Distribution Solutions Group Appoints Shawn O’Neal as Chief Transformation Officer

November 2, 2026

FORT WORTH, Texas--(BUSINESS WIRE)--Nov. 2, 2026-- **Distribution Solutions Group, Inc. (NASDAQ: DSGR) ("DSG" or the "Company"),** a premier specialty distribution company, announced today the appointment of Shawn O’Neal as the Company’s Chief Transformation Officer, reporting to J. Bryan King, Chairman and Chief Executive Officer of Distribution Solutions Group.

Mr. O’Neal joins DSG with more than 25 years of leadership experience, driving growth and working with teams to accelerate operational excellence and enterprise transformation through data, analytics, technology, and organizational development. Most recently, he served as Global Chief Business Operations Officer at Gain Theory, where he led global business operations, technology development, innovation initiatives, and AI-enabled transformation efforts across the organization for their clients. During his tenure, Gain Theory significantly expanded its global operating model, redefined its client-facing products, and more than doubled revenues. Prior to Gain Theory, Mr. O’Neal held a variety of senior leadership roles during a 13-year career with Unilever, the final half in leading advancement of data and analytic tools across all brands and countries as Global VP Data & Analytics. Earlier in his career, he worked at McKinsey & Co. and Pepsi Cola Strategic Planning. Mr. O’Neal earned an MBA from The Wharton School at the University of Pennsylvania and a bachelor’s degree in economics from Princeton University.

J. Bryan King, DSG’s Chairman and Chief Executive Officer, commented, "We are very excited to welcome Shawn in the newly established role of Chief Transformation Officer at DSG. Shawn is a highly accomplished executive with a proven track record of leading organizational change, building high-performing teams, and growing companies by leveraging data, analytics, and technology to accelerate business performance. His experience and leadership will be a tremendous asset as DSG continues to execute on its long-term strategy for success and tackles an aggressive AI transformation roadmap.”

Shawn O’Neal commented, “I am excited to join DSG as the Company begins an ambitious new chapter. DSG brings decades of industry expertise with immense brand assets, prominent market presence, and an outstanding leadership team. The specialty distribution industry is being reshaped by new opportunities through modernized uses of data and AI to fuel a next-generation operating model, from everyday efficiency in sales and operations to entirely new approaches to serve customers. DSG is uniquely positioned to build on its strengths and create new opportunities for growth. I look forward to partnering with the DSG and LKCM leadership teams and associates across the organization to make their ambitions in everyday realities.”

About Distribution Solutions Group, Inc.

Distribution Solutions Group (“DSG”) is a premier multi-platform specialty distribution company providing high touch, value-added distribution solutions to the maintenance, repair & operations (MRO), the original equipment manufacturer (OEM) and the industrial technologies markets. DSG was formed through the strategic combination of Lawson Products, a leader in MRO distribution of C-parts, Gexpro Services, a leading global supply chain services provider to manufacturing customers, and TestEquity, a leader in electronic test & measurement and supply solutions.

Through its collective businesses, DSG is dedicated to helping customers lower their total cost of operation by increasing productivity and efficiency with the right products, expert technical support and fast, reliable delivery to be a one-stop solution provider. DSG serves over 200,000 customers in several diverse end markets supported by approximately 4,300 dedicated employees and strong vendor partnerships. DSG ships from strategically located distribution and service centers to customers in North America, Europe, Asia, South America and the Middle East.

For more information on Distribution Solutions Group, please visit www.distributionsolutionsgroup.com.

Forward-Looking Statements

This release contains certain "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, Section 21E of the Securities Exchange Act of 1934, as amended, and the "safe-harbor" provisions under the Private Securities Litigation Reform Act of 1995, that involve risks and uncertainties. The Terms "aim," "anticipate," "believe," "contemplates," "continues," "could," "ensure," "estimate," "expect," "forecasts," "if," "intend," "likely," "may," "might," "objective," "outlook," "plan," "positioned," "potential," "predict," "probable," "project," "shall," "should," "strategy," "will," "would," and variations of them and other words and terms of similar meaning and expression (and the negatives of such words and terms) are intended to identify forward-looking statements.

Forward-looking statements can also be identified by the fact that they do not relate strictly to historical or current facts. Such forward-looking statements are based on current expectations and involve inherent risks, uncertainties and assumptions, including factors that could delay, divert or change any of them, and could cause actual outcomes to differ materially from current expectations. DSG can give no assurance that any goal or plan set forth in forward-looking statements can be achieved and DSG cautions readers not to place undue reliance on such statements. DSG undertakes no obligation to release publicly any revisions to forward-looking statements as a result of new information, future events or otherwise. Each forward-looking statement speaks only as of the date on which such statement is made, and DSG undertakes no obligation to update any such statement to reflect events or circumstances arising after such date. Actual results may differ materially from those projected as a result of certain risks and uncertainties. Factors that could cause or contribute to such differences or that might otherwise impact DSG's business, financial condition and results of operations include the risk that the proposed Merger may not be completed in a timely manner or at all, the failure to satisfy closing conditions, including receipt of the requisite stockholder approvals and expiration or termination of the applicable waiting period under the Hart-Scott-Rodino Act, the risk that borrowings under the Company's credit agreement may not be available to finance the Merger consideration, the possibility that competing offers or acquisition proposals will be made, the occurrence of events giving rise to termination of the Merger Agreement, including in circumstances requiring payment of the termination fee, the effect of the pendency of the proposed Merger on the Company’s business relationships, operating results and business generally, the effect of the announcement or pendency of the proposed Merger on the Company’s business relationships, operating results, employees, customers, suppliers, financing sources and other business counterparties, risks related to diverting management’s attention from the Company’s ongoing business operations, the risk of litigation relating to the proposed Merger, the risks that DSG

may encounter difficulties integrating the business of DSG with the business of other companies that DSG has combined with or may otherwise combine with and that certain assumptions with respect to such business or transactions could prove to be inaccurate. Certain risks associated with DSG's business are also discussed from time to time in the reports DSG files with the Securities and Exchange Commission, including the Company's Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and Current Reports on Form 8-K or other reports the Company may file from time to time with the Securities and Exchange Commission, which should be reviewed carefully.

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