



SUSTAINABILITY REPORT

2025



ryerson.com

Who We Are

Our Mission

Ryerson aspires to create consistently great experiences for its customers, employees, shareholders, suppliers, and communities through delivering sustainably valuable metal solutions that build a better world and improve quality of life for its citizens.

What We Do

Ryerson is one of North America's largest value-added processors and distributors of industrial metals. Our customers, who range from small local fabricators to large international manufacturers, rely on us as a vital part of the metal supply chain.

Our Strategy

We are focused 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.

Ryerson at a Glance



\$4.6 billion
2024 sales



110+
Locations



~75,000
Products



RYI
Traded on NYSE



4,200
Employees

Awards and Recognition

Listed by US News as one of

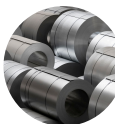


The Best Companies to Work for in Manufacturing and Agriculture

and as one of



The Best Companies to Work for in the Midwest



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Dear Ryerson Stakeholders,

It is our privilege to process and distribute the most sustainable industrial building materials in the world and our pleasure to thereby be a part of building a better one. At Ryerson, having an 180-plus-year history, we know that greatness is achieved through consistency, through time and again striving to provide our customers with excellent experiences, our stakeholders with sustainable, long-term growth, and our employees with an award-winning workplace.

Building a legacy of consistency starts with strong, ethical leadership as a stable base. In 2025, we were pleased to further fortify that base with the addition of Lt. Gen. (Ret) Bruce Crawford to our Board of Directors. Prior to joining Ryerson, General Crawford retired from the U.S. Army after 34 years of service and brings with him knowledge and leadership experience in the areas of information technology, cybersecurity, and operations. We were honored to welcome him onto our Board and are thankful for his guidance in these important areas as Ryerson enters its next chapter of growth.

This year, we were pleased to implement our new human capital management system, which not only represents an investment in careers at Ryerson, but also enables our talent management team to deliver to employees improved hiring and development programs. Although there is more to come, I would like to take this opportunity to thank our talent development team for their tireless efforts over the past few years. The work that you have done will have lasting impacts for careers at Ryerson and our culture.

And finally, in 2025, we completed a major expansion of our Shelbyville, KY facility, a project that will not only serve as a competitive advantage in our interconnected commercial footprint but also showcases how sustainability has become an interwoven habit in our operations.

A few of the facility's new features include energy-efficient processing equipment, LED lighting, and an improved scrap program, each of which benefits both the environment and our bottom line. In addition to the Shelbyville facility, we also completed LED conversions at five other Ryerson locations this year, each of which are “wins” for safety, productivity, energy efficiency, and financial returns.

In closing, I would like to thank all of you, our stakeholders – our customers, our employees, our suppliers, and our investors, for another year of persistent, collective effort as we work for the betterment of each other, our communities, and our industrial world.

- Jim Claussen

EVP, CFO & Sustainability Committee Chair



” *It is our privilege to process and distribute the most sustainable industrial building materials in the world and our pleasure to thereby be a part of building a better one.*

Sustainability at Ryerson

We are committed to integrating sustainability into the daily operation of our business by maintaining strong health and safety standards, serving our communities, delivering quality, sustainable products, being responsible stewards of our environment, and operating with integrity.

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

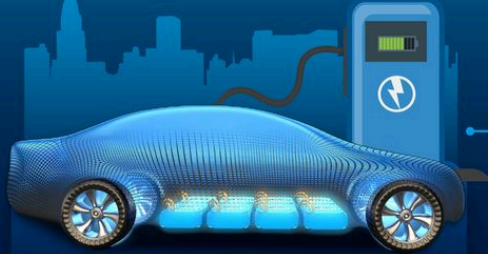
The Sustainability Committee reports quarterly to our Audit Committee of the Board of Directors and keeps the Company informed on current and emerging sustainability issues that influence business planning, strategy and operations.

As part of our sustainability strategy, we are committed to providing transparency and accountability for our sustainability goals and priorities in the form of our Sustainability Report. You may send your comments or questions to our Sustainability Committee by emailing ESG@ryerson.com.



