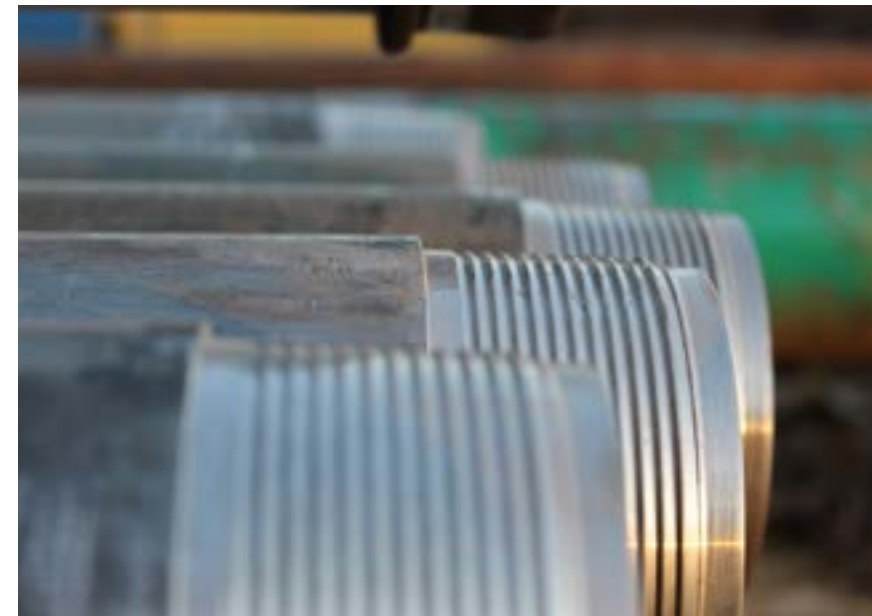






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- A MESSAGE FROM OUR CEO
- HIGHLIGHTS AND ACCOMPLISHMENTS
- OVERVIEW OF COMPANY
- ABOUT THIS REPORT



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- BUSINESS APPROACH TO SUSTAINABILITY
- STAKEHOLDER ENGAGEMENT
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- BENEFITS OF EAF PRODUCED STEEL
- LOGISTICS AND DISTRIBUTION
- BIOREMEDIATION
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- WASTE MANAGEMENT
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- DIVERSITY AND INCLUSION
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INTRODUCTION

A MESSAGE FROM OUR CEO

When P2 Energy Services (P2E) was established, our leadership team had a vision to create a company with a mission rooted in our ability to provide solutions within the ever-evolving energy industry. This commitment resonates more than ever as we work with our customers to meet the energy needs of today, while creating a sustainable foundation for our businesses and society well into the future.

Through supply chain initiatives, we aim to be a long-term partner of our customers, working in cooperation to achieve our shared sustainability goals. This includes an emphasis on reducing the environmental impact of the products and services through smart sourcing and innovative distribution.

From our recycled steel tubulars to our synthetic drilling fluids, each component of our core business emphasizes sustainability, underpinned by the quality our customers recognize and expect.

Our sustainability commitments also extend to the people we serve within the places we call home. P2E team members are leaders within the community and regularly contribute to causes and organizations that align with P2E values. We see our employees as our greatest asset and invest in initiatives that ensure their safety and support their well-being and development. We also seek to uphold the highest ethical and legal standards across our business and partner with those that promote those same principles.

We are proud of the organization we have built and the tremendous progress we have made, yet we remain steadfast



in driving sustained, long-term value for our customers and stakeholders. Within the pages of this report, we aim to provide insight into key aspects surrounding our current sustainability initiatives, while laying a roadmap for our future endeavors.

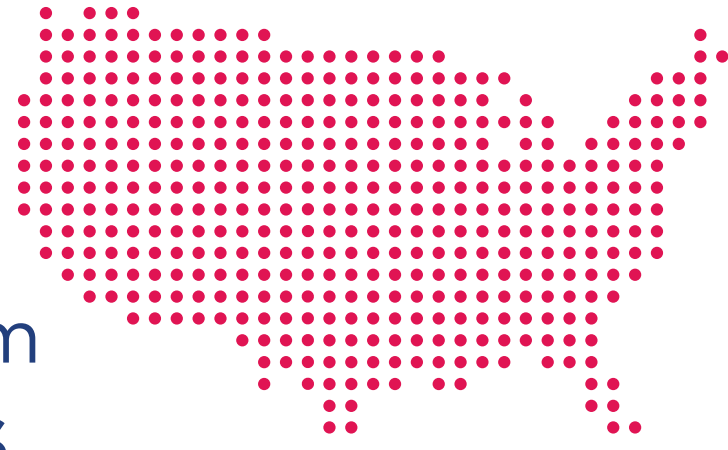
We appreciate the support you have shown P2E and look forward to building a brighter, more sustainable future together.



Brett Mendenhall, CEO

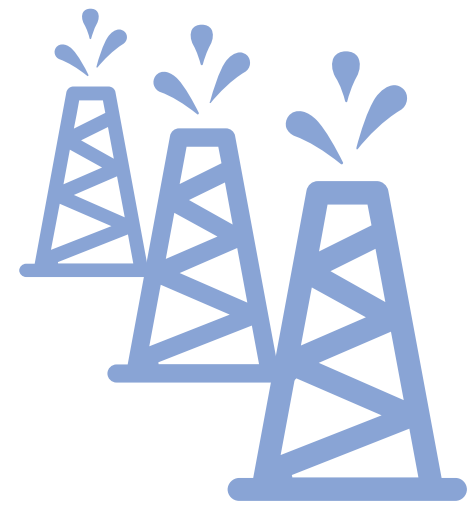
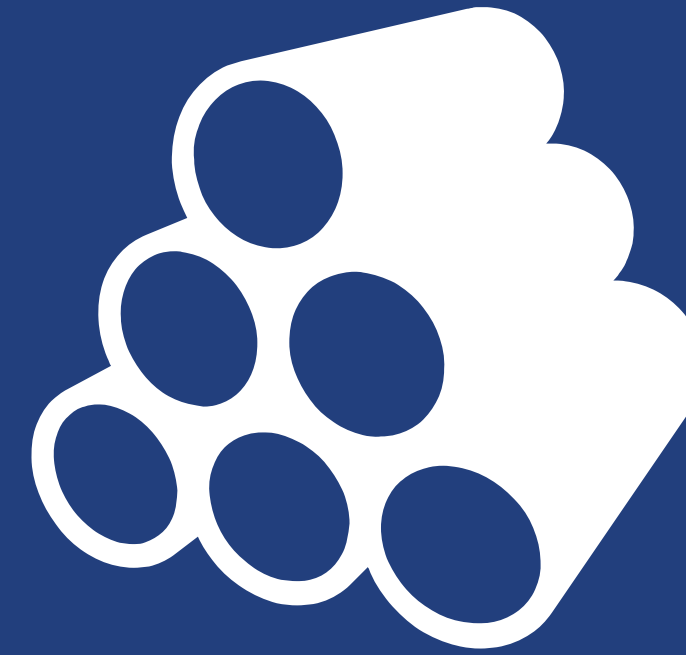
~70%

