

RYERSON

20
23

SUSTAINABILITY REPORT



Our new state-of-the-art service center in Centralia, WA underscores our commitment to modernizing our network of intelligently connected manufacturing metals service centers.

ryerson.com

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2023

SUSTAINABILITY

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Sites transitioned to LED, resulting in approximately half of facilities fully being LED



Recycled 70k+ tons of metal back into the circular economy in 2022

96k

tons of CO2e emitted in 2022, Scope 1 & 2, a decrease of 2% year-over-year



Launched the award-winning Ryerson Emissions Illuminator App, which helps estimate metals supply chain emissions

Social



Consistently achieving a TRIR OSHA rate better than the industry average



Focused charity efforts on supporting disadvantaged youth, families, and communities



Received 2023 Cornerstone Award from the Assn. of Women in the Metal Industries Chicago Chapter



Recognized by Forbes as one of America's best mid-sized companies to work for

Ethics & Governance



Newly established Cybersecurity Committee within our Board of Directors*

180+

Years of business with sound values and ethics



Quarterly sustainability updates to our Audit Committee

*Subject to the Nominating Corporate Governance Committee

Dear Ryerson Stakeholders,

I am pleased to share our 2023 Environmental, Social & Governance (ESG) Report with you. Building on last year's inaugural report, this document provides an update on our ongoing sustainability efforts, the investments we are making in our people and service center network, and the ways in which we are serving our communities. Our ESG work is interwoven within our vision for Ryerson and all our strategic plans and their implementation toward creating great experiences for customers, employees, shareholders, suppliers, and the communities in which we operate. Ryerson's commitment to operating sustainably and transparently for the betterment of all stakeholders has been an integral part of our continuing 181-year history and sustaining that kind of organization longevity is in no small part evidence of our commitment to environmental, social, and governance progress.

The success of our mission can only be realized through ongoing development of and investment in our people. Earlier this year, we were proud to be recognized on Forbes' list of America's best mid-sized employers. The honor of Forbes' recognition belongs to my Ryerson colleagues for creating a welcoming work environment with high regard for each other's wellbeing. Together, we will continue to make Ryerson a workplace of choice.

” **The honor of Forbes' recognition belongs to my Ryerson colleagues for creating a welcoming work environment with high regard for each other's wellbeing. Together, we will continue to make Ryerson a workplace of choice.**

We proudly distribute, process, and manufacture the most sustainable industrial materials in the world. Not only are industrial metals perpetually recyclable, but unlike many materials, they can be used over and over again in primary use applications. Since our inaugural report, we are working diligently towards achieving our emissions reduction target and continue our active role in the circular metals economy, illuminated by the LED lights of our new, solar-powered Chicagoland facility and our new award-winning Centralia facility. As we measure, report, and improve our emissions footprint with these and developing technologies, we take important steps towards achieving our decarbonization target. At the same time, Ryerson is improving transparency in the broader metals supply chain through the development and launch of a first-of-its-kind emissions application, the Ryerson Illuminator, which enables Ryerson stakeholders to compute estimated emissions across a broad spectrum of possible supply chains. Please download it using the link provided at www.ryerson.com and try it out as we know we can't do it alone and the best approach is cooperation and collaboration along the value-chain.

As we purposefully and thoughtfully continue our ESG journey, we look forward to building, along with our people, customers, shareholders, suppliers and communities, a more sustainable future by enhancing our environmental stewardship, advancing responsible governing, and furthering our diversity and inclusion opportunities and outcomes while remaining active contributors in our communities.



With great optimism,

Edward J. Lehner,
President, CEO & Director

At Ryerson, we believe that our success as a company starts with being a good corporate citizen.

As such, we are committed to integrating sustainability into the daily operation of our business. We are driven by our dedication to maintain strong health and safety standards to protect our people. We are also dedicated to advancing equity, inclusion and diversity, serving our communities, delivering sustainable products that meet our stringent quality and compliance standards, and operating with integrity. We continuously work to improve each of these areas and make Ryerson a more sustainable, enduring, and transparent company.

To strengthen our sustainability initiatives, ensure accountability for our commitments, and provide transparency on our progress, Ryerson has built a cohesive strategy. The Sustainability Committee meets regularly and spearheads our sustainability activities, including setting our goals and priorities, measuring our progress against those goals and priorities, and monitoring, assessing and improving our overall sustainability strategy.

The Sustainability Committee reports quarterly to our Audit Committee of the Board of Directors and keeps the company informed as to current and emerging sustainability issues that influence business planning, strategy and operations. You may send your comments or questions to our Sustainability Committee by emailing

ESG@ryerson.com.

As part of our cohesive sustainability strategy, we are committed to creating greater accountability for our sustainability goals and priorities and to providing meaningful and transparent disclosure of our sustainability initiatives in the form of our Sustainability Report.



As one of the largest value-added processors and distributors of industrial metals in North America, Ryerson plays a vital role in the metal supply chain.

We purchase industrial metals primarily from mills and sell to our customers who range from small local fabricators to large international manufacturers in industries such as commercial ground transportation, industrial equipment, and consumer durable.

Our strategy centers on delivering excellent customer experiences through our intelligent, interconnected network.

We are investing in analytics, value-added services, and our online presence to provide our customers with faster service, an expanded portfolio of solutions and greater accessibility.

Headquartered in Chicago, IL, Ryerson is listed on the New York Stock Exchange under the symbol RYI.



4,200+
employees



75,000
products stocked

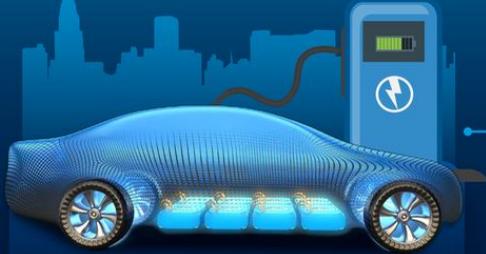


\$6.3b
2022 annual sales



40,000
customers

RYERSON



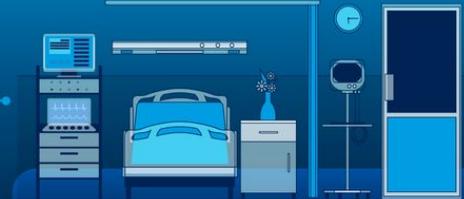
Metal powers electric vehicles, from the nickel in the batteries to stainless and carbon steel that shape the structures of charging stations.

Stainless steel helps carry fresh, clean water from treatment plants to those who need it.



Why Metal Matters

As the most sustainable material today, metal is essential to a modern world.



Metal is on-call for advanced medical systems, present in the beds, carts, instruments, sterilizers, and more.



Wiring for local area networks, modems, and routers that power 5G communications networks use copper, aluminum, and stainless steel.



Coated metal products help power solar and wind energy worldwide.



Our Role in the Circular Economy

Ryerson plays a vital and active role in the circular economy. The metals that we sell are infinitely recyclable, meaning they can be reused again and again without deterioration in quality and making them the key to a low-carbon, resource-efficient future. In fact, our metals are some of the most sustainable materials at scale and in mass in the world.



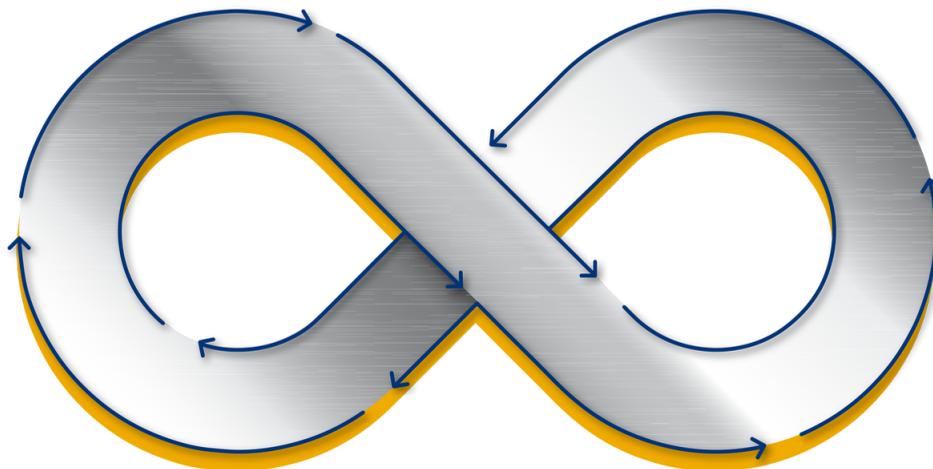
We seek to identify and pursue opportunities to reduce, recover, reuse, and recycle metal products in our daily operations and product portfolio.

