align overall incentive payout with financial results, many employees are also incentivized on non-financial performance objectives and safety or operational efficiency goals or project objectives. An employee's objectives are usually set at the beginning of each year with the employee's supervisor.

EMPLOYEE DEVELOPMENT & LEARNING OPPORTUNITIES

	Global		
	2020	2019	2018
Average Number of Training Hours of Per Employee	17.2	20.8	15.3

MRC Global provides its employees with educational tools and development opportunities to continually improve their talent and skills. We maintain an organizational development and learning function with employees who develop and present training along with other subject matter experts inside and outside of the company.

Because our workforce is distributed over 170 locations in 17 countries, we also maintain a strong internet-delivered learning management system (LMS) that has many training modules that can be accessed throughout our company. Many of these training modules include interactive training, so that trainees are engaged as they learn. We

require employees to take certain modules on anti-harassment, anti-discrimination, legal compliance, safety and computer security at regular intervals. We provide additional training covering the company's proprietary procedures and systems, product knowledge, leadership and management, sales skills, Office 365 applications, and a wide variety

of Information Technology (IT) areas. As we are increasing our digital capabilities through our MRCGO™ offering as well as other internal initiatives, we are increasing the development of employees to develop, implement, use and promote those digital platforms. In

addition to modules on the company's LMS, we provide employees many opportunities to grow their product knowledge through targeted training that the company, its suppliers or its customers present.

Below is information on the percentage of our total workforce across all locations who received training on business ethics and preventing discrimination and human rights violations:

Training

	Global 2020	North America 2019
Percentage of Workforce Trained on Anti-Corruption & Anti-Bribery	98%	97%
Percentage of Workforce Trained on Workplace Equality, Harassment & Discrimination	98%	97%

All employees are required within five days of employment to take compliance training, and employees have 90 days to take required refreshment training, so the training percentages above reflect a lag in new

employee completion. Our on-boarding process for new employees provides a broad and accelerated understanding of MRC Global's business and culture. We also periodically assess our employees'

satisfaction through company-wide surveys that we undertake every few years.

Career Development Training

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 undertaken enabling 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 that align their career objectives within the company based on their successful completion of classes.

MRC Global also hosts internships and apprentice programs in some countries.

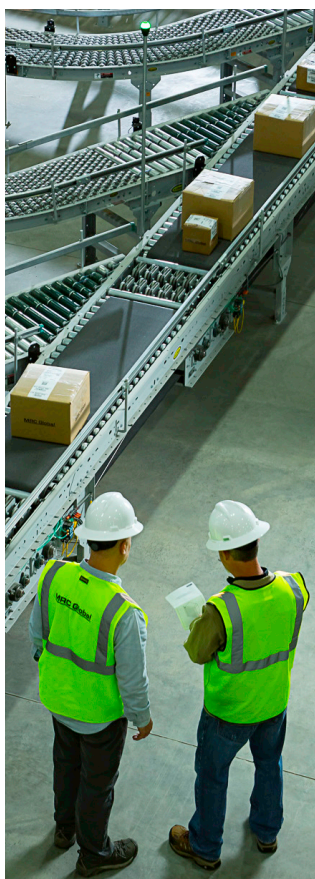
Both of these initiatives focus on allowing young employees the opportunity to learn on the job training and gain experience in technical product roles. As of December 31, 2020, MRC Global had four people in its apprenticeship program and ten people in its business or financial professional qualification programs to expand their skillset and future career opportunities within the company.

Employee Development Process

MRC Global's Organizational Development & Learning team collaborates closely with health, safety and environmental (HSE) stewards, field operations and executive leadership to enable employee and manager development across the enterprise. Career development training includes a broad variety of options, from leadership development, communication skills, sales excellence, technical content and operations systems/processes.

Training is conducted in a variety of formats to effectively appeal to a wide variety of adult learning styles and preferences including self-guided e-Learning, instructor-led training (ILT), virtual instructor-led training (VILT), and informal on-the-job training (OJT). Training is role-specific, ensuring content is relevant and supports short-term and long-term performance needs.