of Steel Sourced from
DOMESTIC MILLS



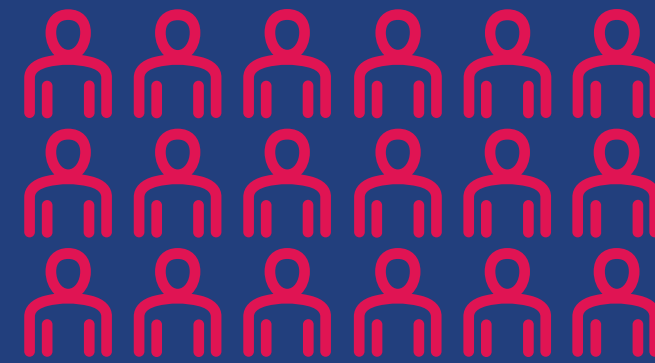
40

YEARS
in the OCTG
Business



280

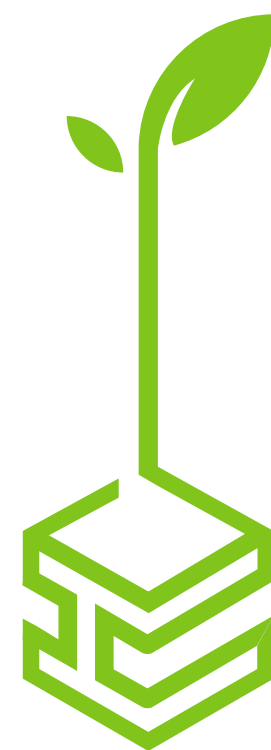
CUSTOMERS
Served



80+
EMPLOYEES

~70%

of Tubulars Sourced from
Reduced Emissions Steel



4,250

Well
Location
DELIVERIES

HIGHLIGHTS AND ACCOMPLISHMENTS

Our team of professionals is motivated by a vision of serving our customers, fostering a diverse and collaborative working environment and operating with integrity, all while ensuring the environmental performance of our products and services.



Leading Distributor of

IOGP

Synthetic Group III
Non-aqueous Base Fluids

OVERVIEW OF COMPANY

ABOUT US

As a leading supply chain solutions provider, P2 Energy Services helps operators navigate an ever-changing energy landscape. We are a team of supply chain professionals, data-driven forecasters and sustainable product suppliers who support our customers with a blend of digitally-enabled solutions and “boots on the ground” relationships. We help optimize supply chains to keep our customers a step ahead of each market evolution.

With nearly 40 years in business, P2E has a proven track record for innovation, strong relationships and dependable last-mile delivery. This history is embedded in every aspect of our organization — right down to our name, which reflects the two industry leaders that brought together extensive knowledge and resources to form P2E.

OUR VISION AND VALUES

P2E’s mission is to provide innovative supply chain solutions in an evolving energy industry. Our team is home to more than 80 employees nationwide who share our vision for driving efficiencies and a commitment to P2E’s guiding values.

TRUST

We earn our customers’ trust by consistently meeting their needs today and anticipating their future requirements. We deliver on this promise with integrity and accountability.

STEWARDSHIP

We are stewards of our customers’ capital, acting with transparency and keeping their best interests in mind.

ENTREPRENEURSHIP

We stay on the leading edge of energy industry dynamics, delivering innovative digital solutions that reduce costs and enhance efficiency.



As a wholly owned subsidiary of Sumitomo Corporation of Americas (SCOA), we align with the following management principles and activity guidelines:

MANAGEMENT PRINCIPLES

- To achieve prosperity through sound business activities
- To place prime importance on integrity and sound management with utmost respect for the individual
- To foster a corporate culture full of vitality and conducive to innovation



ACTIVITY GUIDELINES

- To act with honesty and sincerity on the basis of Sumitomo’s business philosophy
- To comply with laws and regulations while maintaining the highest ethical standards
- To set high value on transparency and openness
- To attach great importance to protecting the global environment
- To contribute to society as a good corporate citizen
- To achieve teamwork and integrated corporate strength through active communication
- To set clear objectives and achieve them with enthusiasm



ABOUT THIS REPORT

We are pleased to share our inaugural sustainability report, which reflects our sustainability progress and commitments for the 2022 fiscal year.

While this is our first formal sustainability report, P2E has long prioritized ethical and sustainable business practices.

Our sustainability strategy and the development of this report is driven by our executive leadership team with additional contributions from team members across our business.

STRATEGY

BUSINESS APPROACH TO SUSTAINABILITY

We recognize that energy providers face a major challenge today in delivering products and services needed to propel an energy-hungry society, while we also meeting global sustainability goals.

This recognition is the premise for our business and our work to continually enhance our sustainable offerings, including the ways our products are produced, sourced, delivered and disposed. We believe that quality is essential. This belief is reflected in the supplier partners we work with, the caliber of our team, and the way operate and consistently stay ahead of

a rapidly changing industry environment.