Purchase

Ryerson purchases material from mill.

Recycle

Ryerson recycles unused material with scrap partners (~70,000 tons in 2022).



Return

Recycled material is provided back to the mills, which is used to produce new, 100% recyclable metal products.

Distribute

Ryerson distributes products to customers, processing nearly 80% to meet requirements.

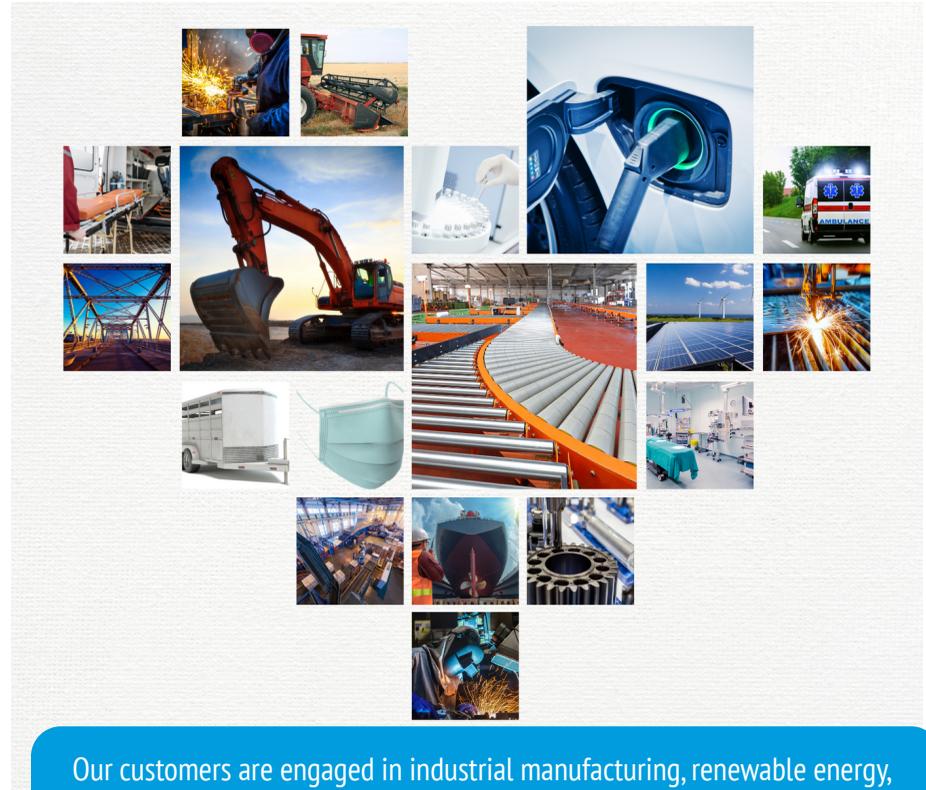
“Focus on 5” indicates an identified topic of focus for Ryerson’s sustainability strategy. See page 10 for details.

Our Customers and Suppliers

Our success is defined by that of our customers. This awareness drives our business strategy, which includes providing a superior level of customer service and customized supply chain solutions.

In turn, our strategy creates new opportunities for our business and drives shareholder value. We continue to focus on our intelligent, interconnected network, analytics, value-added services, and online presence to provide increased access, functionality, and flexibility to our customers.

As a key supply chain partner, we strive to provide each customer with great experiences and high standards of integrity and performance. With an increasing number of our customers focusing on lowering their carbon footprint, we are investing more in sustainable operating models and responsible sourcing.



Our customers are engaged in industrial manufacturing, renewable energy, infrastructure, e-commerce logistics, emergency response, and more.

The Materiality Matrix

In 2021, we conducted a materiality* assessment to determine and prioritize the sustainability initiatives most important for achieving our business objectives and delivering long-term value to our stakeholders. This assessment is the foundation of both our Sustainability Report and our ongoing sustainability efforts. It was conducted by developing a list of relevant sustainability topics from internal and external sources, benchmarking sustainability priorities across industry leaders, interviewing key stakeholders, and reviewing the findings with our senior leadership team. In addition to materiality reporting, we also utilize the Sustainable Accounting Standards Board framework. Officially categorized in the Iron and Steel Producers industry, we also include the Multiline and Specialty Retailers & Distributors standards as this better reflects the day-to-day activities of our business. Our responses to these frameworks are available [here](#)



Significance to Internal Stakeholders

*"Materiality" in this context reflects sustainability priorities and does not carry the same meaning as it does under securities and other laws in the US or other jurisdictions.

**Although our sustainability commitments apply to our operations in Mexico and China as well, this Report is primarily focused on our major operations in the U.S. and Canada. These operations currently represent approximately 95% of our business based on percentage of 2022 revenue.

A Focus on Five

Through our materiality assessment, Ryerson identified the following areas as most important for the Company's long-term, sustainable growth: Diversity, Equity and Inclusion (DEI), Energy and Emissions, Talent and Future Workforce, Circular Economy and Sustainable Products, and Data Security. Driving our sustainability strategy forward is our Sustainability Committee, comprised of key individuals from across the organization. For more on our Sustainability Committee, [see page 32](#). To meaningfully progress in each of these areas, Ryerson is:



Diversity, Equity and Inclusion (DEI)

Engaging with our communities through a Ryerson Gives Back and Diversity, Equity, and Inclusion Council partnership. We also launched a new Operations Mentorship Program in addition to the Women's Sponsorship Program.



Talent and future workforce

Improving talent acquisition, developing workforce analytics and providing employees with more learning and development opportunities, led by our Talent Management Office.



Energy and emissions

Reporting our Scope 1 & 2 emissions, developing strategies to achieve our decarbonization commitment, and providing supply chain emissions transparency through our Ryerson Illuminator App.



Circular economy and sustainable products

Actively engaging in the circular metals economy, recycling over 70,000 tons of scrap in 2022.



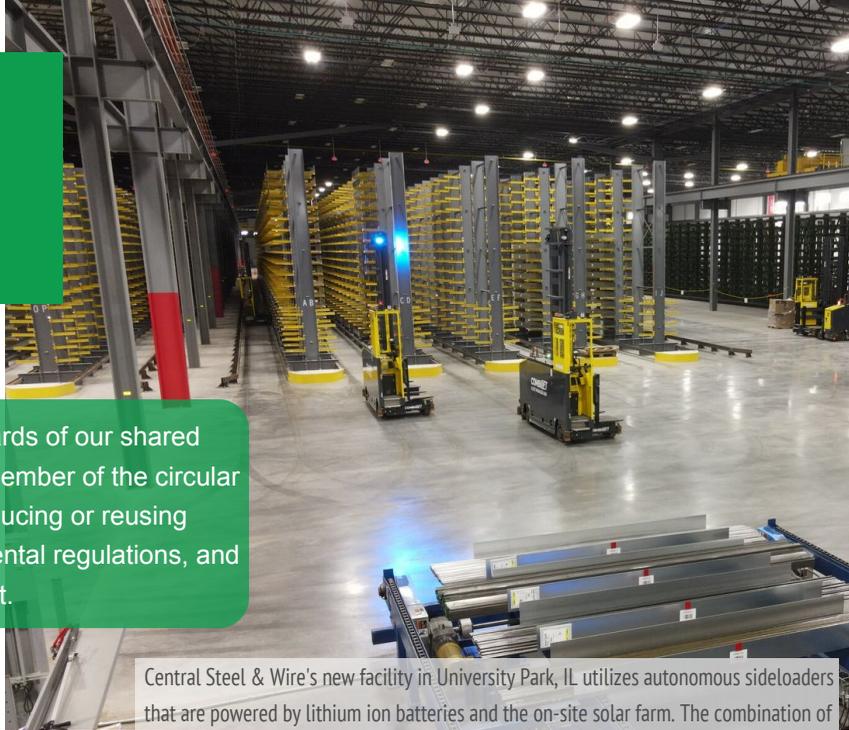
Data security

Continuously investing in and evolving our cybersecurity program to mitigate and manage risks.



