



CORPORATE SUSTAINABILITY 2024

OUR ENVIRONMENTAL, SOCIAL, & GOVERNANCE STRATEGY

OPENING LETTER TO STAKEHOLDERS	3
---	----------

ABOUT DXP	4
------------------------	----------

Our History

Our Mission

Our Vision

ESG at DXP

ESG Highlights

ESG Goals

OUR DXPEOPLE	13
---------------------------	-----------

Corporate Citizenship & Philanthropy

Our Impact

Employee Health & Safety

Safety Programs

Employee Wellness

Employee Benefits

Talent Attraction & Retention

OUR PRODUCTS	26
---------------------------	-----------

Product Offerings

Opportunities in Clean Technology

Product Safety & Quality

OUR PLANET	36
-------------------------	-----------

Environmental Policy

Energy Efficiency

Measure & Disclose Waste and
Recycling Statistics

Waste Management & Recycling
Policy

Greenhouse Gas Emissions

Fuel Economy

Remanufacturing Design

Water Stewardship

Environmental Compliance, Data
Tracking, & Transparency

OUR PRACTICES	45
----------------------------	-----------

Our Leadership

Our Business Structure

Our Business Ethics

Business Ethics Policy

Cybersecurity

Data Privacy

Cybersecurity Strategy

Maintaining Risk Management

APPENDICES	55
-------------------------	-----------

Appendix A—Data Summary

Appendix B—SASB Index

Dear Valued Stakeholders of DXP Enterprises,

I am pleased to share an update on our commitment to sustainability. At DXP, we believe our success is linked to the well-being of our planet and communities. We continue to invest in initiatives that reduce our environmental footprint and help our customers achieve their sustainability goals.



Since our last update, we continue to make progress in our ESG commitments. We've reduced waste and continued our recycling efforts in our operations, supported local non-profits, and ensured the health and safety of our employees, customers, and communities.

Our dedication to sustainability extends beyond our internal efforts. We collaborate closely with customers to offer efficient, effective, and sustainable solutions. Our experts are ready to help integrate sustainable practices into their operations.

Looking ahead, we remain committed to fostering a sustainable future for ourselves, our customers, and the planet. We will continue to engage internally and externally to set ambitious yet attainable ESG goals.

Thank you for your support and collaboration as we pursue a brighter, more sustainable future together.

Sincerely,

David R. Little

Chairman of the Board,
President and Chief Executive Officer



ABOUT DXP ENTERPRISES

ABOUT DXP

DXP Enterprises is a leading industrial distribution company. Our product specialties include rotating equipment, bearings and power transmission, metalworking, industrial supplies and more. From aviation and agriculture to fabrication and construction, we offer dedicated service and support for a variety of industries. Our DXPeople are comprised of customer-driven experts in a variety of specialties, including supply chain services, pump manufacturing, and renewable energy solutions.

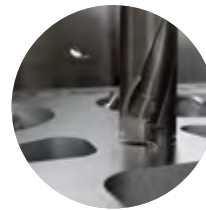
Products



Rotating Equipment



Bearings & Power Transmission



Metalworking Products



Safety Products



Industrial Supplies



Renewable Energy Sources

Services



Pumping Solutions



Supply Chain Services



Safety Services



Technology



Industrial Wastewater



Renewable Energy



Municipal



Chemical



Agriculture



Aviation



Energy



Fabrication & Construction



Food & Beverage



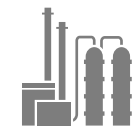
General Manufacturing



Mining



Oil & Gas



Refinery



Transportation

OUR HISTORY

THE DXP JOURNEY

Southern Engine & Pump Company

In 1908, Charles A. Levins founded Southern Engine and Pump Company in Houston, Texas. Thanks to new pump designs, water could be delivered to unprecedented heights, passenger steamships were achieving enormous scales, and irrigation was unlocking America's agricultural potential. Mr. Levins built his business by bringing these new technologies to farmers in the Houston area. The Southern Engine and Pump business grew as the community around it experienced profound change. The emergence of Big Oil and the trials of the Great Depression shaped the business and the social fabric of Texas. Mr. Levins and his team at Southern Engine and Pump thrived through these years of radical change through innovation and a promise to find customer-driven solutions.



1920

Continued Growth



1908

Founded Southern Engine & Pump Company



SEPCO Industries, Inc.

In 1979 the company changed its name to SEPCO Industries, Inc. By then, SEPCO was a major distributor for a complete line of pumps, engines and gas compressors through its sales and service outlets in Texas, Louisiana, Oklahoma and New Mexico. SEPCO designed and engineered custom packaged systems, supplied local inventories for quick deliveries, and provided aftermarket support through their service and repairs. Through a merger with Shoreline Supply, SEPCO became the largest pump distributor in North America. In 1990, customers were looking for greater efficiency in their supply chains and eager for a consolidated supplier who could serve a diverse range of business requirements. To meet thriving customer demand, SEPCO acquired additional businesses to enter the bearing and power transmission business and launched a new Supply Chain Services division.

Early 1979

Became SEPCO Industries



Early 1990s

Strategic acquisitions and service expansions



1990

Became largest pump distributor in North America



DXP Enterprises

As SEPCO had expanded into new industries, its need for capital had grown as well. In 1996, the company went public. As part of the IPO, the leadership team decided to update the corporate brand to reflect the business's broader scope. DXP Enterprises Inc., "The Distribution Experts," was born. The company has continued to foster its century-old roots in the service-driven pump industry, while also expanding into bearings, power transmission, logistics, safety and metalworking. In 1986, the company had revenues of \$20 million and around 50 employees. Today, annual revenues are well over \$1 billion, and the team has grown to 3,000 professionals.

1996

Went public as DXP Enterprises, Inc.



Early 2000s

Continued growth and expanding product breadth

Today

Expanding into more industries with technical product & service expertise



A promising future awaits...

OUR MISSION

DXP is dedicated to the highest quality of customer service through expertise in the products we distribute and the technical services we perform with a sense of individual pride and company spirit.

OUR VISION

We aspire to be the best solution for Industrial customers' needs for Maintenance, Repair, Operating, and Production (MROP) products and services through our Innovative Pumping Solutions, Supply Chain Services and Service Centers with safety and the environment in mind.



Service Centers: **157**

Fabrication Centers: **16**

Wastewater Locations: **6**

Manufacturing & Reman: **6**

Ballistic Distribution Centers: **4**

Customer First Center: **1**

ESG AT DXP

DXP is proud to embrace Environmental, Social, and Governance (ESG) as a guiding strategy for how we do business. We take corporate sustainability seriously and are committed to doing right by our customers, employees, and communities.

We've selected topics that are core to DXP's operations and the expectations of our stakeholder groups. The selected topics resonate with stakeholders, are actionable, and are consistent with actions underway by leaders in our industry. We intend to internalize these topics within DXP's long-term corporate strategy.