In 2022, we partnered with a third-party to engage our customers regarding their purchasing decisions, sustainability considerations and broader sustainability priorities. These findings are now being used to refine and prioritize our own sustainability initiatives and set a new standard for supply chain innovation. In addition, P2E considers material issues outlined by Sumitomo Corporation of Americas (SCOA), including:

- Enhancing Harmony with the Global Environment
- Contributing to the Development of Local Communities and Industries
- Establishing a Foundation for Comfortable and Enriching Lifestyles

- Providing Diverse “Accessibility”
- Developing Human Resources and Promoting Diversity
- Enhancing Governance

STAKEHOLDER ENGAGEMENT

We understand that each of our key stakeholders has an important influence on the way that we operate our business, and we make it our aim to regularly communicate with and create opportunities for feedback with each of our stakeholders through the avenues noted in the table on the right.

STAKEHOLDER	HOW WE ENGAGE
SUMITOMO CORPORATION OF AMERICAS (SCOA)	<ul style="list-style-type: none"> • Regular meetings with SCOA leadership • Leadership trainings • Annual Reports
EMPLOYEES	<ul style="list-style-type: none"> • Performance reviews • Regular manager communication • Company-wide performance updates • Company-wide townhalls • Complaint/concern process and anonymous hotline
COMMUNITY	<ul style="list-style-type: none"> • Team member volunteer opportunities • Company sponsorship for charitable events
INDUSTRY	<ul style="list-style-type: none"> • Board positions held by P2E team members • Attendance at energy and OCTG conferences and symposiums
SUPPLIERS	<ul style="list-style-type: none"> • Supplier screening and onboarding • Regular supplier communication and performance evaluations
CUSTOMERS	<ul style="list-style-type: none"> • Voice of the customer survey (2022) • Regular customer check ins • Bi-monthly market energy report • Bi-annual market review

UN SDG ALIGNMENT

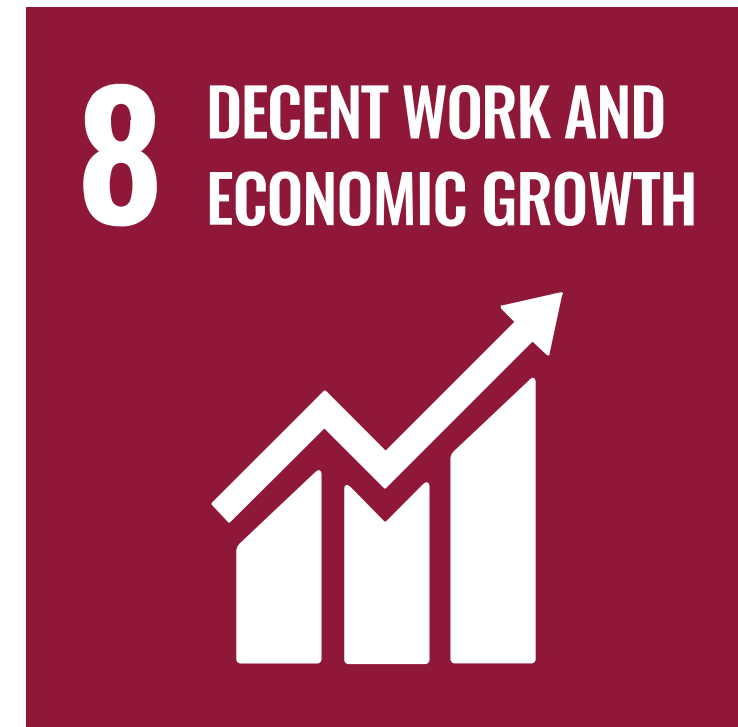
Our approach to ESG aligns with the principles of the United Nations Sustainable Development Goals. We believe that the following goals are areas where our business can have the most significant positive impact for our stakeholders and society.



ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

P2E EFFORTS:

- Competitive parental leave policies
- Inclusive development classes
- Strong female leadership presence



PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

P2E EFFORTS:

- Professional development and leadership courses
- Competitive pay and medical benefits



ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL

P2E EFFORTS:

- Reduced emission steel product offerings
- IOGP synthetic Group III non-aqueous base fluids (“Base Fluids”)
- Optimized distribution channels



ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

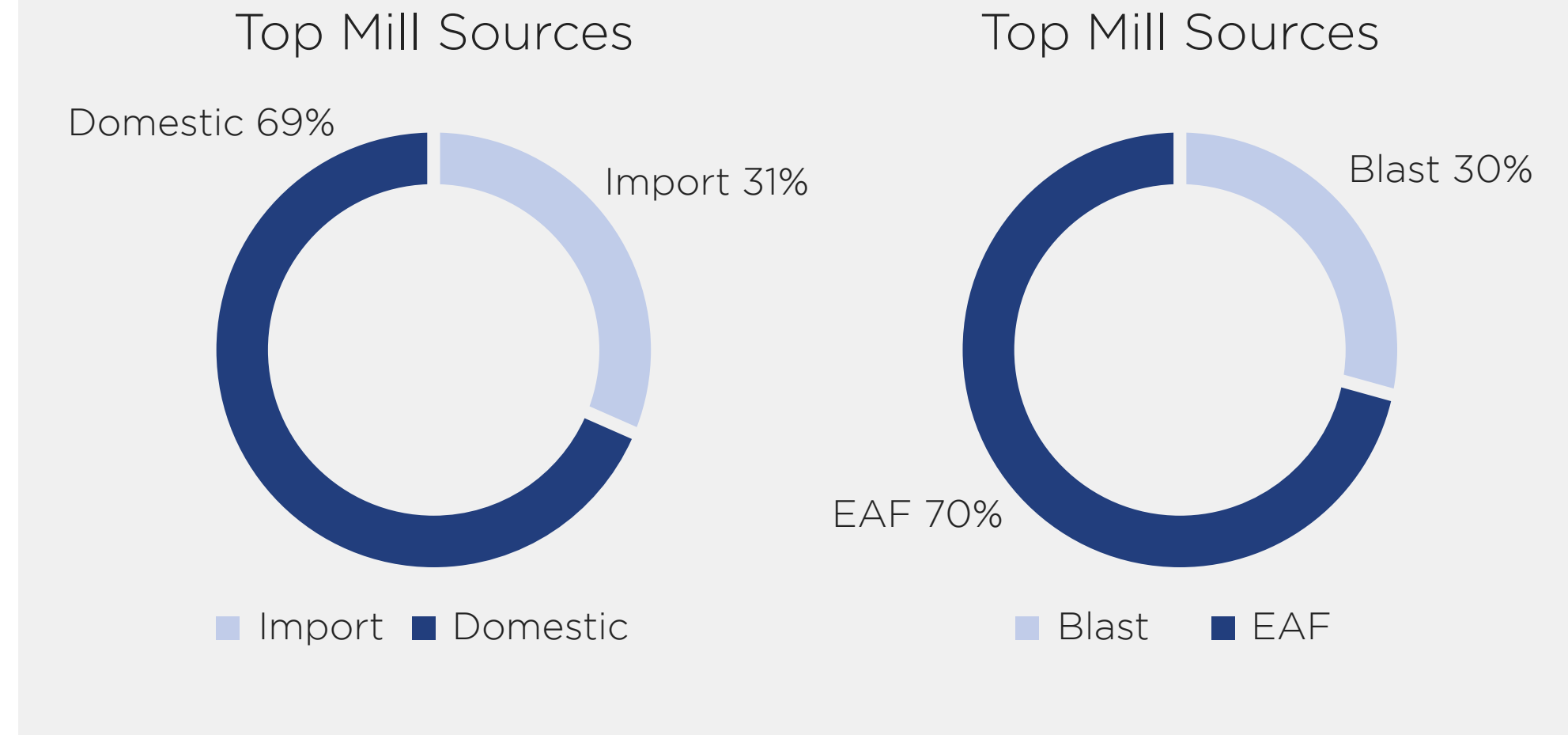
ENVIRONMENT APPROACH

P2E is committed to environmental improvement by providing innovative solutions to support our customers in their own sustainability initiatives, while also working to minimize the impacts of our own business operations.

From sourcing decisions to recycling scrap steel after well-site deliveries have occurred, we consider sustainability throughout the entirety of our products' lifespan. We understand that we have a critical role to play in supporting our customers and facilitating the transition to a low-carbon future.

SOURCING

At P2E, we believe that the environmental implications of our sourcing decisions have an impact on our company, our customers and the world at large. We aspire to be a market leader in sourcing environmentally friendly OCTG products without sacrificing our commitment to quality



or surety of supply. As such, we make it a priority to purchase from mill partners that offer Electric Arc Furnace (“EAF”) produced steel and recycled steel products. Within our top 25 mill sources – accounting for 92% of tons purchased the last financial year – P2E purchased over 70% of our tubulars via EAF sources.

In supporting the domestic steel market, P2E aims to lead the way in sourcing high quality, sustainable steel, which is subject to rigorous environmental and labor standards, while reducing the impact caused by the complex import supply chains.

“THE STEEL INDUSTRY’S TRANSITION FROM BLAST FURNACE TO ELECTRIC ARC FURNACE PROVIDES A MORE ENVIRONMENTALLY FRIENDLY STEEL MAKING PROCESS WITH INCREASED EFFICIENCY, SHORTER LEAD TIMES AND MORE FLEXIBILITY TO REACT TO CHANGES WITHIN THE SUPPLY CHAIN.”

— JEFF KNOX, VICE PRESIDENT OF SALES



BENEFITS OF EAF PRODUCED STEEL

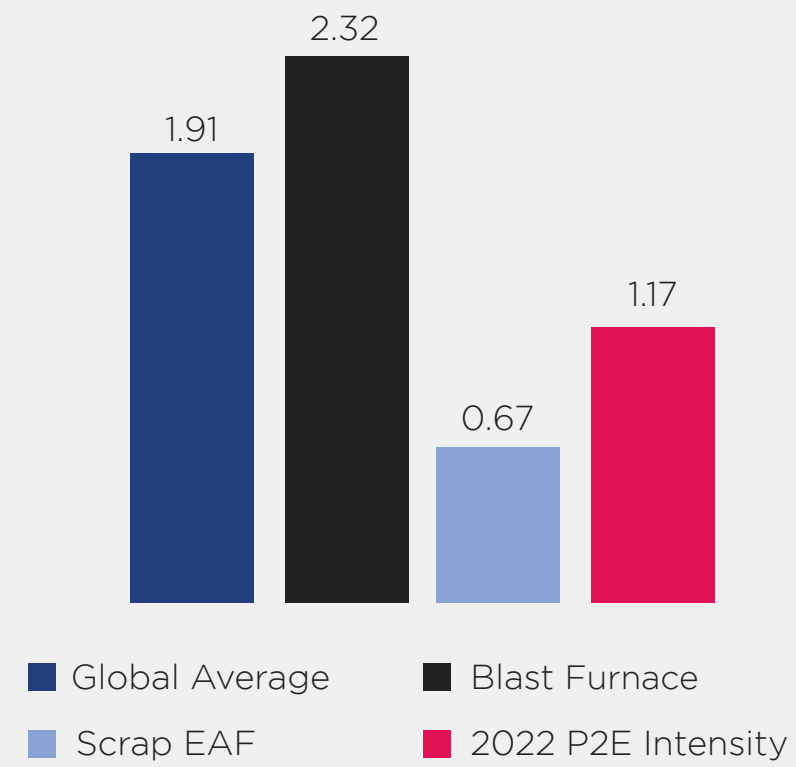
EAF steel production has emerged as an environmentally sustainable alternative to conventional steel production using blast furnaces.

The main advantage of EAF steel is its use of scrap metal as the primary raw material, which helps conserve natural resources while reducing waste. Whereas blast furnaces require vast amounts of virgin iron ore and other additives to produce steel, contributing to resource depletion and pollution, EAF steel production generates fewer pollutants, including carbon dioxide, sulfur dioxide and nitrogen oxides. In addition, the EAF steel making process consumes less water. EAF steel production also allows for greater flexibility, making it easier to adjust to changing demand for steel products.

According to the World Steel Association¹, the carbon intensity

¹ World Steel Association Sustainability Indicators, 2021 CO₂ Emissions Intensity by Production Route

CO₂ Emission Intensity by Production Route (tCO₂/t steel cast)



associated with steel produced by electric arc furnace has a carbon intensity that is more than 70% lower than the carbon intensity of traditional blast furnace steelmakers.