Environment

At Ryerson, we are committed to being responsible stewards of our shared environmental resources. This includes being an active member of the circular metals economy, practicing sustainable operations by reducing or reusing supplies whenever possible, complying with all environmental regulations, and fighting climate change by decreasing our carbon footprint.



Central Steel & Wire's new facility in University Park, IL utilizes autonomous sideloaders that are powered by lithium ion batteries and the on-site solar farm. The combination of automation, safety, and productivity makes the location more efficient and sustainable.

96k

tCO₂e
Scope 1&2, 2022

70k+

tons of recycled scrap
in 2022

7

Additional locations
transitioned to
100% LED in 2023

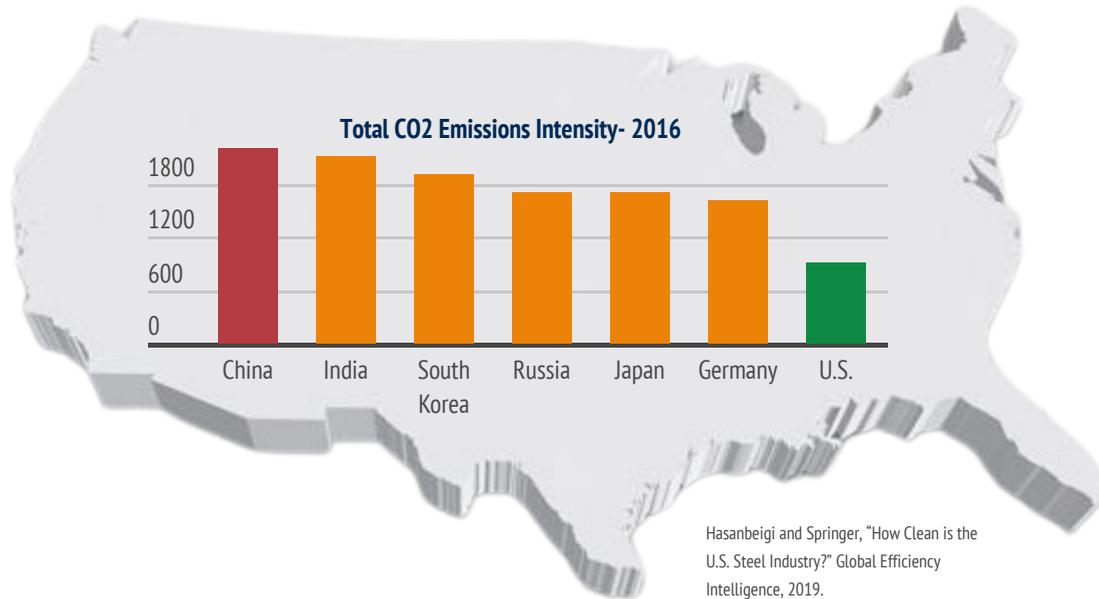
Sustainable Products

The American steel industry is the cleanest and most energy-efficient of the leading steel industries in the world.

- The American Iron & Steel Institute

And it's getting cleaner. Our suppliers are moving from blast furnace manufacturing to electric arc furnace (EAF), which has up to 75% lower CO2e intensity. At Ryerson, EAF mills supply nearly all of our stainless products and approximately 70% of our carbon products.*

Further, according to the World Steel Association, "steel is the most recycled material on the planet." Because it can be recycled again and again without losing its inherent properties or consuming significant amounts of water, steel products are an essential and integral part of the circular economy and a sustainable future.** Several of our locations send scrap directly back to our suppliers and scrap recycling is a service we offer all of our customers. In 2022, Ryerson reintroduced over 70,000 tons of metal back into the circular economy by recycling it with our scrap partners.



*Includes purchases for our U.S., Mexico, and Canada operations

**World Steel Association, "Sustainable Steel: At the Core of a Green Economy."

Ryerson Illuminator App

Ryerson strives to be an active contributor to our customers' success and recognizes their need for greater visibility into the carbon footprint of their supply chains. That's why we introduced the Emissions Illuminator. This first-of-its-kind tool enables users to easily estimate the emissions produced by their unique metals supply chain, putting carbon footprint analysis at our stakeholders' fingertips.

The Ryerson Illuminator estimates the emissions generated by mills and logistics routes based on location, product, and shipping information entered. Users can then add comparative scenarios and download a PDF summary to review and assist them in achieving their sustainability goals. This easy-to-use tool is a digital solution for the anticipated needs of our customers and another way we are partnering with them to optimize their supply chain.

Visit www.ryerson.com/ourcompany/corporateresponsibility/emissions-illuminator for more information, scan the above QR code to visit the app online, or download it in the IOS or Android App Stores.



Scan to download the app

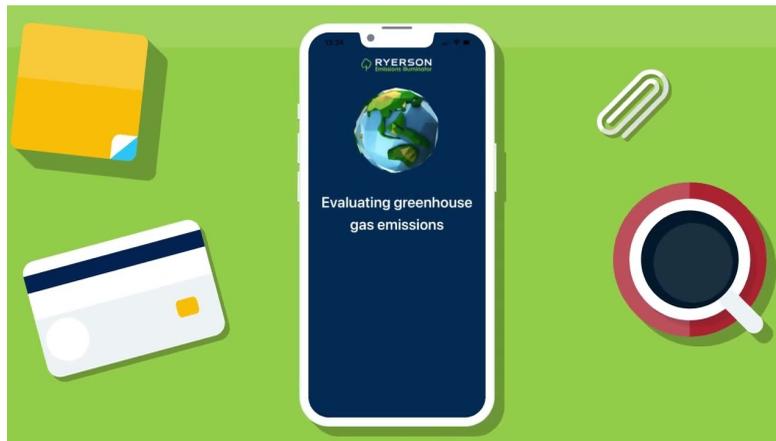
“

The Ryerson Illuminator offers our customers impactful supply chain transparency in a simple package. It's the kind of innovative solution that the market has come to expect from an industry thought leader.