Environmental

- ▶ Energy Efficiency
- ▶ Opportunities in Clean Tech
- ▶ Fuel Economy
- ▶ Hazardous Waste & Chemicals Management
- ▶ Remanufacturing Design
- ▶ Renewable Energy
- ▶ Environmental Data Tracking & Transparency
- ▶ Water Stewardship

Social

- ▶ Corporate Citizenship & Philanthropy
- ▶ Human Rights & Fair Labor
- ▶ Employee Health, Safety & Wellness
- ▶ Talent Attraction & Retention
- ▶ Diversity & Inclusion
- ▶ Product Safety & Quality

Governance

- ▶ Risk Management
- ▶ Cyber Security
- ▶ Diverse Board
- ▶ Business Ethics



ESG HIGHLIGHTS

3279 Employees



United States
2881



Canada
398



UAE/Dubai
11

2024 Rankings

#17 / 50

Industrial Distribution Big 50

#21 / 40

Top Industrial Supplies Distributors

#8 / 25

Top MRO Industrial Distributors

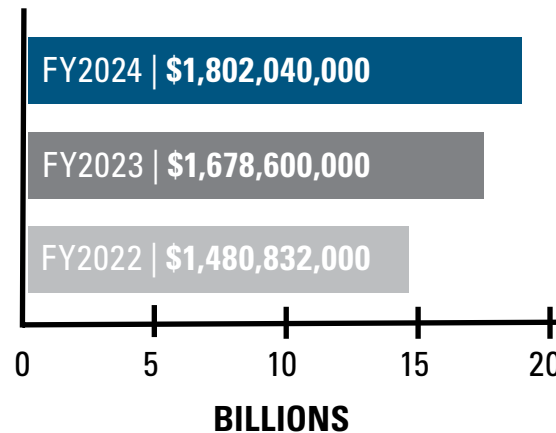
#8 / 10

Top Power Transmission & Bearings Distributors

#4 / 16

Top Fluid Power Distributors

Net Revenue Growth



Net-Zero Emissions & Clean Water Goals

DXP has identified over two dozen product lines for environmental and renewable energy applications that we are currently offering to ten different industries. We are committed to supporting our customers' net-zero emissions and clean water goal.

Awards



DXP was recognized for the *Braskem Suppliers Sustainability Recognition 2024* for our commitment to socio-environmental issues, as well as the engagement by our team in these practices.



DXP has received the *Hormel Supplier Spirit of Excellence Award* each year since 2012 for our commitment to quality, service, innovation, and customer satisfaction.

2024 Total Community Investments & Donations: \$2,764,739.03

Community Donations: \$162,815.43 | Community Supply & Inventory Donations: \$2,601,923.60

ESG GOALS

- 1 | **Reduce our energy consumption by leveraging the findings from the DXP energy audit and continue to assess the feasibility of energy-reduction projects across our company.**
- 2 | **Pilot the use of all-electric ford F-150s to determine the feasibility of fleet electrification.**
- 3 | **Implement processes that will more efficiently track revenue resulting from the sale of products supporting customers' renewable energy and clean water operations.**
- 4 | **Continue to promote DXP's nationwide approach to our e-waste recycling and waste recycling efforts.**
- 5 | **Continue to expand our community involvement across the DXP footprint through monthly community engagement and encouragement of employee volunteerism.**
- 6 | **Continue to expand our offering and target markets year after year.**

OUR PEOPLE



DXPEOPLE

Our DXPeople (pronounced D • X • peo • ple) are the heart of our organization. DXPeople are dedicated to helping our customers meet their goals. We are a close-knit family, and we combine a national distribution network with customer-first hospitality. The values of our DXPeople shine through in each interaction in the field. We are driven by problem solving for the customer and providing the “Xpertise” and service you rely upon.

THE
X IS FOR
EXPERT



CORPORATE CITIZENSHIP & PHILANTHROPY

Community involvement is a very important part of our culture at DXP. DXP employees have volunteered their time with multiple organizations. Overall, DXP spent \$2,764,739.03 in charitable donations in 2024.



DXP HOSTED BLOOD DRIVES

In 2024, our employees generously donated blood at various locations, making a significant impact by saving many lives. We are immensely proud of our employees' contributions and our locations, which now host at least two blood drives annually!

2024 DONATION AMOUNT

87 DXPeople Donated | 261 Lives Saved

Participating Locations: Corporate, Katy, BDC, and Hobby



SUPPORTING OUR LOCAL SCHOOLS

DXP offered five \$1,000.00 donations to local school districts nominated by our DXP employees at the start of the 2024-2025 school year. We were excited to donate directly to the Parent Teacher Organizations of the selected schools to make a difference in the lives of children in the communities in which we operate!

2024 DONATION AMOUNT

\$1000 to Five Schools | \$5000 TOTAL



HESS HOUSTON CORPORATE 5K RUN

DXP was excited to sponsor a team of over 50 DXPeople for the 4th consecutive year in the 5K in Houston. A portion of all registration and sponsorship proceeds directly benefit Memorial Park Conservancy, which is committed to restoring, preserving, and enhancing Memorial Park for the enjoyment of all Houstonians.

NATIONAL MS SOCIETY BIKE MS

In 2024, the DXP Cycling Team raised \$45,570.16 to help end MS! This included a generous donation of \$10,000 on behalf of DXP, as well as a Bike MS Match Day which doubled the company's donation to \$20,000.

2024 DONATION AMOUNT

\$20,000 by DXP & Bike MS Match Day | \$25,570.16 Rider Fundraising
\$45,570.16 TOTAL



WORLDWIDE INVENTORY NETWORK

DXP has proudly supported WIN Warehouse (WIN) for more than ten years as a Corporate Donor to make a meaningful impact by donating excess inventory including safety supplies, industrial supplies, metal working, rotating equipment and bearings & power transmission equipment to WIN Warehouse. WIN plays a crucial role in our philanthropic efforts by efficiently distributing these goods to nonprofit organizations in communities both in the U.S. and around the globe. In 2024 alone, DXP donated \$2,601,923.60 (COGS) in excess inventory to total over \$14M in excess inventory to WIN and the associated nonprofits since 2019.

2024 DONATION AMOUNT

\$2,601,923.60 (COGS) in excess inventory

VETERAN'S DAY

Our company is deeply committed to honoring employees who have served or are currently serving in the military. Each year, we take the time to recognize their dedication and sacrifice. This year, we were privileged to highlight 26 of these remarkable individuals in a special announcement and by sending each a personalized card and gift card as a small token of our appreciation. We couldn't be prouder of their service and our ongoing commitment to support them.



*Pictured: Brian Clements
Distribution Manager, BDC*

MY HEALTH MY RESOURCE

DXP proudly supported My Heath My Resource of Tarrant County (MHMR of Tarrant County) who provides a comprehensive array of vital services spanning mental health, intellectual and developmental disabilities, addiction and substance use, family services, early childhood intervention, criminal justice assistance, specialized veteran services, and homelessness programs.

2024 DONATION AMOUNT

\$929.75 from DXPeople | \$929.75 DXP Match | \$1,859.50 TOTAL

PRADER-WILLI SYNDROME

In 2024, DXP continued to show our support for local causes that are important to our DXPeople, one being Prader-Willi Syndrome (PWS). DXP fundraised for Prader-Willi Syndrome Association, a non-profit organization that serves as a comprehensive resource for individuals and families impacted by PWS.

2024 DONATION AMOUNT

\$2,150.00 from DXPeople | \$2,150.00 DXP Match | \$4,300.00 TOTAL



EARTH DAY

In celebration of Earth Day 2024, DXP and DXPeople were excited to support One Tree Planted—a non-profit organization focused on global reforestation efforts by making it simple for people to give back to the environment by planting trees. Our DXP donations contributed to reforestation efforts in the Southeast US (California, Colorado, Oregon) and Ontario, Canada.

2024 DONATION AMOUNT

\$1,0135.00 from DXPeople | \$2,900.00 DXP Donation | \$4,035.00 TOTAL

OUR IMPACT



I'm incredibly grateful to DXP for raising awareness and supporting research for Prader-Willi Syndrome—a rare condition that's close to my heart because of my 6-year-old grandson. In 2024, DXP selected the Prader-Willi Syndrome Association USA as one of its monthly charities. It means the world to me that DXP stands behind families like mine and champions the causes that matter most to their employee family.