EAF STEEL PRODUCTION GENERATES FEWER POLLUTANTS, INCLUDING CARBON DIOXIDE, SULFUR DIOXIDE AND NITROGEN OXIDES.



40%

less carbon intensity associated with P2E's 2022 steel purchases than the global average

831,500+

tCO₂ saved by purchasing EAF produced versus blast furnace steel for 70% of P2E's products

LOGISTICS AND DISTRIBUTION

P2E seeks to optimize our logistics network to minimize the carbon impact associated with the transportation and distribution of our products. We utilize a just in time (JIT) inventory management system to buy what our customers need when they need it, minimizing our carbon footprint by procuring materials only when necessary.

In mid-2020, Riverbank Logistics was formed with the understanding that directly managing our supply chain could maximize efficiencies and lower greenhouse gas (GHG) emissions. By making deliveries direct from the mill to the wellsite, P2E reduces the number of trucks on roadways and material rehandle.

We continue to work closely with our mill partners to take advantage of rail wherever possible.



11,800+
TRUCKS DELIVERED
direct from mill to wellsite

6,700+
TRUCKS ELIMINATED
from roadways by use of rail



P2E makes strategic use of rail systems for pipe distribution, wherever possible. The map above shows the rail routes we use to deliver pipe from mills directly to the drilling basins. On average, rail freight offers a lower GHG emissions profile compared to traditional trucking transport.

SPOTLIGHT: SUMMIT INDUSTRIAL PARK (SIP)

Streamlined by SCOA in 2020, SIP is a 50-acre project that promotes energy efficiency and logistics solutions. SIP was created to serve as a distribution center for SCOA's OCTG distribution companies, one of which is P2E. The central stocking location is effective in reimagining local and long-haul distribution and creating new digital processes that offer real-time data access and eliminate paper reconciliation. SIP will increase rail transport of OCTG significantly, thereby reducing the CO₂ emissions associated with truck transportation by nearly 70%.


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IN 2022, SIP PRODUCED
87.6 MWh
OF ELECTRICITY AND SOLD
56.1 MWh
BACK TO THE GRID.

Since its inception in April of 2020, SIP has:

- Operated with 100% renewable energy
- Served as net producer of energy (actively selling solar electricity back to the grid)
- Added a 100% electric forklift (EV) to their operation
- Reduced the number of trucks required for daily operations through on-property rail spur

BIOREMEDIATION

Historically, diesel-oil mud has been used as the predominant derivative for drilling wells, but the last several years have brought a shift toward lower-carbon alternatives in the oil and gas sector. With this shift, P2E has emerged as the leading distributor of IOGP synthetic Group III non-aqueous base fluids (“Synthetic Base Fluids”). Compared to diesel and other synthetic base oils, Synthetic Base Fluids have significant environmental, performance and cost benefits.

ON-SITE DISPOSAL

Throughout the drilling process, small pieces of rock break away from the earth and produce cuttings within the liquid mud system which must be disposed in compliance with federal regulations. When diesel is used for drilling, the cuttings are commonly routed to landfills, but the use of certain synthetic base fluids can provide an alternative option for clean, on-site disposal. Recent analysis shows that Synthetic Base Fluids can be bioremediated to <1% Total Petroleum Hydrocarbons (TPH) in 30-65 days.

Recent studies have indicated the following parameters can be expected with Synthetic Base Fluids:

- <1% TPH Achieved
- <5 mg/kg benzene
- <3,000ppm chlorides

Because Synthetic Base Fluids allow for clean on-site cuttings disposal, GHG’s can also be further lowered by eliminating disposal trucks on the road and reducing material not hauled off for disposal.

SYNTHETIC BASE FLUIDS OFFER THE FOLLOWING ENVIRONMENTAL BENEFITS COMPARED TO DIESEL DERIVATIVES:

- Reduce GHG emissions by >50%
- Reduce hydrocarbon exposure by ~7x
- No BTEX (non-carcinogenic)
- Virtually no aromatics and sulfur-free
- Reduced environmental risk due to low toxicity

P2E continues to develop meaningful supply chains in all key drilling basins as we work with our vendors to help our customers reduce the use of diesel on their drilling sites.

INTRODUCTION

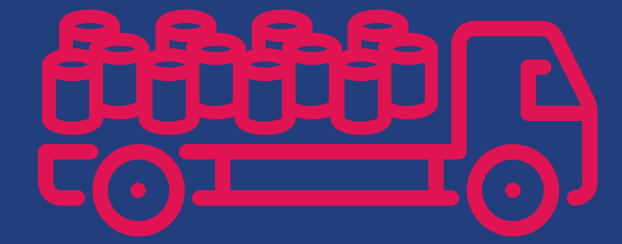
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ENVIRONMENTAL SAVINGS AS A RESULT OF ON-SITE DISPOSAL:



2,500+

TRUCKS HAULING CUTTINGS eliminated from the roadway



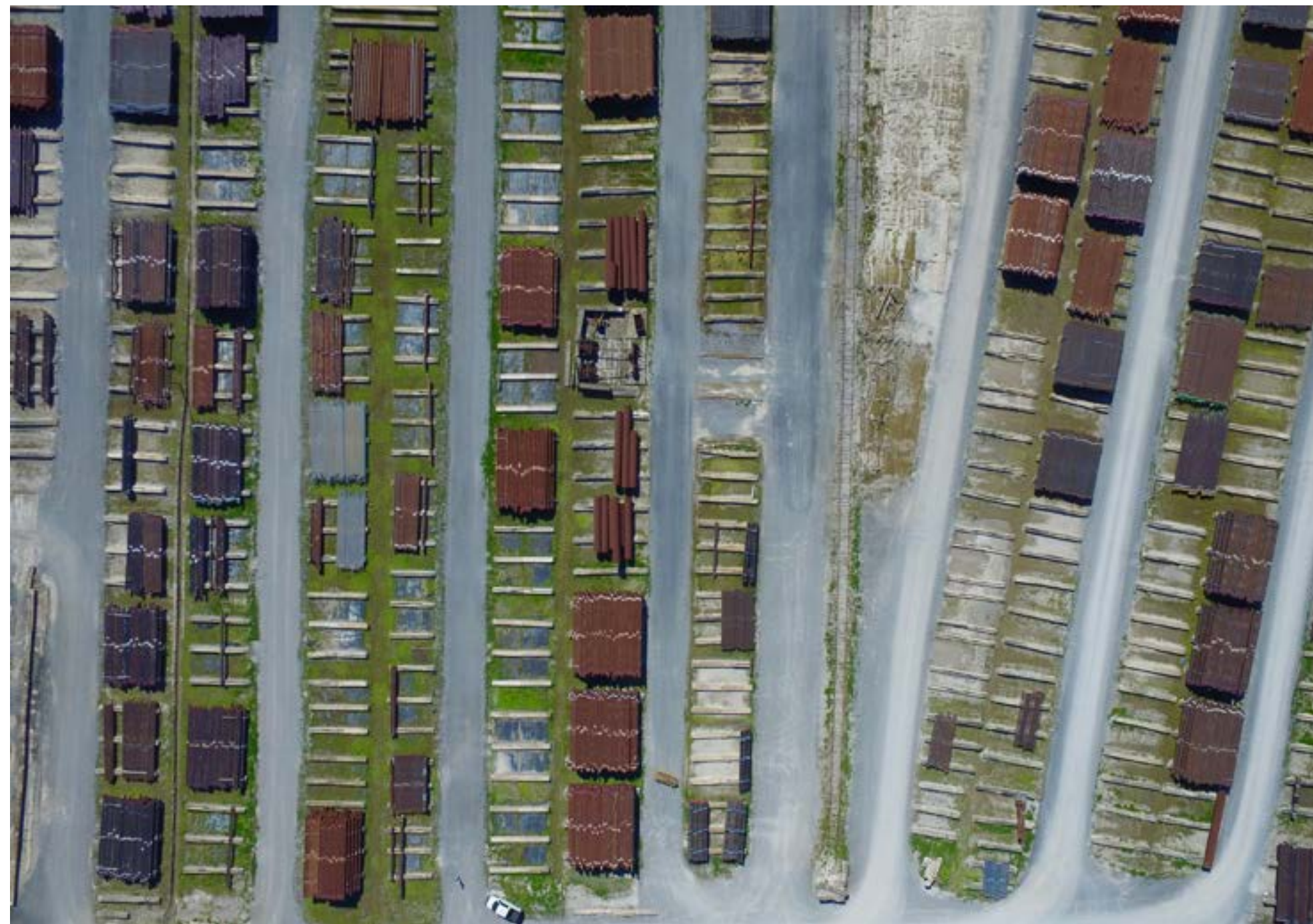
42,000+

YARDS OF CUTTINGS NOT HAULED for disposal

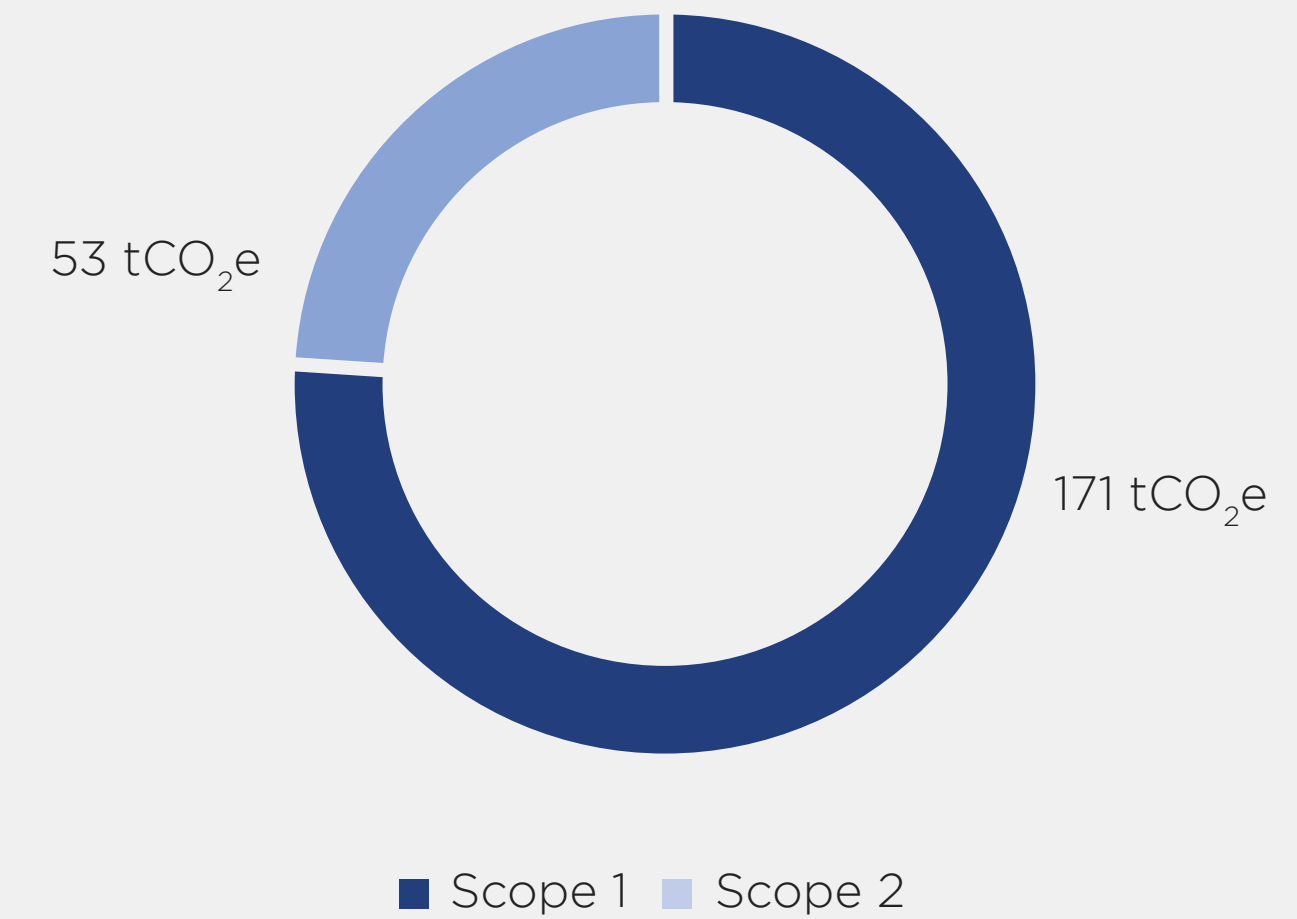
WASTE MANAGEMENT

As an OCTG distributor, we accumulate scrap steel as a byproduct of well-site deliveries. As such, we work to recycle 100% of our scrap steel, ensuring that no scrap steel ends up in a landfill. Depending on the condition of the scrap steel, we either repurpose the steel for reconditioning or distribute it to a secondary market. These efforts promote the circular economy of the products that we procure.

WE WORK TO RECYCLE 100% OF OUR SCRAP STEEL, ENSURING THAT NO SCRAP STEEL ENDS UP IN A LANDFILL.



GHG Footprint



P2E'S GHG FOOTPRINT

Our operations are conducted largely in an office environment, and the direct environmental impact of our activities is therefore minimal. Within our office settings, we aim to convert our appliances and lights to energy efficient alternatives with the co-benefit of reduced emissions and lower costs. We also encourage our employees to recycle, where possible, to minimize

cardboard, aluminum and other forms of waste.

For 2021, our Scope 1 emissions total 171 tCO₂e, while our Scope 2 emissions totaled 53 tCO₂e. We are currently working with SCOA to verify and finalize our 2022 GHG emissions and intend to share the totals in future reports.

SOCIAL APPROACH

HEALTH, SAFETY AND WELL-BEING

P2E operates in alignment with all applicable health and safety regulations to ensure our employees leave work in the same condition they arrived. We expect all employees to share responsibility in identifying hazards and maintaining compliance with safety regulations.

P2E employees operate primarily in an office environment, so injuries are rare. In 2022, our lost-time incidence rate was zero.

RISK MITIGATION

To ensure employee safety, P2E conducts office risk assessments to identify hazards employees may encounter in the office environment. To identify potential hazards, office managers communicate with employees and cleaning staff on a regular basis. P2E also manages an

accident book to record notable hazards and accidents and operates a 24-hour toll-free hotline to report health and safety concerns.

P2E takes all incidents seriously and works diligently to keep accidents from happening in the workplace. For unavoidable incidents, safety managers are on site to investigate incidents with immediate action. All near miss incidents with the potential to harm individuals are reported and addressed in real time.

DIVERSITY AND INCLUSION

P2E believes in the value of diversity and inclusion in the workplace. We expressly prohibit any form of unlawful harassment, sexual harassment, discrimination and retaliation in the workplace based on any protected characteristic such as race, color, creed, religion or sex.

Each employee is expected to do their part to foster a respectful workplace

and to treat coworkers, customers, business partners and suppliers with dignity and respect. Employees are provided training on relevant diversity and inclusion topics, and we work with a dedicated HR specialist at Sumitomo who provides resources and information to keep our business informed, equitable and inclusive.