Alan Singleton,
Ryerson's West Region
President

Watch the Ryerson Illuminator in action:



Winner of the Web Marketing Association's Environmental Standard of Excellence & the Manufacturing Standard of Excellence



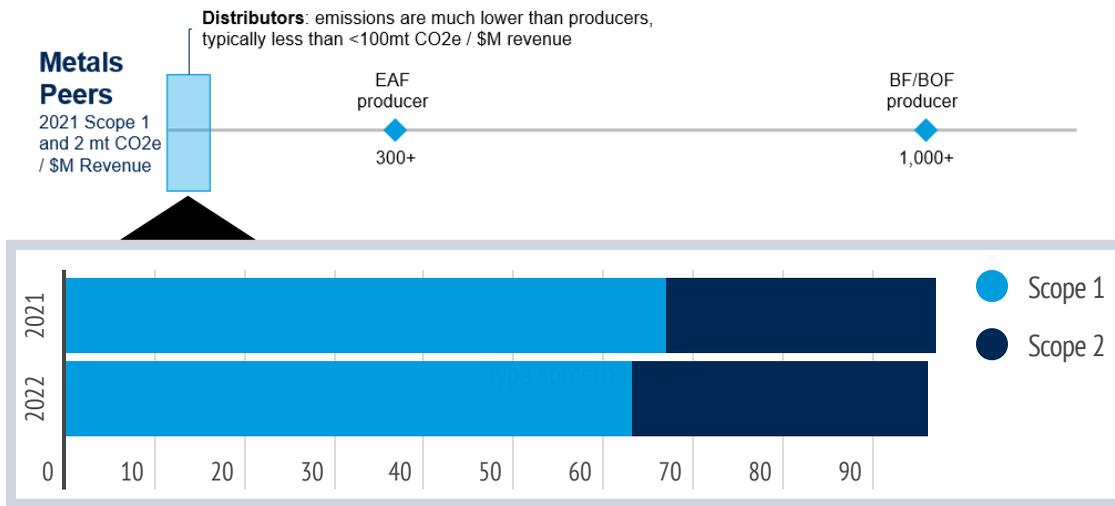
Gold winner of the prestigious W3 Award for Mobile Apps & Sites in the Environmental & Sustainability Category



Energy, Emissions, and Climate Change

80%

Last year, we announced our commitment to **reducing our 2021 Scope 1 & 2 baseline emissions by 80% by 2040**. Ryerson is currently developing a plan to meet this target, focused on its three main sources of emissions: natural gas, electricity and diesel, which are used for heating and powering plants and delivering products.



Ryerson established 2021 as its baseline emissions year, releasing its Scope 1 & 2 totals and calibrating its relative footprint in the metals supply chain. As a processor and distributor of industrial metals, Ryerson emits approximately 2-3% of the emissions of a metal producer on a per revenue basis because we do not engage in mining activities or operate a furnace (Basic Oxygen Furnace or Electric Arc Furnace), smelter, or foundry. Instead, Ryerson's emissions footprint aligns more closely to those of industrial suppliers or retail wholesalers on a per revenue basis.

In 2022, Ryerson's Scope 1 and Scope 2 emissions totaled approximately 96,000 tons of CO₂e^{1,2}. Scope 1 emissions result from sources that are owned or controlled by the Company while Scope 2 emissions result from the generation of purchased energy. In 2022, 100% of Ryerson's electricity was purchased from local grids and totaled approximately 76,000,000 kWh.

1. Ryerson measures tons of carbon emissions in short tons. 2. CO₂e calculated using DEFRA 2021 factors for diesel, natural gas, and gasoline; EPA Power Profiler Emissions tool 2020 referenced for electricity.

Reducing Our Emissions Footprint

As we develop our decarbonization plan, we have already started rethinking our electricity usage, considering ways we can transition to renewable sources and improve efficiency.

One example is our new University Park facility, which opened in the third quarter of 2023, functions as our new Chicagoland hub and is powered by solar energy. Another example is our LED conversion initiative, which prioritizes locations based on their energy usage, cost per kWh (kilowatt hour), and eGrid factors.

In 2023, Ryerson converted seven facilities to 100% LED lighting and, as a result, approximately half of the Company's locations are fully converted.*

*"Fully converted" defined as at least 90% of indoor lighting is LED



Central Steel & Wire's new facility in University Park, IL has 100% LED lighting that is monitored with motion sensors and is powered by solar energy. In addition, the solar farm will power the lithium batteries for University Park's autonomous sideloaders (pictured on page 12).

Sustainable Operations

At Ryerson we seek to identify and pursue opportunities to reduce, reuse and recycle throughout our daily operations - from purchase through delivery of our products.

Here is a closer look at sustainability in our operations:

Recycle

From steel and PVC straps to edge boards, we always seek to recycle, recover, and reuse packaging material.



Recover/Reuse

We have made a major push to recover skids delivered to customers so that no skid gets left behind. We have incentivized our drivers to make skid recovery part of their routine. Once recovered, we repair and reuse, or send them to be converted into mulch or other recycled products. This is environmentally beneficial and has reduced costs for Ryerson.

Reduce

Our advanced logistics management systems help us maximize every load of material between our network of local suppliers and our strategically located service centers, as well as between our service centers and customers.



Environmental Compliance

Ryerson's EHS team and Operations Leadership are responsible for ensuring that our operations are environmentally sustainable on corporate, regional, and local levels. The corporate team supports the development of policies and audit procedures as well as compliance tracking in the field. At a local level, our EHS professionals decrease risk and stay up to date on proper licensing and permits needed to continue operations. Our EHS team also conducts internal audits to identify potential risk areas and uses a third-party consultant to conduct a thorough assessment of our facilities.

We manage our environmental compliance through our policies, which are informed by industry standards, and track our compliance through EHS software. All our locations meet or exceed federal, state, and local requirements and have all the necessary permits and licenses to operate.

Evaluation and Monitoring

Ryerson's EHS group manages the regular auditing of all our locations, which is essential for identifying potential risks, benchmarking initial statistics, and tracking the reduction of risks over time. Our EHS team conducts regular monitoring of all Ryerson locations for environmental requirements. Environmental audits of our larger facilities are completed every six months. Depending on the location, these audits include reviews for hazardous byproducts, air pollutants, and other contaminants.

To ensure there are no gaps in our visibility related to these requirements, we have implemented an environmental management system which is implemented at a corporate level and tailored to the needs of our local facilities according to respective EPA requirements. Through this system, we conduct environmental training for managers where EPA programs apply. In 2022, we trained 46 location managers.



We are dedicated to being a good corporate neighbor by reducing waste and replacing chemicals whenever possible. Each small improvement our EHS team makes at one of our locations adds up to a substantial impact when multiplied over the Ryerson network.



Aimee Nash
Director of Environment,
Health, & Safety

Evaluation and Monitoring, cont.

We also partner with a third party company that conducts assessments and audits for our facilities as designated. This environmental risk assessment program currently includes 37 of our facilities. The company additionally assists in preparing documentation required by the Environmental Protection Agency and state or local governments. We also periodically engage third parties to conduct audits in response to customer requests or insurance requirements. Not only did we not incur any EPA violations or citations in 2022, we do not have record of any previous citations.*

Compliance throughout the Supply Chain

Our corporate, regional and local regulatory teams proactively ensure compliance across our network of suppliers. We have contracted with a third-party compliance expert to ensure that we and our supply chain partners are up to date and responsive to the ever-changing regulatory landscape and operating a best-in-class program for compliance in a variety of areas including REACH, RoHS, California Proposition 65, and Conflict Minerals.

Water and Hazardous Waste

As a processor and distributor of metals, water is not a material component of our operations, and our operations themselves do not create significant amounts of hazardous waste. We manage the little hazardous waste that is generated from our operations responsibly and employ programs that reduce waste sent to landfills. The vast majority of our waste, such as oils, light bulbs, and batteries is recycled or reclaimed.

We review chemicals we are using to determine if there are more environmentally friendly options we can successfully use in our operations. For example, we are replacing a volatile organic compound that we use in our operations to a less hazardous, environmentally friendly alternative through partnership with our supplier. We have been piloting the change for several months and will soon be making the transition mandatory across Ryerson.

We take a waste-stream inventory across our roughly 100 locations throughout the year and have dedicated personnel in place to monitor for any changes in activity that need to be addressed. Waste stream reports are documented and stored to our Ryerson Environmental Health, Safety, and Quality (REHSQ) portal.

*Records go back 20+ years



Social

Ryerson is committed to providing a safe working environment and an engaged, inclusive culture that provides career growth for our team members and gives back to our local communities.



~50%

of facilities operated with
zero OSHA recordable injuries
in 2022

in the top **500**

best midsize employers
according to Forbes for 2023

11 years

average tenure of Ryerson
employees

Health & Safety

Safety is our number one priority. It is our company-wide commitment to outperform industry safety standards and to uphold an Environmental, Health, and Safety (EHS) program that reinforces our goal of a zero-injury workplace.