EcoVadis awarded Ryerson the "Committed" badge again in 2025, recognizing the Company's continued dedication to transparent, sustainable corporate practices.

RYERSON



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



Why Metal Matters

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

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



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.

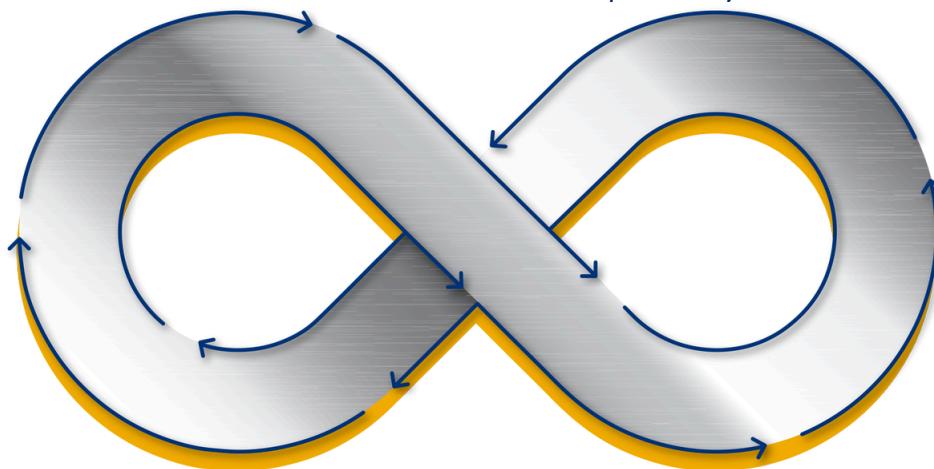
We seek to identify and pursue opportunities to reduce, recover, reuse, and recycle metal products in our daily operations and product portfolio.

Purchase

Ryerson purchases material from mills.

Recycle

Ryerson recycles approximately 70,000 tons of scrap material with partners annually.



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 customer requirements.

Our Customers and Suppliers

Our success is defined by that of our customers. This awareness drives our business strategy, which includes providing superior 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.



Our customers are engaged in industrial manufacturing, energy, infrastructure, data centers, aerospace & defense, and more.

Refreshed Materiality

In 2025, we refreshed the materiality* assessment we conducted in 2021 and reviewed the sustainability initiatives we elevated as the most important for achieving our business objectives and delivering long-term value to our stakeholders. This review process was conducted within our Sustainability Committee over several collaborative sessions.

Our Committee, which is comprised of senior leaders from across the organization, considered numerous sustainability topics sourced from leading sustainability agencies** and their importance to the success of our business and their impacts to all of our stakeholders within the environment we operate in today. As a result of this conscientious process, we are pleased to highlight the sustainability topics below as the new foundation of our Sustainability Report and our ongoing sustainability efforts.



*"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.

**Agencies included SASB, WEF, Sustainalytics, GRI, and ISS

***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 nearly 95% of our business based on percentage of 2024 revenue.

Environment

RYERSON

84k

tCO2e Scope 1 & 2, 2024

70k

Tons of scrap recycled in 2024

4.5M

Kilowatt hours of electricity
expected to be produced
annually by our new solar farm

Ryerson is committed to being a responsible steward of our environmental resources and an active member of the circular metals economy