TRAINING AND DEVELOPMENT

P2E supports a sound work environment where employees have the opportunity to reach their full potential.

Employee professional development is supported by training through our Insperity Online platform. Through this platform, we offer professional development courses geared toward core areas of development, including leadership development and business applications courses, such as Microsoft Office. Where appropriate, P2E supports employee's attendance at industry conferences, training sessions and seminars.

To best align our employees with the company's vision and ensure expectations are clearly communicated and executed, P2E conducts biannual performance reviews. Each employee is evaluated against company goals and individual goals, which are agreed upon annually. We encourage our employees to meet with their manager before the formal review process begins to ensure they are moving forward in their career paths and accomplishing the predetermined performance goals.

BENEFITS AND REWARDS

We are committed to providing employees competitive compensation and benefits that enhance their life, personally and professionally. Eligible employee are offered paid time off, medical, dental and vision benefits, maternity and paternity leave, as well as Health Saving Accounts, Group Life and AD&D insurance coverage, short and long-term disability, accident and critical illness insurance.

COMMUNITY ENGAGEMENT

We aim to give back to the communities where we live, work and play with time and resources. Through company-sponsored donations and volunteer hours, P2E supports local sports teams, food banks and non-profits. We encourage employees to get involved within our communities and causes they care about and offer paid time off for participation in community service events. In 2022, P2E team members contributed both time and

treasure to a host of organizations, including those that support youth development, animal welfare and American veterans, among others.

INTERNSHIP PROGRAM

We are passionate about providing opportunities for college students to gain professional experience and learn more about the OCTG industry. In addition to on-the-job training, interns receive a salary, are eligible to participate in the bonus program and are provided a stipend for textbooks as they head back to campus.

“P2E FACILITATES COMMUNITY INVOLVEMENT BY DONATING TO 501(C) QUALIFIED ORGANIZATIONS, MATCHING EMPLOYEE MONETARY CONTRIBUTIONS TO ELIGIBLE CAUSES, AND SPONSORING COMMUNITY EVENTS AND SPORTS TEAMS.”

— SJOVISSA MINNARD-LEE, LEAD CONTROLLER



“INTERNSHIPS SERVE AS THE LAUNCHPAD FOR TRANSFORMING RAW POTENTIAL INTO VALUABLE EXPERTISE. I AM GRATEFUL FOR THE INVESTMENT LEADERSHIP MADE IN MY PERSONAL DEVELOPMENT AM PROUD TO BE A MEMBER OF THE P2E TEAM.”

— CULLEN DICKERSON, FORMER INTERN AND CURRENT P2E EMPLOYEE

SPOTLIGHT: JUNIOR ACHIEVEMENT

Junior Achievement (JA) is one of the world’s largest youth-serving NGOs, empowering marginalized youth populations to achieve work readiness, entrepreneurship and financial literacy. P2E employees play an active role in the organization and participate in outreach events intended to inspire and equip high school students to succeed in a global economy.