Our EHS personnel, which include our corporate safety council and local safety committees, manage our health and safety protocols. These committees are comprised of employee representatives, managers, and site leaders. We monitor safety performance on a regular basis, ensure policies are followed, identify contributing factors and root causes of any safety incidents, and share best practices across our locations. In addition, EHS personnel work closely with our corporate team responsible for regulatory compliance, policy development, and site audits. Our Leadership Team reviews the health and safety performance of each of our facilities on a monthly basis.

We are proactive in risk identification with strong job hazard analysis and near-miss programs, both of which help us address risks before they become problems. Our managers and employees are consistently reviewing their workspaces for opportunities to improve our safety performance and sharing their findings and practices across the company. As a result of these efforts, Ryerson has never had a workplace fatality* and we consistently outperform our industry according to the Bureau of Labor Statistics (BLS).

~50%

In 2022, ~50% of our facilities operated with zero OSHA recordable injuries for the entire year.

3.03

Our OSHA rate+ for North America is consistently lower than the industry average.++

0.98

Our Days Away Restricted Time rate was 0.98.^



+measured as the number of OSHA recordable injuries per 100 workers

++as reported by the BLS

^ This reports lost time injuries plus restricted duty injuries.

*Records reviewed go back 20 years

Safety Engagement & Training

Our approach to ensuring a safe workplace begins at hire and continues throughout employees' tenure. From our company-wide safety council to local safety committees, everyone is involved with safety.

All employees must complete regular safety training which starts with mandatory training the moment they join the Ryerson team. Safety education is especially robust for our teams in warehouse facilities, where the potential for safety hazards is higher. We host safety events and campaigns throughout the year to reinforce policies and raise awareness for the importance of safety. One of these events is our annual safety week held in May, which was themed "Be aware, take care" in 2023.

An important part of our safety protocols is equipping managers with the latest resources for their teams. We do this through the distribution of weekly topics for operations shift huddles, which are held daily, and regular virtual touchpoints with leadership to share best practices, review changes in OSHA requirements, and review recordable injuries. We also leverage digital tools, allowing managers at each location to report injuries, outages, severe weather, and similar events in real time to senior leadership and the EHS team. This two-way communication between Ryerson EHS and the field is essential to our safety success.

We have developed and implemented a safety management system across all facilities to reinforce our culture of safety. The Ryerson Environment, Health, Safety & Quality Management system ("REHSQ"), facilitates incident investigations, site safety audits, inspections, and document management to ensure that our day-to-day operations align with the company's best business practices.



In 2022, we began taking our forklift safety to the next level, addressing an area of our operations that is known to present safety risks. We teamed up with Northern Illinois University for an OSHA accredited "train the trainer" program. Because of this program, our operations leadership has gained a best-in-class safety curriculum that they have now implemented in their facilities, setting new standards and improving the training that forklift drivers receive.

Our Employees

We believe that having the right people in the right places is the cornerstone of creating a successful, ethical, and sustainable company.

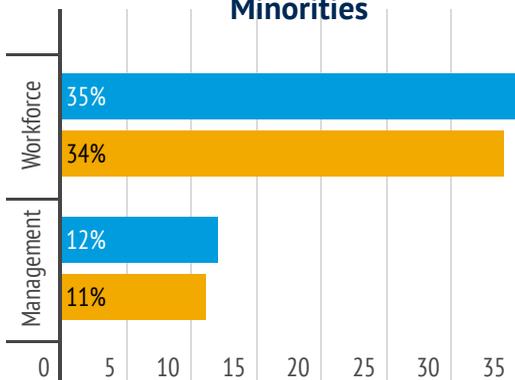
From recruitment to development, we strive to be an employer of choice and seek to foster a workplace in which our employees can flourish and build a career.

All data on this slide is U.S. only

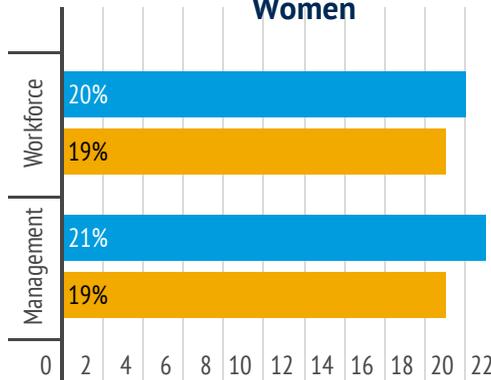


Ryerson is proud to be included in Forbes' List of America's Best Midsize employer's for 2023.

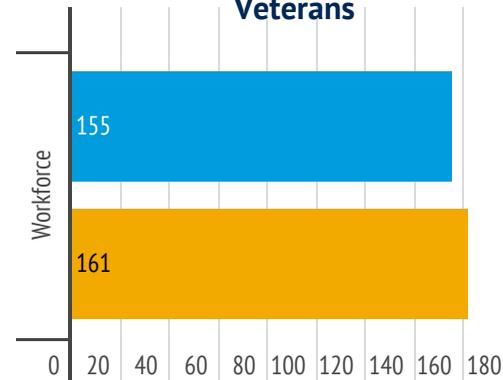
Minorities



Women

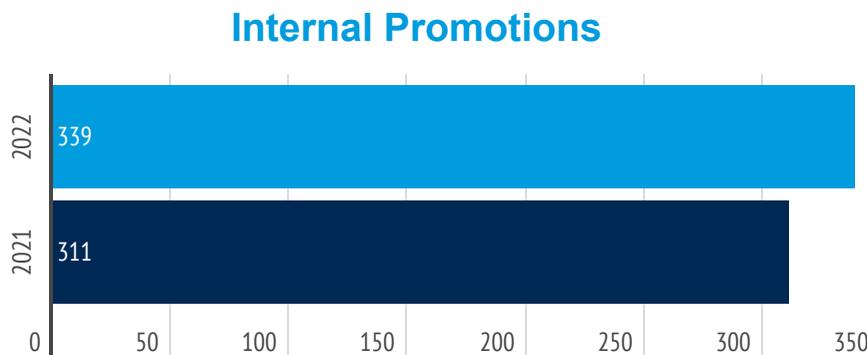


Veterans



● 2022 ● 2021

We aim to promote from within the organization whenever possible, drawing on the experience of current employees. Both internal promotions and new hires increased in 2022 from 2021.



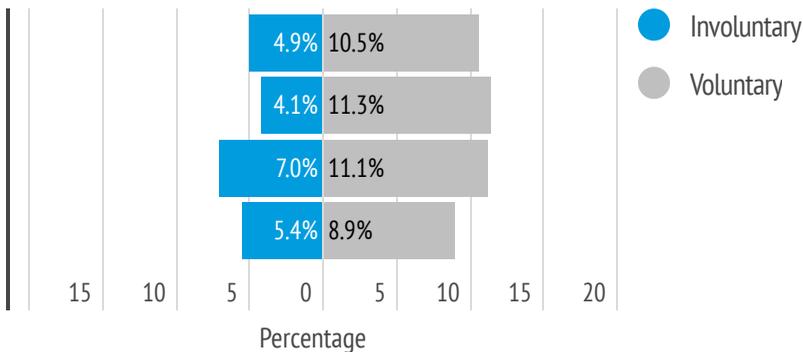
New Hires and Internal Promotions are U.S. data only



Is the average tenure of Ryerson employees as of 2022.

2022 (15.4%)
2021 (15.4%)
2020 (18.1%)
2019 (14.3%)

Turnover Rate



Talent & Workforce Growth

We are proud to provide our people with competitive compensation, generous benefits, career growth opportunities, training, support for continued education, and flexible work arrangements.



Our Talent Management Office, led by our Chief Human Resources Officer and Director of Talent Management, is responsible for attracting the best talent, increasing diversity and hiring efficiencies, facilitating onboarding, and providing continuing education opportunities to engage employees as they join Ryerson and build their careers with us.