— **Sharon Elletson, Accounting Administrative Assistant**

I get involved with our local school's PTA because I truly believe in the difference we can make together. Being part of the PTA allows me to contribute directly to the success and well-being of our students, faculty, and community. It's incredibly rewarding to see the positive impact we have, from providing essential resources to organizing events that bring everyone closer. Research shows that schools with active PTAs experience a 10% increase in student achievement and a 20% improvement in teacher satisfaction. Personally, I've seen how our efforts help build a stronger, more connected community. I am grateful to DXP for their support of Stober Elementary School. Their contributions have been instrumental in enhancing our programs and resources.

— **Chad Post, Application Engineering Manager**

I was honored to be randomly selected in the Parent Teacher Organization drawing, winning a \$1,000 donation to Kleb Intermediate PTO. As a parent, this moment was incredibly meaningful knowing that the contribution would directly support the students, teachers, and programs that help shape the future of our community. Just like DXP works to "be the best solution for the industrial customer," we're also committed to strengthening the communities where we live and work. I believe education is the foundation for opportunity, and I'm grateful to be part of a company that values making a real impact.

— **Janelle Navarrete, Benefits Administrator**

In 2002 I was introduced to a group of bikers, I was apprehensive at first but when I got to know most of them were regular guys with regular lives and found out their mission was to raise money and educational toys for Tarrant County MHMR, I was hooked. I was raised with a close cousin who was severely mentally challenged and who served by MHMR, so this struck a chord with me and I started participating heavily in the fund-raising activities. The first year I was involved we raised around \$1600.00 and over the course of the 35 years we have cumulatively raised over \$1.5 million for the Kids. On behalf of the entire organization, I would like to extend our greatest appreciation to DXP Enterprises and DXPeople for their support and participation!

— **Brian Clements, Distribution Manager**



EMPLOYEE HEALTH & SAFETY

DXP is committed to keeping our DXPeople safe while they are at work so that they can return home safely to their families each and every day. We track safety statistics and analysis trends every quarter, conduct annual safety trainings based on needs, and continually manage risk through hazard identification and assessments to identify and control workplace hazards. DXP works to provide a transparent and uniform approach to HSE to ensure our DXPeople can continuously improve to support our customers.

Behavior-Based Health, Safety, and Environmental Program and Stop Work Authority

This program is included in our Safety Manual and is meant to foster continuous improvement wherein employees, in addition to conforming to DXP Safety Program and policies, accept the responsibilities to pro-actively identify risks and take corrective action before such risks cause an incident. This program is monitored by our Safety Committee Members and Safety Coordinators. Under this program, all employees are responsible and authorized to Stop Work when there is a concern regarding a safety risk without repercussion. In 2024 DXP People submitted 1128 BBS observations to further support DXP's safety culture. The Stop Work process involves a stop, notify, connect, and resume approach for the resolution of a perceived unsafe condition, act, error, omission, or lack of understanding that could result in an undesirable event. Work will not resume until all Stop Work issues and concerns have been adequately addressed.

U.S. Safety Statistics

2024

EMR.....	1.0
Avg # Employees	2,901
Avg Employee Hours.....	6,227,228
Total Recordable Incident Rate	0.96

2023

EMR.....	0.99
Avg # Employees	2,660
Avg Employee Hours.....	5,864,831
Total Recordable Incident Rate	0.78

2022

EMR.....	0.84
Avg # Employees	2,358
Avg Employee Hours.....	4,904,640
Total Recordable Incident Rate	0.94

SAFETY PROGRAMS

Safety Training

DXP conducts annual employee safety training on topics such as:

- ▶ DXP's HSE Commitment Statement
- ▶ Eye Safety
- ▶ Slips/Trips/Falls
- ▶ Driving Safety
- ▶ Safety Annual Refresher
- ▶ Machine Guarding
- ▶ Personal Protective Equipment (PPE)
- ▶ First Aid
- ▶ Heat Stress
- ▶ Fire Safety
- ▶ Emergency Action Plan Drills
- ▶ Bloodborne Pathogens Annual Refresher
- ▶ Hand Safety
- ▶ Job Safety Analysis
- ▶ Employee Exposure and Medical Records Policy
- ▶ Industrial and Office Ergonomics

Safety Awards

The DXP Safety Award Program rewards employees for their compliance with the company safety program and continually improving their safety record. Employees earn safety points for completion of safety trainings. These points can be submitted for awards ranging from DXP apparel (polos, jackets), drinkware, first aid kits, or reimbursement for safety shoes or tools related to their field of work.

DXP Safety By Choice...
Not By Chance



EMPLOYEE WELLNESS

Fitness Center

DXP recognizes National Employee Health & Fitness Day each May by providing suggested tips and activities. To build on this initiative, DXP opened a corporate fitness center free of charge to all employees on October 11, 2021. DXP hopes that the fitness center will encourage employees to lead healthy, active lifestyles. The fitness center is open Monday-Friday from 6am-7:30pm and features a wide variety of state-of-the-art exercise equipment—including cardio and weight machines, free weights, treadmills, and more.

Walking Challenge

DXP's annual Virtual Walking Challenge continues to inspire employees to stay active and engaged. In 2024, the movement challenge took participants on a virtual tour through the "Impressive Inventions of the USA," recognizing clever innovations created or refined in America. Employees aimed to average at least 7,000 steps per day, leading to an incredible 129% increase in participation and a 114% boost in average daily steps compared to the previous year. This remarkable growth highlights the enthusiasm and commitment of DXPeople in embracing wellness and innovation together!



Employee Feedback On Walking Challenge

I thought this was a fun challenge to increase my fitness and have a little competition with my coworkers!

I plan to keep it up. I've never felt so good!

EMPLOYEE BENEFITS

MEDICAL PLANS

- ▶ Benefit Value Advisors and Personal Health Clinicians
- ▶ Health Savings Account
- ▶ Option for virtual visits

VOLUNTARY BENEFIT PROGRAMS

Critical Illness, Hospital Indemnity, Accident, ID Theft, Legal

PARENTAL LEAVE

100% paid parental leave for up to 9-weeks for eligible employee

COMPANY PAID SHORT TERM DISABILITY PLAN

GROUP TERM & VOLUNTARY LIFE/AD&D INSURANCE

FLEXIBLE SPENDING ACCOUNT

LONG TERM DISABILITY PLAN

VISION PLANS

DENTAL PLANS

401(k) WITH MATCHING



DXP partners with PerkSpot – an employee discount platform that is a one-stop-shop for thousands of exclusive discounts in more than 25 different categories such as apparel, at-home fitness, books/movies, travel, electronics and more!

Employee Assistance Programs

DXP's Employee Assistance Program & WorkLife Services benefit provides free services to all DXP employees:

- ▶ Five visits (per event per year) with a behavioral counselor/specialist for issues such as stress/anxiety, family/parenting issues, depression, grief, or substance abuse
- ▶ Online tools available or ability to call an advocate anytime, any day
- ▶ A source of guidance for Legal consultation, parenting, senior care, childcare, pet care, financial services, discount programs
- ▶ Monthly Wellness Communications

2024 TALENT ATTRACTION & RETENTION

We pride ourselves on employing industry leading experts. In order to maintain this reputation, it is vital that we retain our employees and continue to grow our breadth of knowledge. DXP conducts Retention Interviews to help managers understand why employees decide to remain employed. DXP has also implemented a Frequent Employee Feedback model to provide employees and managers with the option of a continuous feedback method. This format allows for check-ins with employees on a quarterly basis. This model can be used in conjunction with DXP's Annual Performance Appraisal which provides employees with feedback on their performance over the previous year and establishes development objectives for the upcoming appraisal period.