Given our global footprint and operational efficiency, many locations operate with small teams who are cross trained for multiple functions. Informal OJT conducted in the moment is not possible to quantify, however it represents a large percentage of development activities within MRC Global. As such, OJT hours are not included in the metrics covered in this report.



EMPLOYEE RELATIONS

As of December 31, 2020, we had approximately 2,600 employees. Approximately 67% of our employees are in the U.S., 27% are in our International segment, and 6% are in Canada. In the U.S.,

Norway and Australia, as of December 31, 2020, we had 106 employees that belonged to a union and an additional 116 employees that are covered by union negotiated agreements. We are committed

to freedom of association and our employees' desires to bargain collectively. We consider our relationships with our employees to be good.

MONITORING FOR SUCCESS

We monitor our workforce to determine its overall effectiveness by reviewing metrics related to headcount, composition, performance per employee (such as revenue per employee or adjusted EBITDA per employee) and selling, general and administrative expense as a percentage of sales. In 2020, we implemented a new human capital management system that is global in nature to help us manage our employee initiatives and development. We expect in 2021 to continue to develop the capabilities in this system to

further improve our ability to manage our human resources.

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 antidiscrimination 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.

See "Item 1 Business-Human Capital" in our Annual Report on Form 10-K for the year ended December 31, 2020 that has been filed with the Securities and Exchange Commission (SEC) for additional information.

2020

IMPLEMENTED A NEW
HUMAN CAPITAL
MANAGEMENT
SYSTEM



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 antidiscrimination and antiharassment. 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.

+2,600

EMPLOYEES

17

COUNTRIES

HUMAN TRAFFICKING & 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 & 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.

The Transparency International's 2020 Corruption Perception Index (TICPI) scores and ranks countries and territories based

on how corrupt a country's public sector is perceived to be by experts and business executives. During 2020, approximately 0.27% of our revenue was derived from countries that have the 20 lowest rankings according to the TICPI.

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

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. MRC Global provides support to various charitable and

community causes. MRC Global does not use corporate funds for political advocacy.

COVID-19 Relief Efforts

Together, MRC Global employees worked, and continue to work, 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 2020 included the Houston Food Bank, 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

Even though the 2020 Houston Heart Walk shifted to a virtual event, we continued our financial support as a sponsor. 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.

**CHARITY /
COMMUNITY
INVOLVEMENT**

IS A

CORE VALUE

ABOUT THIS REPORT

The information included in this ESG Report has been subjected to MRC Global's policies surrounding the disclosure of financial and non-financial data. The financial information included in this ESG Report was sourced from our Annual Report on Form 10-K for the

year ended December 31, 2020 that has been filed with the Securities and Exchange Commission (SEC). This financial information and all non-financial data included in this ESG Report was not subject to a third-party audit verification process.

FORWARD-LOOKING STATEMENTS

Certain information contained in this ESG Report may constitute forward-looking statements within the meaning of applicable securities laws, including, but not limited to, words such as "will," "expect," and similar expressions are intended to identify forward looking statements. Statements regarding our company's plans, strategies, objectives and assumptions, including plans to move forward with climate change opportunities and plans to seek opportunities to further integrate sustainability factors into investment decisions are not guarantees of future performance. Readers are cautioned not to place undue reliance on forward-looking statements as they are subject to a number of assumptions and known and unknown risks and uncertainties that may cause the actual results, performance or achievements

of MRC Global to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements. The forward-looking statements contained herein are made as of the date of this document. We also describe risks and uncertainties in our reports filed with the SEC, including our Annual Report on Form 10-K for the year-ended December 31, 2020 (under the headings "Risk Factors" and "Cautionary Note Regarding Forward-Looking Statements" and elsewhere) and our subsequent reports, which are available through the SEC's EDGAR system at www.sec.gov, and on our website at www.mrcglobl.com. MRC Global assumes no obligation to update or otherwise revise these forward-looking statements, whether as a result of new information, future events, or otherwise.