We also recognize the value of employees as champions for our company. Our employee referral program encourages word-of-mouth recruiting by offering incentives upon hire to employees who recommend qualified candidates.



Our Benefits



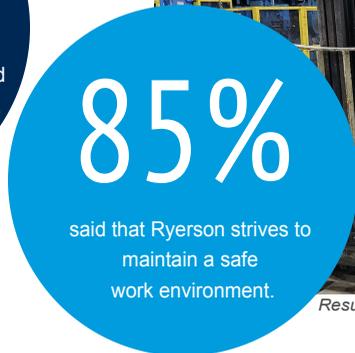
- Company-provided basic life insurance
- Competitive pay
- Medical, dental & vision insurance for employees and dependents
- Various retirement plans
- Paid holidays, vacation, and sick time
- Healthcare and dependent care flexible spending accounts
- Employee assistance program
- Tuition reimbursement for eligible employees
- College scholarship program for employees' children
- Paid parental leave
- Performance-based variable compensation*
- Health and well-being programs
- Commuter benefits*
- Restricted and performance-based stock awards*

*Some benefits vary by employee qualification and location

Talent Engagement

We believe engaged employees have higher productivity, profitability, customer service, reduced safety incidents, and turnover. We utilize company-wide engagement surveys to understand our employees' perspectives on a variety of topics and we subsequently share the results to our department heads and managers to work with their teams on feedback. We then identify key improvement opportunities, establish advisory teams to address them, and track progress. Changes made as a result of engagement surveys include new health and wellness programs, and improved sick, vacation, and parental leave policies for U.S. employees.

In the third quarter of 2022, we conducted our latest employee survey utilizing Quantum Workplace and reviewed the results among executive, management, and local teams. Roughly 66% of employees participated in the 2022 engagement survey, 59% of which had favorable views of the Company. According to Quantum Workplace, our favorability is in-line with the manufacturing company average. Nonetheless, we are developing local, market-level, and Company-wide action plans to address specific feedback and improve overall favorability as well as participation.



Results of the 2022 Ryerson Company Engagement Survey

Talent Development

We are committed to developing the talent of our employees and helping them build careers at Ryerson. As our employees work hard to make our company successful, we recognize our responsibility to support them both personally and professionally.

In the third quarter of 2022, Ryerson conducted our latest employee survey utilizing Quantum Workplace and reviewed the results among executive, management, and local teams.

Our talent development offerings include:

- Ryerson EDvantage, our e-learning management system
- Ryerson Academy, a 7-week intensive sales training program
- Apprenticeship program for new hires and employees advancing into skilled positions
- Annual and mid-year meetings with direct supervisors to collaborate and evaluate progress on SMART goals
- Tuition reimbursement for employees seeking college, advanced degrees, or professional certifications
- Participation in the Metals Service Center Institute (MSCI) training programs
- Participation in the Association of Women in the Metal Industries (AWMI)
- Operations Mentorship Program
- Women's Sponsorship Program
- Internship Program for undergraduate students

RYERSON

— EDvantage —

Our learning management system offers courses that guide employees from the new hire onboarding process through every step in their career-development path.

In 2022, Ryerson employees received an average of 24 hours of training, 13 of which were mandatory and 11 voluntary. This represented an average investment of approximately \$930 per employee.

1,700+ online courses



- Product and system training
- Leadership and professional skills development
- Cybersecurity, code of conduct, anti-harassment, and safety training
- Sales

Diversity, Equity, & Inclusion

Diversity, Equity & Inclusion (DEI) is critical to attracting and retaining the right talent and key to unlocking the potential of our workforce. Established in 2021 and comprised of employees from across functions, locations, and levels of the organization, our DEI Council's goal is to identify and recommend actions that foster an environment across the organization that values the diversity of experiences and perspectives and encourages inclusivity in all aspects of the business. At Ryerson, we want our employees to feel safe and respected to be their authentic self without fear of judgement or bias.

Ryerson DEI Mission Statement

Ryerson and our Family of Companies are committed to cultivating a diverse, equitable, and inclusive workplace. We pledge to be a champion for inclusiveness through purposeful employee recruitment, development, and engagement. We will drive these initiatives to foster measurable growth across the organization and beyond. Diversity and inclusion makes us a better employer, supplier, partner, and neighbor.

87%

of respondents to Ryerson's recent Employee Engagement Survey said that people of all different backgrounds, characteristics, and beliefs are welcome at Ryerson.



RYERSON
— DIVERSITY | EQUITY | INCLUSION —



DEI is an ongoing journey we embrace at Ryerson. The steps we are taking today continue to shape our mission that encourages inclusivity across Ryerson.



Jason Pounders
Co-Chair
Ryerson DEI Council

DEI Strategy

In order to hire, promote, and retain qualified and diverse talent, we employ these five practices:



We partner with colleges, universities and trade schools. We also target community organizations such as offices of workforce development, second chance programs, disability organizations and education-focused groups to find diverse candidates.



We are committed to the long-term development of our employees and promotion of diverse leaders throughout our organization. We have a long-standing internship program, a newly formed apprenticeship program, a Women's Sponsorship Program starting its fourth wave, and we are a 2023 Cornerstone Award winning member of the AWMI (Assn. of Women in the Metal Industries).



DEI training is made available throughout the year via our DEI course catalog within our learning management system. We currently have over 100 DEI courses in our catalog, and continue to add new content. Employees are enrolled in regular training on the prevention of discrimination and harassment and the promotion of equity in the workplace.



Ryerson's DEI initiative has teamed up with Ryerson Gives Back to focus 2023 events on aiding and lifting up disadvantaged youth, families, and communities. Internal communications channels such as intranet articles and email announcements are also used to increase awareness of DEI initiatives throughout the Company.



Initiatives and policies related to DEI include:

- Code of Ethics & Business Conduct
- Corporate Governance Guidelines
- NCGC (Nominating Corporate Governance Committee) Charter
- EEO (Equal Employment Opportunity) Policy
- Anti-harassment Policy
- DEI Council & Diversity Teams
- Employee DEI training
- AWMI membership & events
- Parental leave policy

Labor Practices

Ryerson works to form strong connections with all areas of our workforce and has put in place policies to ensure employees are treated fairly. Ryerson’s Human Rights Policy sets forth our commitment to providing a safe workplace for all employees, prohibits both child and forced labor, and guarantees free, prior, and informed consent throughout Ryerson and its supply chain.

Sixteen percent (16%) of our warehouse employees were members of various unions, including the United Steel Workers and The International Brotherhood of Teamsters.

Four renewal contracts covering 98 employees were successfully negotiated in 2022. Six contracts covering 120 employees are currently scheduled to expire in 2023.

Ryerson has had excellent relationships with our employees’ labor unions and we have not experienced a labor stoppage since 2006.



Community Investment

In 2017, Ryerson established Ryerson Gives Back, our social responsibility program committed to serving the communities in which we live and work. Each employee is provided four volunteer hours annually and they have used those to support underserved groups such as food banks to local construction projects on behalf of Ryerson.

Last year, we began a journey to align our Ryerson Gives Back events with our commitment to diversity, equity, and inclusion. In 2023, Ryerson furthered this mission by focusing on aiding and lifting up disadvantaged youth, families and communities. We challenged our teams to maximize community impact and employee engagement through Ryerson Gives Back events and will award donations to charities of the winning groups' choice.



Franklinton Farms



Peel Children's Aid



Habitat for Humanity

**In 2022, Ryerson Gives Back
partnered with many
organizations such as:**

- Caritas of Waco
- Kids Food Basket
- Gulf Coast Regional Blood Center
- Emergency Food Box of Marshalltown
- Ronald McDonald House
- Portage Township Food Pantry



Ethics & Governance



Ryerson takes pride in being a responsible corporate citizen, driven by dedication to our stakeholders. We demonstrate this commitment through our foundation of ethical, transparent corporate governance, the strict quality and compliance standards of our products, and our cybersecurity diligence.