Career Fairs

Each year we participate in career fairs at colleges and universities. These events allow us to introduce DXP to a variety of students and gives us the opportunity to grow our talent pool with a more diverse group of potential DXPeople. In 2024, we attended Career Fairs at Texas A&M University in College Station, Texas A&M University at Galveston, Corpus Christi, and Kingsville, University of North Texas, University of Texas at Tyler, and Auburn University.

Employees Hired

All Employees _____ 799 (28.87%)

Managers _____ 29 (3.6%)

**All VPs, Presidents,
& Sr Management** _____ 2 (0.25%)





OUR PRODUCTS

OUR PRODUCTS

DXP has the right product at the right time for the right price. As a first-tier distributor of over 90% of all maintenance, repair, operating, and production products required for industrial businesses, DXP offers the most comprehensive product offering of any other industrial supplier.



**Rotating
Equipment**



**Bearings & Power
Transmission**



**Metal
Working**



**Safety
Products**



**Safety
Services**



**Industrial
Supplies**

ROTATING EQUIPMENT

With over a century of experience and expertise, DXP is the leading rotating equipment supplier in the industry. We carry top-rated brands of pumps you can trust to keep your business running.

- ▶ Centrifugal Pumps
- ▶ Submersible Pumps
- ▶ Specialty Pumps
- ▶ Air Compressors
- ▶ Electric Motors
- ▶ Condition Monitoring & Controls
- ▶ Positive Displacement Pumps
- ▶ Metering Pumps
- ▶ Vacuum Pumps & Blowers
- ▶ Mechanical Seals & Packing
- ▶ Service/Repair/Manufacturing
- ▶ Engineered Fabrication



BEARINGS & POWER TRANSMISSION

DXP is one of the top bearing and power transmission distributors in the nation. Over the years, we have gained the support and buying power of many B&PT manufacturers. We currently represent over 2500 product lines in the following categories:

- ▶ Chemicals
- ▶ Bearings
- ▶ Fluid Power
- ▶ Hose
- ▶ Linear Motion Products
- ▶ Material Handling
- ▶ Mechanical Power Transmission
- ▶ Seals
- ▶ Clutches & Brakes



METAL WORKING

DXP is one of the largest, national suppliers of metal working products in the industry. Our product offering is immeasurable, and our relationships with those suppliers allows us the ability to serve our customers wherever they are located. Through our many metal working locations across the U.S. and our highly technical staff, we provide a full service, value-added experience for our customers. DXP is a stocking distributor with a variety of programs to better serve our customers, including (but not limited to): VMI programs, e-commerce, documented cost savings, and supply chain solutions.

- ▶ Abrasives
- ▶ Clamping & Workholding
- ▶ Holemaking
- ▶ Lubricants, Fluids, & Coolants
- ▶ Marking & Labeling
- ▶ Material Handling & Storage
- ▶ End Mills
- ▶ Milling Holders
- ▶ Power Tools
- ▶ Precision Instruments & Gauging
- ▶ Saw Blades
- ▶ Threading
- ▶ Lathe
- ▶ Turning & Boring



SAFETY PRODUCTS

Safety is always top of mind. Every customer, no matter the industry strives to keep their employees working safely. DXP represents the top vendors for industrial safety products in the following categories:

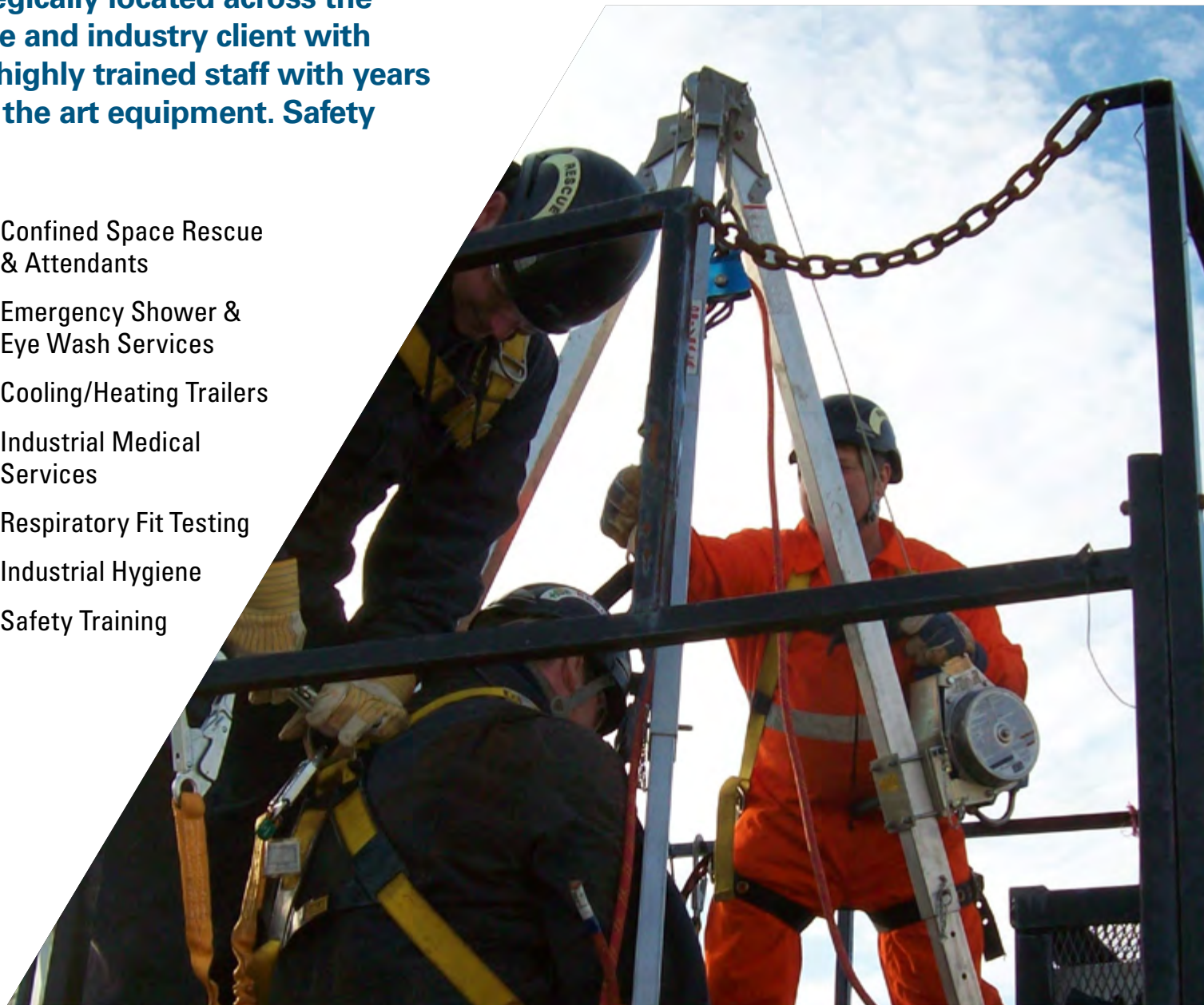
- ▶ Apparel
- ▶ Ergonomics
- ▶ Eye & Face Protection
- ▶ Facility Management
- ▶ Fall Protection
- ▶ Fire Protection
- ▶ First Aid
- ▶ Hand & Foot Protection
- ▶ Hazardous Material Handling
- ▶ Head & Hearing Protection
- ▶ Instrumentation
- ▶ Respiratory
- ▶ Seasonal — PPE
- ▶ Traffic
- ▶ Welding



SAFETY SERVICES

DXP is North America's expert safety services provider. With service centers strategically located across the continent, DXP can provide and industry client with safety services backed by highly trained staff with years of experience and state of the art equipment. Safety services offered include:

- ▶ H2S Safety Services
- ▶ Breathing Air Trailers
- ▶ Breathing Air Equipment
- ▶ Gas Detection
- ▶ Fire Extinguisher Services
- ▶ Safety Supervisors & Consultants
- ▶ Safety Technicians
- ▶ High Angle/Rope Rescue
- ▶ Confined Space Rescue & Attendants
- ▶ Emergency Shower & Eye Wash Services
- ▶ Cooling/Heating Trailers
- ▶ Industrial Medical Services
- ▶ Respiratory Fit Testing
- ▶ Industrial Hygiene
- ▶ Safety Training



INDUSTRIAL SUPPLIES

Over the years, DXP has grown into one of the top industrial suppliers. With access to thousand of trusted brands, our technical experts are standing by to help you find the right tool or equipment for the task at hand.