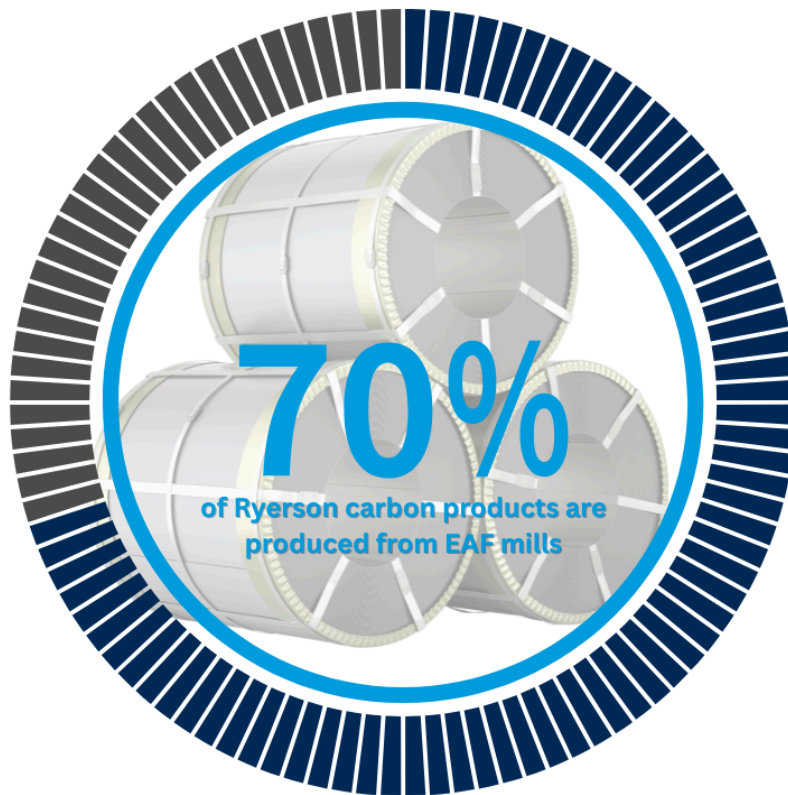
Our commitment to environmental stewardship starts with responsible product sourcing. According to research*, the American steel industry is one of the cleanest and most energy-efficient among the world's leading steel industries. And, as domestic suppliers migrate from blast furnace to electric arc furnace (EAF) manufacturing, the domestic industry is expected to get even cleaner.

After responsible procurement, Ryerson then plays a valuable role in the circular metals economy, ensuring that the scrap that we and our partners produce gets another life. 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.***

*Steel Climate Impact: An International Benchmarking of Energy and CO₂ Intensities

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

***World Steel Association, "Sustainable Steel: At the Core of a Green Economy."
Image from Charter Steel, "EAF vs. BOF Furnaces in Sustainable Steelmaking"



EAFs can operate using **100% scrap**, BF-BOF production typically uses 20-30% recycled scrap.



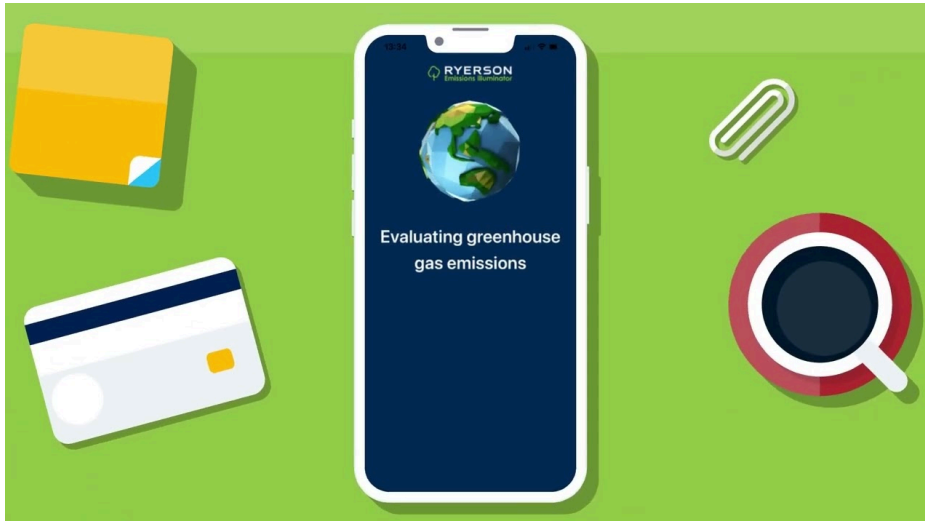
EAFs use **75% lower** CO₂e intensity than BF-BOF

Supply Chain Transparency with the Illuminator App

The Emissions Illuminator® is a first-of-its-kind tool for estimating the emissions produced by a customized metals supply chain. It is an easy to use solution for any customer wanting to map value chain emissions or explore decarbonization options.