180+

Years of business with sound values and ethics

90%

Completion rate for ethics & compliance training

24/7

Availability of our ethics & compliance hotline

Governance & Accountability

Board Governance and Accountability

Ethics and integrity start at the top with our leadership and are reinforced throughout the organization through our robust governance framework and accountability. Our Board of Directors (Board), guided by the Corporate Governance Guidelines, Code of Ethics, Bylaws, and Committee Charters, is responsible for the overall governance and oversight of Ryerson. The Board's Audit Committee is ultimately responsible for compliance with the Code of Ethics. In addition to abiding by our Code of Ethics, our CEO, CFO, and other senior officers are additionally subject to an additional special code of ethics which reinforces our expectation of ethical behavior from our top executives.

[Please see our 2023 Proxy statement to learn more about our Board of Directors.](#)

Sustainability Governance

Established at the direction of our CEO, Eddie Lehner, and supported by our Board, our Sustainability Committee is chaired by our CFO, Jim Claussen, and features seven senior leaders who represent departments across Ryerson. The Committee spearheads our sustainability activities which include building a cohesive sustainability strategy, setting goals and priorities, and measuring progress against them. The Sustainability Committee reports to the Audit Committee of the Board of Directors quarterly and provides meaningful and transparent disclosure of sustainability initiatives in the form of our Sustainability Report. You may send any comments or questions to our Sustainability Committee by emailing ESG@ryerson.com.



You have to have the right people in the right spot – ethical people with integrity. Have this, then comes compliance, governance, and accountability. Without each element, a company is unsustainable.



Mary Ann Sigler
Board Member

Stakeholder Engagement

Stakeholders	Engagement Strategies	Cadence
Employees	DEI Council	Monthly
	Safety committee meetings and daily shift huddles	Monthly, Daily
	Company intranet and all-employee news emails	Available 24/7, ~200 annually
	Employee engagement survey	Biennial
	Annual safety week promoting EHS awareness	Annually
	Collaboration with labor unions	As contracts or needs require
	Company-wide employee webcasts	Quarterly
	Sponsorship and mentorship programs Ryerson EDvantage, Ryerson Academy, and apprenticeships	Annually Available 24/7, annually, continuous
Investors	Press releases, SEC filings, and disclosures	Nearly 100 total annually
	Investor events	15+ Annually
	Annual shareholder meetings and proxy engagements	Annually
	Dedicated investor relations site and contact	As requested
Customers	Customer support team available through multiple channels	Available 24/7
	Ryerson Illuminator Application	Available 24/7
	Customer surveys	Annually
	The Gauge market report, Cup o’ Joe YouTube series	Monthly
	Facebook, LinkedIn, and Instagram	Available 24/7
	ryerson.com	Available 24/7

Stakeholder Engagement, Cont.

Stakeholders	Engagement Strategies	Cadence
Suppliers	Tracking and regular recertification of compliance with Code of Ethics and Conflict Minerals Policy Emissions data collaboration to support Ryerson Illuminator	Annually for top 100 suppliers Annually
Government/Regulators	Responsive to audit inquiries Proactive monitoring of regulatory environment	As requested Continuous
Communities	"Ryerson Gives Back" volunteer events	10 events in 2022
Trade Organizations	Participation in Metals Service Center Institute (MSCI) Association of Women in Metal Industries (AWMI)	Continuous through board membership & events Continuous participation in local chapters
All Stakeholders	Compliance reporting channels for whistleblowers Ryerson EDvantage, Ryerson Academy, and apprenticeships	Available 24/7 Available 24/7, annually, continuous

Ethics and Compliance

Code of Ethics

[Ryerson's Code of Ethics](#) provides us with a framework to operate with integrity in a complex business environment. The Code of Ethics guides our relationships with our customers, suppliers, competitors, shareholders, employees, and communities and applies to all company officers, directors, employees, and agents of all our subsidiaries.

We monitor our compliance with our Code of Ethics at the board level through our Audit Committee. We do not authorize or tolerate any business practice that does not comply with our Code of Ethics. We conduct an annual review of our policies with our suppliers and separately partner with a third-party provider to perform due diligence on suppliers' compliance with various ethical and compliance requirements, including our Code of Ethics.

Human Rights Policy

Our [Human Rights Policy](#) sets forth our values and commitment to providing a safe and fair workplace that upholds and respects human rights. This policy applies to all Ryerson team members and our suppliers, is monitored by Ryerson's senior leadership, includes the prohibition of child, prison and forced labor, and guarantees free, prior and informed consent (FPIC). We also address the risks of human trafficking and slavery through internal accountability standards and procedures and thorough training in accordance with California's Transparency in Supply Chains Act.

Anti-Corruption

We align with the FCPA and other national anti-corruption regulations, and in our Code of Ethics we prohibit both receiving and giving gifts, bribes, or facilitation payments. The Code applies to all company officers, directors, employees, and agents of all our subsidiaries. We conduct mandatory annual training for all employees to ensure awareness and compliance, and we regularly vet any foreign agents through third parties to provide assurance of compliance.

Additionally, our Code of Ethics prohibits the use of corporate funds, materials, or services in direct or indirect support of candidates for any public office or political parties without the explicit prior approval of the General Counsel. Because of the importance that we place on operating ethically, we have never had a human rights or corruption controversy of note nor have we incurred legal or regulatory fines associated with violations of bribery, corruption, or anti-competitive standards.

Training and Monitoring

All employees go through training on ethics and compliance upon joining Ryerson and are required to certify annually their commitment to the Code of Ethics and related policies. This is completed and tracked via Ryerson EDvantage, our learning management system. These policies are also available to employees at any time within our company intranet.

Reporting a Concern

Ryerson has zero tolerance for the unequal treatment of our people. Ryerson's policies and training give employees step-by-step instructions as to how to report instances of harassment, bullying, or discrimination if they do occur, informing employees both of the internal process of how to report issues and how to report issues directly to outside regulators such as the EEOC and state workforce protection agencies.

Further, Ryerson maintains a confidential phone number and website which permit anonymous reporting of issues through a third-party provider. Each issue is immediately reported to both the Chief Compliance Officer (CCO) and the General Counsel, with the investigation of all reports overseen by the CCO.

Action is taken on all confirmed reports, and results of investigations are relayed to the person who initiated the report. Ryerson also has a strong whistleblower protection and anti-retaliation policy, which protects employees who report violations or concerns.

Reporting Hotline: 1-800-435-1171

www.SpeakUpRyerson.com

In 2022, our anti-corruption training completion rate was 100% for all employees in Canada, China, and Mexico, and over 90% among relevant job roles in the United States. Our completion rate for ethics and compliance training was over 90%.



Cybersecurity and Data Privacy

We recognize the increasing importance of information security and data privacy and are committed to protecting Company and stakeholder information. In 2023, the Company formed a Cybersecurity Committee on its Board of Directors* in order to elevate its attention to this topic. This is in addition to the established comprehensive policies, procedures, and processes that continually evaluate and manage cybersecurity risks. These activities are designed to ensure the confidentiality, integrity, and availability of our data and the safeguarding of the privacy rights of our Company, our business partners, and our people.

Our cybersecurity and compliance department, along with the external parties that we engage, continuously works to assess, maintain, and improve our robust security infrastructure to ensure that Ryerson's network, data, and employees are protected from cybersecurity threats. Maintaining Confidentiality, Integrity, and Availability (CIA) of information and systems is a top priority. Protocols in place for achieving sufficient levels of data security include a continuous Risk Management Program (RMP), cybersecurity audits, and penetration testing to address threats and stay in step with emerging malicious trends. We perform appropriate due diligence on partners and suppliers to ensure similar values and security standards are maintained.

We also maintain a comprehensive Incident Response Team (IRT) which is dedicated to identifying, quarantining, and remediating cybersecurity threats. The IRT undergoes regular training to ensure active defense against the latest and largest threats to the organization. Our Board oversees the actions, security, and risk mitigation efforts taken across our cybersecurity framework.