Junior Achievement’s 3DE schools provide students with opportunities to go beyond traditional classroom structures and participate in case methodology activities. In 2022, our CEO, Brett Mendenhall, served as a judge in the 3DE case challenge at Waltrip High School.

GOVERNANCE APPROACH

P2E expects all employees to operate with a high moral compass and in line with all applicable rules and regulations at all times. We are guided by our mission, vision and values as well as our [Code of Business Conduct](#).

The Code of Business Conduct applies to all directors, officers, employees, part-time employees, and employees temporarily assigned to companies outside of P2E. We expect all employees to understand the principles outlined within the Code of Business Conduct and put them into practice daily. P2E management has responsibility to oversee the principles outlined within the Code of Business Conduct.

All employees are encouraged to reach out to management, human resources, or our independent third-party

“P2E STRUCTURES ITS RULES AND PROCESSES CONSISTENT WITH THE PRINCIPLES OF GOOD GOVERNANCE. COMPANY GOVERNANCE LEADERS AIM TO EXECUTE STRATEGIES IN A MANNER THAT IS RESPONSIVE, EFFECTIVE, PARTICIPATORY AND IN LINE WITH THE RULE OF LAW.”

— TED BIGELOW, CHIEF FINANCIAL OFFICER

reporting hotline should they identify an instance of non-compliance. We do not tolerate any form of retaliation and have outlined disciplinary procedures should an instance occur.

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STRATEGY OVERSIGHT

Our leadership team oversees our strategy and corporate policies and sets the tone for conduct and ethics across the business. The leadership team, with support from SCOA, oversees the development, integration and implementation of sustainability matters throughout the company.

FEMALES REPRESENT
of management

41%

FEMALES REPRESENT
of the executive leadership team

20%

LEADERSHIP TEAM



BRETT MENDENHALL
CHIEF EXECUTIVE OFFICER



TED BIGELOW
CHIEF FINANCIAL OFFICER



ERIK SKOY
VICE PRESIDENT OF STRATEGY AND INNOVATION



KELLY GRIFFIN
VICE PRESIDENT OF OPERATIONS



JEFF KNOX
VICE PRESIDENT OF SALES



LISA MAY
DIRECTOR OF STRATEGY AND INNOVATION

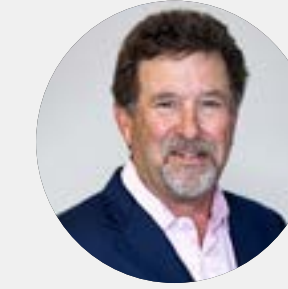


SJOVISSA MINNARD-LEE
LEAD CONTROLLER



JEREMY KNUDSEN
DIRECTOR OF TECHNOLOGY

SALES TEAM



MARK D. RYAN
DIRECTOR OF SALES



TONY LAUER
DIRECTOR OF SALES



FRANK EDMISTON
DIRECTOR OF BUSINESS DEVELOPMENT



SHANE MIGUEZ
DIRECTOR OF COMMERCIAL OPERATIONS



RYAN GILBERT
DIRECTOR OF SALES

HUMAN RIGHTS

P2E is committed to high ethical conduct and treating all individuals with dignity, courtesy and respect. Our expectations are in line with the Universal Declaration of Human Rights and are supported by our Code of Business Conduct.

In regard to human rights, we:

- Condemn all forms of discrimination, harassment, or punishment, whether corporal, mental or physical of an employee, supplier or business partner;
- Do not employ children or forced labor and do not knowingly retain any supplier or business partner who engages in modern slavery practices;
- Have a zero-tolerance policy against all forms of human trafficking and related activities, including destroying or confiscating important personal documentation, or use of any unethical recruitment practices;
- Commit to maintaining that all employees, suppliers and business partners are treated equally

regardless of race, color, sex, national or social origin or other status;

- Consider the health and safety of employees our highest priority and take every reasonable measure to assure safe working conditions; and
- Comply with all applicable laws, rules and regulations related to human rights and all employees to take Insider Threats for End Users training to ensure we are up to date on best practices and procedures to keep our sensitive information safe.

P2E SUPPORTS A SOUND AND INCLUSIVE WORKPLACE WHERE ALL EMPLOYEES HAVE THE OPPORTUNITY TO REACH THEIR FULL POTENTIAL.



SUPPLY CHAIN MANAGEMENT

At P2E, we hold ourselves accountable to the highest standards of ethics and business conduct, and we partner with businesses that align with these standards. We expect our contractors, consultants and temporary employees to uphold these expectations of integrity and maintain compliance with all applicable laws and regulations.

Our Business Partner Expectations set the minimum standards for those we do business with, and we encourage

ALL TRUCKING PARTNERS ARE REGULARLY AUDITED TO ENSURE PROPER USE OF PERSONAL PROTECTIVE EQUIPMENT AS WELL AS SOUND DRIVING AND DELIVERY PRACTICES.

our business partners to work with their own supply chains to promote business conduct in line with these expectations.

RISK MANAGEMENT

P2E conducts works to reduce potential risks throughout the business and supply chain. Third-party quality audits are conducted on all steel mill suppliers to ensure product standards and capabilities. In addition, all trucking partners are regularly audited to ensure proper use of personal protective equipment as well as sound driving and delivery practices.

In the case of an unexpected or accidental issue of potential environmental liability or non-compliance, employees and business partners follow protocols to immediately notify appropriate P2E resources. Employees and business partners are also made aware of emergency communication instructions per applicable Material Safety Data



Sheets (MSDS) in the event of a spill, or leakage of potentially hazardous materials involving goods in transit.

DATA PROTECTION AND CYBERSECURITY

P2E is committed to protecting information assets and aims to act as a responsible conservator of information

entrusted by our employees, customers and business partners. Confidential information is responsibly managed to prevent any unauthorized disclosure, and all employees are required to take Insider Threats for End Users training to ensure we are up to date on best practices and procedures to keep our sensitive information safe.



THANK YOU.

SPRING HEADQUARTERS

480 Wildwood Forest Dr, Suite 700

Spring, Texas 77380

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