Available in app stores, the award-winning Emissions 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.

Watch the Ryerson Illuminator in action



**Scan use the app
or visit illuminator.ryerson.com**

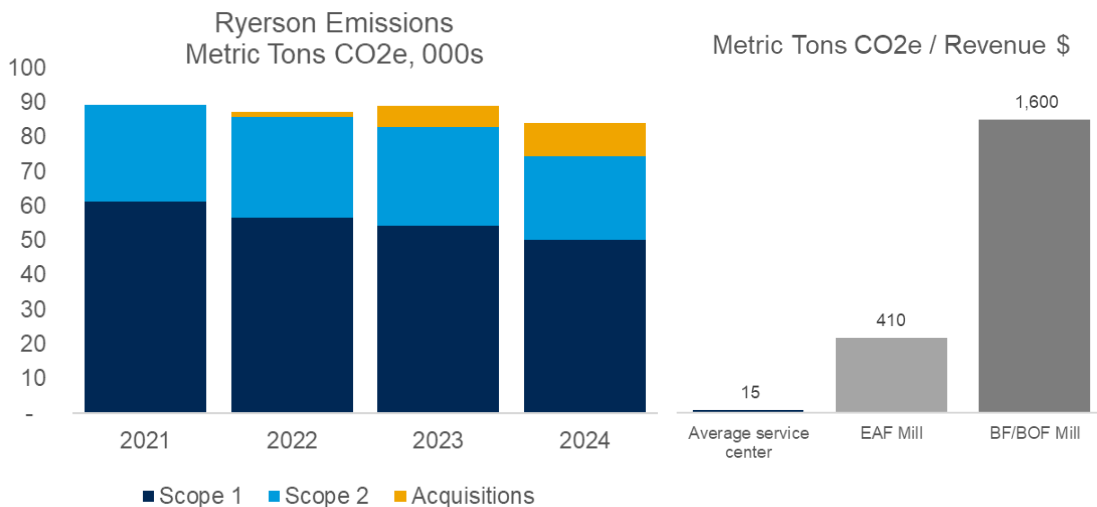


Winner of the Web Marketing Association's
Environmental Standard of Excellence &
the Manufacturing Standard of Excellence



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

Energy and Emissions



As a processor and distributor of industrial metals, Ryerson operates in a relatively low-emission part of the metals supply chain, emitting approximately 1-5% of the CO₂e of a metal producer on a per-revenue basis. In contrast, Ryerson's emissions footprint aligns more closely with those of industrial suppliers or retail wholesalers on a per-revenue basis.

In 2024, Ryerson's Scope 1 and Scope 2 emissions totaled approximately 84,000 metric tons of CO₂e¹, a decrease of 6% compared to 2023 emissions driven by lower electricity and natural gas emissions which were partially offset by additional emissions generated by acquisitions made since our 2021 benchmark year. Scope 1 emissions, which result from sources owned or controlled by the Company, made up 55,000 metric tons of CO₂e in 2024 and include stationary combustion, natural gas, and mobile consumption sources. At the same time, Scope 2 emissions, which result from the generation of purchased energy, generated the remaining 29,000 metric tons of CO₂e in 2024. In 2024, 100% of Ryerson's electricity was purchased from local grids and totaled approximately 82,000 MWh.

1. CO₂e calculated using DEFRA 2024 factors for diesel, natural gas, and gasoline; EPA Power Profiler Emissions tool 2023 referenced for electricity.

Our Commitment to Environmental Responsibility

Reducing our Carbon Footprint

In 2022, Ryerson announced its target of reducing its scope 1 & 2 emissions by 80% by 2040. These emissions are primarily driven by natural gas, electricity, and diesel used to heat and power our facilities and deliver our products.