- ▶ Abrasives
- ▶ Chemicals & Coatings
- ▶ Electrical Supplies
- ▶ Fasteners
- ▶ Janitorial Equipment
- ▶ Industrial Pipes, Valves, & Fittings
- ▶ Tools
- ▶ Welding Supplies & Equipment



OPPORTUNITIES IN CLEAN TECHNOLOGY

DXP brings over a century of rotating equipment and packaging expertise to the Renewable Energy market. We are committed to supporting companies and communities determined to reach their goal of net-zero emissions. DXP is a partner in developing, implementing, and maintaining our customers' process and rotating equipment. Combining unparalleled engineering depth, we have the most extensive network of service locations in the U.S. and Canada and the highest level of technical expertise in industrial distribution. The DXP Renewables team offers the best solutions for application, some of which are highlighted here.



Bioethanol Plant Pumps

Pumps and complete transfer pump systems utilizing API 610 centrifugal pumps for dozens of applications within ethanol plants. From fermentation to evaporation, tank farm and liquefaction, DXP supplies rotating equipment for all stages of the bioethanol production process.



Plate & Frame Heat Exchangers

Heat Exchangers are applied in biodiesel and bioethanol plants, any time heat from a process is being recovered or utilized in another process. DXP is able to select the correct heat exchanger for all of your plant applications.



Biogas Digester Feed/Circulation Hose Pumps

Hose pumps are the most reliable way to feed biomass into anaerobic digesters. These low-maintenance, high-reliability pumps can handle grass, straw, manure, and any solids (fiber, dry matter and soil/debris) being fed. Hose pumps are also used to circulate biomass between anaerobic digesters.



Renewable Hydrogen Production Modules

DXP's Hydrogen Production Systems are designed to facilitate the generation of grey, blue, or green hydrogen near the source or at the delivery point. Our skid mounted and/or containerized packaging guarantees an on-site, on-demand delivery of clean hydrogen.



Chemical Injection Systems

DXP Standard and Custom-built Chemical Injection Systems are designed, packaged, and fully tested for a wide range of liquid chemical treatment applications. The complete system includes a chemical storage tank, two 100% metering/dosage pumps, instruments, tubing, valves, calibration column, and filtration.



Liquid Ring Vacuum Pumps & Compressors

Widely utilized in the biofuel industry. In bioethanol plants, Liquid-Ring Vacuum Pumps are used in the distillation and rectification process as well as during the mash liquification and drying cycles. In the biodiesel industry, liquid ring vacuum pumps and compressors are applied during the separation of biodiesel and glycerin among other filling and emptying applications.

PRODUCT & SAFETY QUALITY



At DXP, we have a strong dedication to quality customer service, products, product distribution, and the technical services we perform.

ISO 9001:2015 Certified Quality Management System

ISO 9001:2015 is the International Standard for Quality Management Systems (QMS). It is the world's most recognized Quality Management System (QMS) standard.

ISO 9001:2015 provides a framework and set of principles that ensure a common-sense approach to the management of your organization to consistently satisfy customers and other stakeholders.

In simple terms, ISO 9001:2015 certification provides the basis for effective processes and effective people to deliver an effective product or service time after time.

The key to any successful business is strong quality control. If you want your operation to thrive, your potential consumer base must be confident that the goods or services you offer meet or exceed expected standards.

Three of our facilities (DXP Hopkinton, IPS Fabrication, and Omaha Distribution Center) are ISO 9001:2015 certified.

Benefits of ISO 9001:2015 Quality Management Systems (QMS):

- ▶ Continuous improvement and customer satisfaction are core areas of concentration.
- ▶ Reducing Operating Costs with continual improvement of processes and resulting operational efficiencies.
- ▶ The leadership requirement engages upper-level management and brings quality assurance more in line with overall business objectives.
- ▶ The emphasis on organizational context looks at quality management from a big-picture perspective.
- ▶ Performance evaluation and self-governance components can foster innovation and deliver enhanced value for stakeholders.
- ▶ The focus on risk identification allows you to allocate resources where they are most needed.



OUR PLANET

DXP ENVIRONMENTAL POLICY

DXP's Environmental Policy outlines the following commitment statements:

DXP will systematically manage environmental performance by:

- ▶ Committing appropriate resources to meet stated goals and standards and to comply with applicable laws and regulations
- ▶ Ensuring staff and contractors are trained to carry out their duties responsibly
- ▶ Utilizing effective performance measures
- ▶ Ensuring that inspections, audits, reviews, and follow up actions are planned and carried out
- ▶ Maintaining an environmental management system
- ▶ Incorporating environmental activities into our internal audits and monthly inspections

DXP will minimize the environmental impact of our activities by:

- ▶ Limiting waste generation and handling wastes in a responsible manner
- ▶ Operating in a responsible manner reducing the risk of leaks and spills
- ▶ Maintaining emergency preparedness plans and response capabilities

DXP will continuously improve environmental performance through:

- ▶ Organizational development
- ▶ Understanding
- ▶ Commitment



HOW HAVE WE HELPED

Initiatives we've taken to help ourselves and our customers achieve energy savings and efficiency

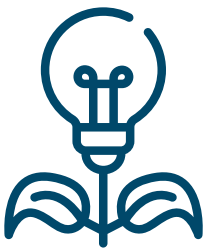
DXP's longstanding customer was struggling to keep their HP-Plus pumps running and was experiencing supply chain issues. DXP's Fluid Power Group stepped in and helped to increase machine uptime and provided an additional 80,000 lbs of processed product, provided \$350,498 in annual savings (mechanical and operational downtime), reduced the amount of generated waste oil, and helped the plant to achieve over 90% score on a Corporate Lubrication Excellence Audit.

DXP partnered with Noresco to conduct Phase 1: Energy Audit of our LaPorte Distribution and Service Center, with the goal of establishing the baseline energy use profile and identifying energy conservations measures (ECMs) for implementation.

At DXP's Coca-Cola Supply Chain Services site (CSA), DXP has taken steps to reduce our GHG emission and improve our overall energy efficiency through the purchase of 19 fully electric forklifts, the installation of LED motion sensor lighting in the warehouse, and pallet/cardboard recycling.

DXP Controls & Automation was requested by a sales professional in West Virginia to provide an energy savings analysis for a duplex and triplex centrifugal pump skid at a medical facility. It was determined that by applying VFDs to these existing pumps the system would save enough money in energy costs to pay for itself in less than 1 year on the duplex system and less than 3 years on the triplex system. It was also determined that total carbon footprint reduction at 17 tons was possible by applying the VFDs to match the speed of the pumps to the system demand. In addition to the immediate energy savings payback, the VFDs applied to the system have advanced pump protection and cavitation prevention to further extend the mechanical reliability of the system to further the payback potential.