Cybersecurity Training

All Ryerson employees complete cybersecurity training to increase awareness of threats and identify how to spot and avoid them. This training includes six online training events a year, bi-monthly awareness newsletters, phishing tests, and malicious email reporting with machine learning analytics.

Data Privacy

Protecting the personally identifiable information (PII) of customers, partners, suppliers, and employees is of significant importance to Ryerson, and we diligently safeguard this PII from unauthorized access, use, or disclosure to unauthorized parties. We also maintain annual Payment Card Industry Data Security Standard (PCI-DSS) assessments to ensure current practice safeguards for our payment systems. The Ryerson compliance team ensures global security auditing and compliance, regularly achieving "leading practice" designations from our internal auditors in Sarbanes-Oxley based audits.

Product Quality

We are committed to sourcing, processing, and distributing quality metals to our customers. Our focus on quality begins before the material enters our facility and continues until it is shipped to our customers.

Ryerson purchases material to exacting industry and customer specifications to ensure the requirements for our products are met. As metal passes through all of our internal or external processes, the utmost levels of traceability are retained. Regular reviews are conducted by the supply chain team with key vendors to ensure the path of continuous improvement is maintained. Ryerson is ISO 9001:2015 certified.

We measure quality using several methods to meet and exceed industry expectations both in terms of the metals we provide and the customer experience. We employ a team of quality professionals dedicated to the achievement of customer quality, service, and cost standards. Our quality team uses standardized procedures which may be tailored to the needs of specific customers. Material inspections may be assisted by advanced measuring technology to ensure accuracy, and these tools in turn are calibrated annually by a third party.

Our quality systems are monitored through careful documentation and managerial oversight. Certifications, audit reports, and metrics are housed in our quality management system, and Key Performance Indicators (KPI) are reported monthly to assess areas for improvement. Examples of KPIs that we track include EPT (Errors per Thousand), DPPM (Defective Parts per Million), Customer Credits, Customer Survey results, and R&A (Returns & Allowances). Oversight of all quality activities is conducted by the Quality Council and Director of Quality, with support from Ryerson's regional presidents, who partner to identify quality initiatives and sites in need of attention.

Our attention to quality also extends to our interactions with customers. Our sales teams receive support from an experienced coaching team to ensure that we are providing quality customer experiences.

Emergency Preparedness and Business Continuity

Each facility has its own, unique business continuity and emergency plan that is updated annually and outlines procedures in the case of severe weather, act of violence, pandemic, or other incident. Certified first responders are trained at each site.

We employ a digital emergency communication system available via desktop and mobile, which allows site contacts to alert other locations and leadership of incidents occurring at their site (e.g., natural disaster, emergency vehicles on site, etc.). In order to prepare our employees for emergency situations, each year we provide site-specific training to all employees and additional online emergency response training.

Our warehouse employees also receive annual fire protection training each year. Each of our locations has a certain number of employees trained in first aid/CPR. These individuals receive 3-4 hours of training by a certified third party every two years and we ensure that at least one person with this training is staffed on each shift.

We maintain nimble operations over approximately 100 locations across North America, with capabilities to share resources throughout our interconnected network. Whether it is material, logistical resources or processing capabilities, our interconnected locations are ready to withstand the unexpected. In cases where we are unable to fill an order in-house, teams may tap into a diverse base of verified suppliers and outside service providers to ensure that our customers receive the material they need with the service they deserve.

Responsible Sourcing

Just as we value the quality and safety of our products, we are committed to ensuring the materials we bring into our facilities are responsibly sourced. We evaluate our supply chain for respectfulness of human rights, environmental sustainability, conflict minerals avoidance, and carbon footprint awareness through formal assessments and manage these areas with ethical procurement policies. We are ready to support customers' increasing interest in these topics.

We have several policies in place to clearly define our commitments, policies, requirements, and practices with respect to responsible sourcing throughout our operations and value chain. These include our Code of Ethics, Human Rights, anti-bribery, and anti-corruption policies.

We require all of our vendors to comply with our Human Rights Policy. Further, on an annual basis, we require our 100 largest suppliers, comprising over 90% of our supply, to review our Human Rights Policy and Code of Ethics and certify that they: (1) comply with all applicable laws and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA), and require their suppliers to do the same; (2) comply with our standards of ethical and business conduct and Labor Practices as set forth in the Code of Ethics and Human Rights Policy Statement; and (3) do not use any form of slavery or human trafficking in their supply chains. Currently, none of our suppliers are considered to pose a risk from a human rights policy perspective.

In addition, to ensure responsible sourcing and supplier accountability, we carefully conduct an onboarding process and engage with suppliers through ongoing meetings, site visits, surveys, audits, and score cards. We also engage a third party compliance partner to monitor our suppliers' compliance with laws and regulations related to ethical sourcing, including HTS compliance.

On an annual basis, we require our 100 largest suppliers, comprising over 90% of our supply, to review our Human Rights Policy and Code of Ethics and certify their compliance.

Conflict Minerals

Ryerson complies with the Dodd-Frank Act and we are committed to the prevention of Conflict Minerals trade within our supply chain.

To ensure that our products do not contain Conflict Minerals, we partner with a third-party compliance expert to conduct annual country of origin inquiries with our suppliers.

Our terms require that suppliers not provide us with any materials including Conflict Minerals from Covered Countries. Our employees share the responsibility to source ethically and are trained to purchase inventory in compliance with our approved supplier list.

For more on our conflict minerals disclosure, please see our Conflict Minerals Policy and our Form SD, which also includes information regarding our smelter/refinery risk identification, as filed with the Securities and Exchange Commission on May 19, 2023.

Areas of Sourcing Compliance

- Conflict minerals
- REACH
- RoHS
- Proposition 65
- Country or origin (USMCA)
- DFARS
- Cobalt
- TSCA
- Human Trafficking and Slavery
- Anti-bribery, anti-corruption
- Recycled content
- LEED

Safe Harbor

Certain statements made in this presentation and other written or oral statements made by or on behalf of the Company constitute "forward-looking statements" within the meaning of the federal securities laws, including statements regarding our future performance, as well as management's expectations, beliefs, intentions, plans, estimates, objectives, or projections relating to the future. Such statements can be identified by the use of forward-looking terminology such as "objectives," "goals," "preliminary," "range," "believes," "expects," "may," "estimates," "will," "should," "plans," or "anticipates" or the negative thereof or other variations thereon or comparable terminology, or by discussions of strategy. The Company cautions that any such forward-looking statements are not guarantees of future performance and may involve significant risks and uncertainties, and that actual results may vary materially from those in the forward-looking statements as a result of various factors. Among the factors that significantly impact our business are: the cyclical nature of our business; the highly competitive, volatile, and fragmented metals industry in which we operate; the impact of geopolitical events, including Russia's invasion of Ukraine and global trade sanctions; fluctuating metal prices; our indebtedness and the covenants in instruments governing such indebtedness; the integration of acquired operations; regulatory and other operational risks associated with our operations located inside and outside of the United States; the ownership of a significant portion of our equity securities by a single investor group; work stoppages; obligations under certain employee retirement benefit plans; currency fluctuations; and consolidation in the metals industry. Forward-looking statements should, therefore, be considered in light of various factors, including those set forth above and those set forth under "Risk Factors" in our annual report on Form 10-K for the year ended December 31, 2022, and in our other filings with the Securities and Exchange Commission. Moreover, we caution against placing undue reliance on these statements, which speak only as of the date they were made. The Company does not undertake any obligation to publicly update or revise any forward-looking statements to reflect future events or circumstances, new information or otherwise.

The data presented in this report was generally derived from various company reports and systems. However, in some cases, data was derived from third party systems that vendors maintained on behalf of the company or provided to the company, which may not be subject to verification. Where data was not completely available, the company has utilized reasonable, good faith estimates to fill gaps, including estimates derived from trends in available data.