Natural Gas Emissions In optimizing our geographic footprint to better suit the needs of our operations and customers, we have moved certain operations out of legacy locations and into more modern, efficient buildings, thereby reducing our natural gas requirements.

Electricity Emissions Ryerson has continued its LED conversion initiative, prioritizing locations based on energy usage, cost per kWh (kilowatt hour), and eGrid factors. In 2025, five more facilities converted to LED lighting.

Diesel Emissions In 2024, Ryerson's fleet consumed approximately 3.6 million gallons of diesel. As a part of our strategy to improve our fleet fuel economy, our Atlanta operations team adopted the Company's first electric truck in 2024.

Bringing "Additionality" to the Grid

In 2025, Ryerson's behind-the-meter solar farm at its Central Steel & Wire facility in University Park, Illinois went live. Through the Illinois Shines program, this 2MWac project, developed by US Solar, is expected to produce over 4,500,000 kWh annually. This solar energy is now not only powering the facility, it is also reducing our energy costs, contributing to overall grid stability and decreasing Illinois's reliance on fossil fuels.

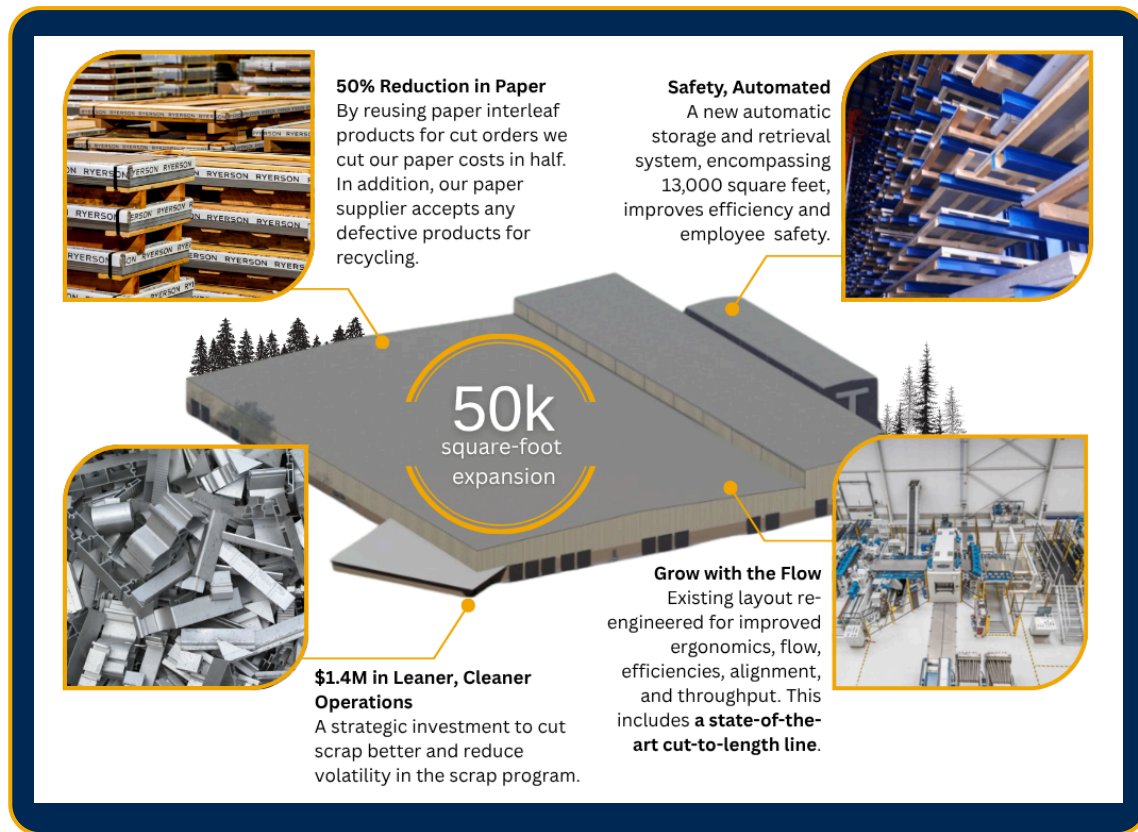


Growing Sustainability: A Shelbyville Case Study

Ryerson recently completed an expansion of its Shelbyville, KY facility, adding a dedicated 50,000 sq ft bay to support its flat-roll processing operations.