Energy Efficiency



It is important for us to help our customers to reach their energy efficiency goals. We have innovative solutions for reducing plant energy use and greenhouse gas emissions, a strong support for biofuels, geothermal, solar and wind, and offer a range of products for clients who are seeking to decarbonize their traditional operations.

DXP also recognizes that our energy use has an impact and will seek opportunities to reduce our own footprint. To further our commitment of reducing our energy consumption, we will leverage the findings from the DXP energy audit to initiate energy-reduction projects across our company.

MEASURE AND DISCLOSE WASTE & RECYCLING STATISTICS

Since implementing a cardboard recycling program at our BDC facility in 2022, we have reduced materials sent to the landfills by 30 tons.

At DXP's Coca-Cola Supply Chain Services site (CSA), our operations team has been working with a local 3rd party pallet recycling company that takes our unsafe pallets and breaks them down into mulch for local garden centers. DXP has successfully recycled 2,768 pallets during 2024. In addition, our operations team recycled more than 91.65 tons in recyclable materials in 2024.

DXP has adopted a standardized, nationwide approach to our electronic waste (e-waste) recycling initiatives. DXP has partnered with Altech Company (R2 certified recycler) to ensure that end-of-life electronic devices will be handled in a safe, secure, and environmentally friendly manner. Since 2018, DXP has effectively recycled 10.2 tons in e-waste.

DXP has taken steps to reduce and protect the environment by implementing a recycling program at our Corporate office in Houston, Texas. With this program we aim to dispose of clean bottles, cans, paper, and cardboard to reduce waste sent to local landfills. In 2024, the Corporate office recycled 40 tons of recyclable materials.



WASTE MANAGEMENT & RECYCLING POLICY

We outlined four methods to achieving solid waste reduction when we constructed our Waste Management and Recycling Policy.

Source Reduction

All employees of DXP are responsible for implementing operational practices that prevent waste from being produced. Examples include printing double-sided reports and documents, printing appropriate numbers of documents, using email rather than printed correspondence, and using products that are reusable, refillable, repairable, non-toxic, and recyclable. Items requiring the least possible packaging should be purchased when practical. Every effort should be made to prevent excess or unneeded materials from being purchased.

Purchase of Recycled Content Material

All DXP departments are responsible for making efforts to purchase and use products manufactured from or containing recycled materials.

Recycling

All employees of DXP are responsible for separating identified recyclable materials and placing them in appropriate recycling containers. DXP Recycling includes aluminum cans, batteries, cardboard, news blend, office blend, plastic bottles, styrofoam and peanuts, toner cartridges, transparencies, videotapes, and additional items as implemented. Facilities Management Recycling includes construction/demolition debris, fluorescent light bulbs, motor oil, oil filters, paint, pallets, refrigerants, scrap metal, solvents, tires, yard waste, and additional items as implemented.

Reuse of Materials

All DXP employees are responsible for reusing products whenever possible. Examples include using dishes, glasses, and reusable flatware rather than disposable paper and plasticware, or using paint brushes many times before disposing of them.



Our current recycler, Altech Company, is Sustainable Electronics Recycling (R2) Certified. R2 provides clear standards for electronic recyclers, including training materials to ensure the safe handling of end-of-life electronics and their components. R2 Certified facilities are independently audited and certified.

e-Waste

To further our commitment of reducing waste in our operations as well as in our customers' operations, we developed a standardized, nationwide approach to our e-waste, including establishing vendor requirements. We will continue to measure and disclose waste and recycling statistics.

GREENHOUSE GAS EMISSIONS

In light of pressing global concerns regarding climate change and the escalating frequency of severe weather events linked to it, DXP recognizes that greenhouse gas emissions demand immediate attention for our business and the broader corporate community. Because of this, DXP has engaged a third-party to assess our emissions to help us understand how we can make changes to our operations and work towards a better environment for all.

Fuel Economy

DXP has over 950 fleet vehicles that are driven by our employees as they help our customers with their needs. We believe that any business should be as efficient as possible with fuel usage and transportation logistics.

Many of our fleet vehicles are Ford F-150s, as we have a significant need for light-duty pickup trucks across our business. We believe that electric vehicles are the future and will launch a pilot to familiarize our employees with the duty cycle of electric vehicles, charging requirements, and to ensure that light-duty electric trucks can meet all our business needs. From our findings, we will move towards broader electrification of Ford F-150s and other vehicles across our fleet where practicable.

Finally, we will also start tracking the fuel use and fuel economy of each specific vehicle in our fleet, so that we can identify ways to increase fleet-wide fuel efficiency.



REMANUFACTURING DESIGN

Remanufacturing is a sustainable and efficient material upcycling practice that helps to conserve materials and energy and reduce landfill waste.

At DXP, we offer a custom remanufactured pump solution which provides our customers with total flexibility in executing their projects. This offers customers reduced lead time, reduced overall project cost, custom hydraulics, and the option to repurpose equipment they already own.

Our remanufacturing facilities have expertise in remanufacturing and rerating all varieties of American Petroleum Institute (API) vertical and horizontal single and multistage pumps. The purpose of remanufacturing is to utilize the casing, impellers, and bearing housing that already exist in the pump. Everything else is newly machined or purchased. All components used from the existing pump are meticulously inspected and machined back to Original Equipment Manufacturer (OEM) tolerances or better. All completed pumps, just like any new API pump, are warranted and tested.

We hope to extend our expertise in remanufacturing to additional materials and parts of our business, to reduce waste and help our customers keep their equipment operating efficiently for longer periods of time.

Why Remanufacture with DXP?



BEFORE



AFTER

- ▶ In-house engineering and design expertise
- ▶ Over 4,000 API pumps in inventory
- ▶ Faster Delivery
- ▶ Reman API end-suction pumps in 8-10 weeks vs. 32-45 weeks for OEM
- ▶ Reman API multi-stage pumps in 14-16 weeks vs. 45-55 weeks for OEM
- ▶ Complete performance testing available
- ▶ Competitive warranty (12 months after start-up or 18 months after shipment)

WATER STEWARDSHIP



DXP Water's commitment to environmental stewardship grew substantially over the past few years. Our goal is to provide clean water, wastewater treatment, and reuse water for sustainable, safe environments for future generations. DXPeople's comprehensive approach, expertise, extensive geographical reach, and dedication enable us to achieve these goals. We possess advanced technologies, life cycle-effective solutions, installation supervision, and training opportunities for our customers on diverse water and wastewater projects. Our team uses their decades-long experience and dedication to care for and protect water resources across the country.

DXP Water offers a range of solutions to meet the sustainable and cost-effective needs of our municipal and industrial clients. Our capabilities include turnkey operations, capital equipment, field services, repair and recycle old equipment, automation, flow control, troubleshooting, parts and repair services, and more. Our comprehensive services are provided by highly qualified experts in their respective fields, positioning us effectively to serve our customers and the environment.

Spill Prevention

Spill Prevention is documented in DXP's Health, Safety, and Environmental Management System Operation Manual, and Spill Response Procedures are outlined in DXP's Emergency Response Plan. Our Universal Spill Kit contains socks, pillows, grey universal pads, disposal bag, a pair of gloves, a pair of safety goggles, and a collapsible shovel. Employees are trained annually on our spill prevention response plan and spill kit contents.