STAKEHOLDER ENGAGEMENT

The company continually communicates and collaborates with its stakeholders. Our method of engaging these stakeholders is tailored around our mutual priorities, initiatives and needs.

Stakeholder & Topics	Method
<p>Communities <i>Safety, environmental stewardship, emergency response planning, sponsorships and local engagement</i></p>	<ul style="list-style-type: none"> • Our website • Social media • Employee initiatives • Company sponsored or promoted charitable efforts
<p>Current & Prospective Customers <i>Business performance, sustainability, policies, safety and regulatory information</i></p>	<ul style="list-style-type: none"> • Customer meetings • Ad hoc conversations • Key performance indicator review with managed account customers • Negotiations • Our website • Social media • Trade shows and industry events • Customer electronic portals (MRCGO) • Our external company magazine, InSight
<p>Current & Prospective Suppliers <i>Performance criteria, expectations, policies, proper labor and human rights practices, sustainability and safety</i></p>	<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, InSight
<p>Current & Prospective Investors <i>Communication of our strategy and performance to shareholders and other stakeholders</i></p>	<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, EcvoVadis, TSP Project and IntegrityNext
<p>Governments & Regulators <i>Business performance strategy, execution, material disclosures, safety, other topics of investor interest, including ESG</i></p>	<ul style="list-style-type: none"> • Participation through industry associations and as required • SEC filings

2020 SASB INDEX

The Sustainability Accounting Standards Board (SASB) is an independent, private sector standards-setting organization whose mission is to help businesses identify, manage and report on the sustainability topics that SASB believes will be financially material, decision-useful information to investors. According to the SASB's Sustainable Industry Classification System®, we determined the two industry standards listed below most accurately reflect our business operations. This index references only the disclosure topics within those two standards that we believe are significant and relevant to our business.

Topic	SASB Code	Accounting Metric	Page(s)
Emissions Reduction Services & Fuels Management	EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	18
Emissions Reduction Services & Fuels Management	EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts	15-16
Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	19
Workforce Health & Safety	EM-SV-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	7 & 28-31
Workforce Health & Safety	EM-SV-320a.2	Discussion of management systems used to integrate a culture of safety throughout the value chain and product lifecycle	28-31
Data Security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks - see pages 34-35 of our 2021 Proxy Statement on our company's website at investor.mrcglobal.com	
Labor Practices	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations*	
Workforce Diversity & Inclusion	CG-ME-330a.1	Percentage of gender and racial/ethnic group representation for management and all other employees	33
Workforce Diversity & Inclusion	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	41
Product Sourcing, Packaging & Marketing	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	23
Business Ethics & Payments Transparency	EM-SV-510a.1	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception index	38
Business Ethics & Payments Transparency	EM-SV-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	38
Management of the Legal & Regulatory Environment	EM-SV-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	12
Critical Incident Risk Management	EM-SV-540a.1	Description of management systems use to identify and mitigate catastrophic and tail-end risks	11

* - Total monetary losses resulting from all legal proceedings, including any which may have resulted from employment discrimination or labor law violations, for the year ending December 31, 2020 was \$1,650,000, or 0.3% of total selling, general and administrative expenses. In March 2020, MRC Global (US) Inc. settled a class action claim brought by a former employee in California primarily for the company's alleged failure to pay meal and rest break premiums. MRC Global has implemented specific training for its California supervisors on how to properly record meal and rest breaks under California law, including the qualifications and process required for an employee to waive a meal break and how to record such a waiver.

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS (CODE CG-MR)

OIL & GAS - SERVICES (CODE EM-SV)

2021

ENVIRONMENTAL, SOCIAL RESPONSIBILITY & 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.



MRC Global[®]

**CORPORATE
HEADQUARTERS**

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