What makes this investment special is how sustainability was woven into the upgrade. Energy-efficient processing equipment, LED lighting, an optimized plant layout, fast-closing doors, and smart material handling reduce waste and energy use while supporting faster, more reliable customer deliveries.

This project reflected not only Ryerson's dedication to serving its customers, but also how the Company thoughtfully promotes the circular metals economy, waste reduction, and employee safety at the same time, proving that efficiency and sustainability can advance together.



Environmental Compliance

Ryerson's environmental, health, and safety (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 current on required licensing and permits. Our EHS team also conducts internal audits to identify potential risk areas and uses a third-party consultant to conduct thorough assessments of our facilities.

We manage our environmental compliance through implementing our policies, which are informed by industry standards, and track our compliance through EHS software. We believe that 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 2024, we trained 33 location managers.



Evaluation and Monitoring, cont.

We also partner with a third-party company that conducts assessments and audits for our facilities. This environmental risk assessment program currently includes 42 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 2024, we do not have a 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 operate a compliance program that meets the requirements of regulations such as Anti-Bribery/Anti-Corruption (ABAC)/ Foreign Corrupt Practices Act (FCPA); Human Trafficking and Slavery (HTS); Uyghur Forced Labor Prevention Act (UFLPA); LEED/ILFI Building Red List; PFAS; Recycled Content; and Toxic Substance Control Act (TSCA).