Stormwater Pollution Prevention

We have a stormwater permit (TPDES) for our Houston Hobby PumpWorks location in Houston, Texas to ensure compliance with local environmental regulations. Stormwater is discharged directly to the City of Houston, which flows to the Easthaven Wastewater Treatment Plant. We proactively manage our stormwater to minimize our environmental impact and ensure that our facility is resilient during periods of extreme weather. Extreme rainstorms are expected to intensify as a result of climate change, and urban stormwater management will be essential to minimize risks to life and property. We maintain vegetated areas for soil stabilization to prevent erosion and sedimentation. The Pollution Prevention Team also inspects the parking lot, stormwater drains, and pump pits monthly, and ensures that the trash and metal shavings dumpsters are emptied weekly. We are working to incorporate many of these best practices across our facilities to improve stormwater management for our locations and our communities.

ENVIRONMENTAL COMPLIANCE, DATA TRACKING & TRANSPARENCY

It is important to our investors, our customers, and to our DXPeople that we are transparent in our data tracking, reporting, and disclosure. We are committed to remaining compliant in all areas of our business. We are able to best maintain compliance and track relevant data through the various platforms identified below.

We have taken the initiative to align with SASB standards. More information can be found in Appendix B.



ISNetwork

This platform allows for members to share industry best practices, benchmarking performance, and data insights. DXP has been a member of ISNetwork since 2003.



Veriforce

This platform allows companies to manage compliance programs and mitigate regulatory risk. DXP has been a member since 2006.



EcoVadis

This platform allows companies to monitor and share their ESG performance with stakeholders. DXP has disclosed to EcoVadis since 2013.



Avetta

This platform allows companies to evaluate the risk, safety, and sustainability practices of their suppliers and contractors.



OUR PRACTICES

OUR LEADERSHIP

Our leadership team consists of nine senior management team members and six directors on our board, four in which are independent. Three of our board of directors are either the chairman of or are a member of our Audit Committee, Compensation Committee, and our Nominating and Governance Committee. DXP prides itself on ensuring that its board is populated by a diverse slate of individuals who represent both seasoned and fresh perspectives. Our board members are key players in our ESG journey and will continue to provide expert advice as we expand our ESG ambitions.

Senior Management Team

David R. Little

Chairman of the Board, President & Chief Executive Officer

David C. Vinson

Senior Vice President, Innovative Pumping Solutions, Operations

Matt Gentle

President, Metal Working & Air Compressors

Chris Gregory

Chief Information Officer

John J. Jeffery

President, Supply Chain Services

Kent Yee

Chief Financial Officer

Board of Directors

- ▶ David R. Little, Chairman
- ▶ Timothy P. Halter
- ▶ David Patton
- ▶ Joseph R. Mannes
- ▶ Kent Yee
- ▶ Karen Hoffman

Nick Little

Chief Operations Officer

Paz Maestas

Chief Marketing & Technology Officer

Saade Chibani

President DXP Water & Wastewater

OUR BUSINESS STRUCTURE

CUSTOMER



BUSINESS SEGMENTS

DXP | SERVICE
CENTERS

DXP | INNOVATIVE
PUMPING
SOLUTIONS®

DXP | SUPPLY
CHAIN
SERVICES

PRODUCTS & CAPABILITIES

BDC
(BALLISTIC
DISTRIBUTION
CENTER)


Customer First Center

DXP
WATER

ROTATING EQUIPMENT AIR COMPRESSORS INDUSTRIAL SUPPLIES RENEWABLE ENERGY
BEARINGS & POWER TRANSMISSION MANUFACTURING SAFETY METAL WORKING

BUSINESS ETHICS

Since DXP's founding in 1908, we have always counted on our DXPeople to demonstrate an unwavering commitment to honesty and integrity. We believe the quality of our DXPeople, and our commitment to ethics and compliance will not only enable us to succeed today but will help us to achieve long-term success. DXP engages with stakeholders by conducting investor meetings and participating in workshops and conferences.

An important step in meeting our day-to-day ethics and compliance responsibilities is to be mindful of our commitments to:

- 1 | OUR COLLEAGUES
- 2 | OUR COMMUNITIES
- 3 | OUR CUSTOMERS
- 4 | OUR BUSINESS PARTNERS

In order to achieve this, we have implemented multiple policies within our business that are all reviewed and updated as necessary.



CONDUCT HELPLINE



We have a Conduct Helpline in order to ensure that we handle all concerns and that they are addressed appropriately. The Conduct Helpline and partnering web portal are available 24/7. Trained specialists from an independent third-party provider of corporate compliance services will answer your call, document your concerns and forward an anonymous written report to the VP of Human Resources, Director of Human Resources, or the Chief Financial Officer, as appropriate, to provide independence for further investigation. When you contact DXP's Conduct Helpline or make a report using the web portal, all interactions can remain anonymous. All reports are treated equally whether they are submitted anonymously or not.

BUSINESS ETHICS POLICIES

DXP Code of Conduct

Outlines our commitment to ethics and compliance, maintaining respect and integrity within the work environment, maintaining appropriate business relations, ethical relations and confidentiality with stakeholders, information protection, corporate social responsibility, political activities, trading, anti-trust and fair competition, and anti-corruption. The Code of Conduct is distributed to 100% of employees at time of hire for review and acknowledgement and all employees are encouraged to review it on an annual basis. In a review at the conclusion of 2024, more than 98% of employees completed the review and acknowledgement to include 100% completion by DXP's Corporate and Regional Management Teams.

Code of Ethics for Senior Financial Officers

The honesty, integrity and sound judgement of DXP's Senior Financial Officers, which includes Executive Financial officers and other Key Financial Managers, is fundamental to our reputation and success. All Senior Financial Officers are expected to adhere to both the DXP Code of Conduct and this Code of Ethics.

DXP Anti-Corruption Policy

Sets forth the ethical standards of conduct and practices that must be followed with respect to certain kinds of activity, particularly the offering or giving of anything of value, including but not limited to money, entertainment, travel, gifts, meals, charitable contributions, and political contributions regulated by the U.S. Foreign Corrupt Practices Act ("FCPA") and other anti-bribery and recordkeeping laws that are applicable to the Company and all Company Personnel.

Audit Committee Charter

Outlines the expectations of DXP's Audit Committee, namely, to assist the board in fulfilling its responsibilities for general oversight of DXP's financial reporting processes and the audit of DXP's financial statements, including the integrity of DXP's financial statements. Additional responsibilities include the assessment of DXP's compliance with legal regulatory and exchange or listing requirements and the independent auditors' qualifications and independence.

Compensation Committee Charter

Outlines the responsibilities of the board relating to compensation of DXP's executive officers and directors. Specific responsibilities include producing an annual report on executive compensation as well as general oversight of DXP's compensation structure including equity compensation plans and benefits programs.

Nominating & Governance Committee Charter

Outlines the expectations of DXP's Nominating and Governance Committee. The committee is expected to make recommendations to the board regarding the size and composition of the board, review appropriate skills and characteristics of the members, as well as continually evaluate board membership for appropriateness and functionality.

CYBERSECURITY

It is important to us that our customers feel that their data is safe and secure and that we are a company in which they can trust.

The implementation of multifactor authentication was added to all publicly facing systems. DXP moved to an industry-leading mail security platform and implemented best-in-class managed endpoint detection.

Our response platform contains:

- ▶ 24/7 monitoring
- ▶ Threat hunting and remediation
- ▶ Mobile Device Management (MDM)
- ▶ Identity threat protection.

In 2025 we plan to implement the following security features:

- ▶ Long Term Log Retention System
- ▶ Cloud Access Security Broker (CASB)
- ▶ Security Information and Event Management/
Security Operations Center (SIEM/SOC).



DATA PRIVACY

Cyber Response Team

For service interruptions related to systems under management of DXP's IT department, if the helpdesk determines that the outage is or may be caused by a failure of a DXP system, then the response team below must be contacted in an "all-hands-on-deck" call until the interruption can be investigated, the cause identified, and a remediation plan created and placed into implementation.

The DXP Response Team consists of:

- ▶ CIO (Chief Information Officer)
- ▶ VP of Cybersecurity
- ▶ VP of IT Operations
- ▶ VP of IT Applications
- ▶ Technical Lead – Azure
- ▶ Network Manager
- ▶ Systems Admin
- ▶ Systems Engineer
- ▶ VP of IT Client Services
- ▶ Director of Technology
- ▶ Virtual Desktop Architect

Cyber Incident Response Plan

This plan provides an approach for handling any potential threat to computers and data, as well as taking appropriate action when the source of the intrusion or incident at a third party is traced back to the organization. The plan identifies and describes the roles and responsibilities of the Computer Incident Response Team (CIRT), which is responsible for activating and executing this plan.

CYBERSECURITY STRATEGY

- 1 | **Best in class endpoint detection and response with 24/7 monitoring which provides endpoint monitoring, threat hunting, reacting, reporting, and escalation on any identified threat**
- 2 | **Email security software with phishing, malware, and malicious link blocker addition**
- 3 | **Security awareness training for all end users and simulated phishing attacks**
- 4 | **Network firewalls with intrusion prevention system**
- 5 | **Identity threat protection system designed to stop identity-based attacks**
- 6 | **Cloud based vulnerability management system providing global visibility into systems vulnerable to the latest threats**
- 7 | **Annual risk and vulnerability assessments and external penetration tests**
- 8 | **Maintaining controls that are tested quarterly to monitor effectiveness—controls are to mitigate risks and prevent events such as unauthorized access to systems, unauthorized changes to systems, and unauthorized access to data**

MAINTAINING RISK MANAGEMENT

DXP is forecasting and evaluating financial, environmental, and social risks together with the identification of procedures to avoid or minimize impact. We maintain a continuously evolving Enterprise Risk Management Plan and Framework to better analyze, understand, and prepare for potential risks to our business.

Potential Threats

DXP has identified the following threats to business services:

- ▶ Flood
- ▶ Hurricane
- ▶ Fire
- ▶ Internet Outage
- ▶ Building Management Incidents
- ▶ Pandemic
- ▶ Power Outage
- ▶ Phone or Email Outage
- ▶ Data Center Outage
- ▶ Server Outage

DXP's Business Continuity & Disaster Recovery Plan (BCP/DRP)

DXP's BCP/DRP is intended to define the business requirements and related processes for continuity of operations in the event of a disaster. In this policy, a disaster refers to an event that impacts site-wide business operations, such as a pandemic, a fire, or a weather event such as a flood, hurricane, or tornado. The plan states that the Chief Information Officer (CIO) and the VP of Cybersecurity are the primary decision makers during the planning and recovery efforts and will serve as individuals who have the primary authority to make decisions concerning responses to an unexpected disruption of service or a disaster. The VP of Cybersecurity is responsible for making sure the plan is kept up-to-date at all times and that proper periodic updates are made to the plan. In addition, this role is also responsible for training and updating all appropriate personnel.

ABOUT THIS REPORT

Scope of Report

Our 2024 Environmental, Social and Governance (ESG) Report covers a wide range of environmental, social, and governance topics that are relevant to us and our stakeholders. Quantitative data presented throughout this report covers calendar year 2024 unless stated otherwise. The information in this report was gathered through internal compilation efforts, is subject to reasonable estimation where applicable, and has not been subject to any outside third-party or other independent verification.

Forward Looking Statements

The Private Securities Litigation Reform Act of 1995 provides a “safe-harbor” for forward-looking statements. Certain information included in this report may contain statements that are forward-looking. These forward-looking statements include without limitation those about the Company’s business, the Company’s future profitability, cash flow, liquidity, and growth. Such forward-looking information involves important risks and uncertainties that could significantly affect anticipated results in the future; and accordingly, such results may differ from those expressed in any forward-looking statement made by or on behalf of the Company. These risks and uncertainties include, but are not limited to; decreases in oil and natural gas prices; decreases in oil and natural gas industry expenditure levels, which may result from decreased oil and natural gas prices or other factors; ability to obtain needed capital, dependence on existing management, leverage and debt service, domestic or global economic conditions, economic risks related to the long-term impact of COVID-19, ability to manage changes and the continued health or availability of management personnel and changes in customer preferences and attitudes. In some cases, you can identify forward-looking statements by terminology such as, but not limited to, “may,” “will,” “should,” “intend,” “expect,” “plan,” “anticipate,” “believe,” “estimate,” “predict,” “potential,” “goal,” or “continue” or the negative of such terms or other comparable terminology. For more information, review the Company’s filings with the Securities and Exchange Commission. More information on these risks and other potential factors that could affect the Company’s business and financial results is included in the Company’s filings with the SEC, including in the “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” sections of the Company’s most recently filed periodic reports on Form 10-K and Form 10-Q and subsequent filings. These filings are available through the SEC’s EDGAR system at www.sec.gov, and in the “Investors” section on the company website at www.dxpe.com. The Company assumes no obligation to update any forward-looking statements or information, which speak as of their respective dates.

Questions or Comments

Please send all questions or comments on this report to: sustainability@dxpe.com

Publish Date: June 23, 2025

APPENDIX A – DATA SUMMARY

DXP Data Metric Summary

Active Full- and Part-Time Employees	United States	2,881
	Canada	398
	United Arab Emirates/Dubai	11
	Total	3,279
Net Revenue (from 10K)	FY2022	\$1,480,832.000
	FY2023	\$1,678,600,000
	FY2024	\$1,802,040,000
Total Community Investments/Donations*	2024	\$2,764,739.03
Safety Statistics*	2022	EMR: 0.84
		AVG # Employees: 2,358
		AVG Employee Hours: 4,904,640
		Total Recordable Incident Rate: 0.94
	2023	EMR: 0.99
		AVG # Employees: 2,660
		AVG Employee Hours: 5,864,831
		Total Recordable Incident Rate: 0.78
	2024	EMR 1.0
		AVG # Employees 2,901
		AVG Employee Hours: 6,227,228
		Total Recordable Incident Rate: 0.96

Employees Hired in 2022*	Managers	46 (5.29%)
	VP's, Presidents, & Senior Management	1 (0.0%)
	All Employees	869 (36.06%)
Employees Hired in 2023*	Managers	39 (4.90%)
	VP's, Presidents, & Senior Management	2 (0.25%)
	All Employees	796 (28.87%)
Employees Hired in 2024*	Managers	29 (3.6%)
	VP's, Presidents, & Senior Management	2 (0.25%)
	All Employees	799 (28.87%)
Employee Turnover Rate in 2022*	Quarter 1	7.00%
	Quarter 2	8.13%
	Quarter 3	8.38%
	Quarter 4	6.33%
Employee Turnover Rate in 2023*	Quarter 1	5.93%
	Quarter 2	5.49%
	Quarter 3	5.75%
	Quarter 4	4.61%
Employee Turnover Rate in 2024*	Quarter 1	4.31%
	Quarter 2	4.57%
	Quarter 3	4.97%
	Quarter 4	4.74%

*U.S. Statistics Only

APPENDIX B – SASB INDEX

Topic	SASB Metrics	DXP Metrics
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Energy consumed (kWh)
Employee Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Incident Rate
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Not Reported
	Sales-weighted fuel efficiency for non-road equipment	Not Reported
	Sales-weighted fuel efficiency for stationary generators	Not Reported
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Not Reported
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Conflict Materials
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Total Revenue FY23 and FY24