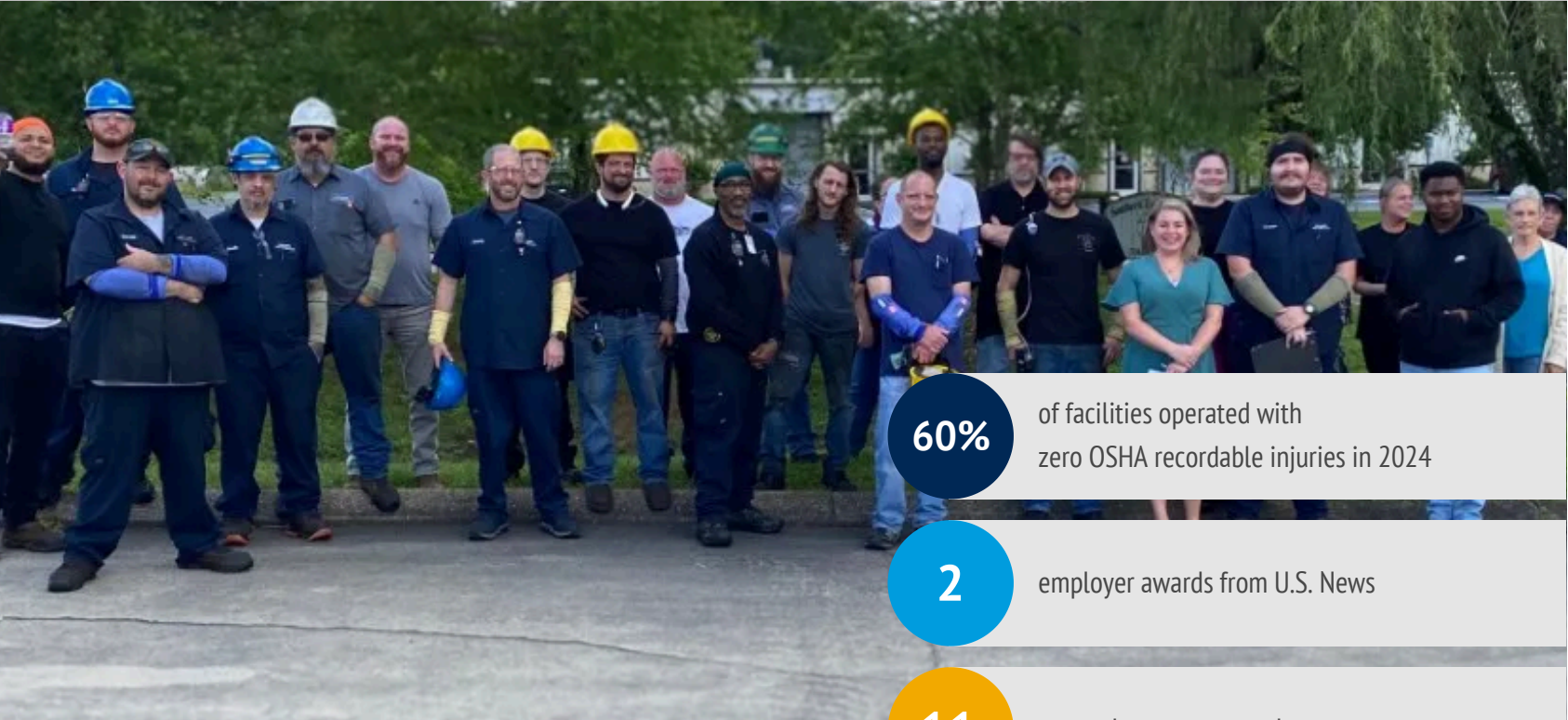
Water and Hazardous Waste

As a processor and distributor of metals, water is not a material component of our operations and most of our water usage is driven by employee use. In 2024, our North American water usage was approximately 106,000 cubic meters, which represents an increase of about 9% compared to 2023.

We review the chemicals we are using to determine if there are more environmentally friendly options we can successfully use in our operations. For example, in 2023, we replaced a volatile organic compound that we used in our operations with a less hazardous, environmentally friendly alternative through a partnership with our supplier.

Our operations do not create significant amounts of hazardous waste. We responsibly manage the little hazardous waste generated 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 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



60%

of facilities operated with
zero OSHA recordable injuries in 2024

2

employer awards from U.S. News

11

years, the average employee tenure

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.

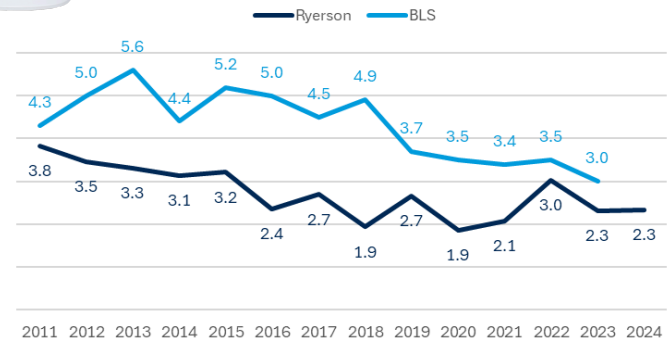
Our EHS personnel, which include our corporate safety council and local safety committees, manage our health and safety protocols. These committees are comprised of employee representatives, managers, and site leaders. We monitor safety performance on a regular basis, ensure policies are followed, identify 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 every month.

We are proactive in risk identification with strong job hazard analysis and near-miss programs, 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 does not have record of a work-related fatality* and we consistently outperform our industry according to the Bureau of Labor Statistics (BLS). Ryerson's OSHA rate was 2.33 in 2024 and 2.31 in 2023. By comparison, the BLS OSHA rate in 2023 was 3.0.

*Records reviewed go back over 20 years



Ryerson OSHA Rate vs. BLS



60%

In 2024, 60% of our facilities operated with zero OSHA recordable injuries for the entire year.

2.33

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

0.96

Our Days Away Restricted Time rate was 0.96 in 2024, compared to 0.78 in 2023 and 0.98 in 2022.^

+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.

Safety Engagement & Training

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. Examples of our events include our annual safety week held in May and our summer safety campaign, themed "Highway to the Safety Zone," which ran from June through August 2025.

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 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.

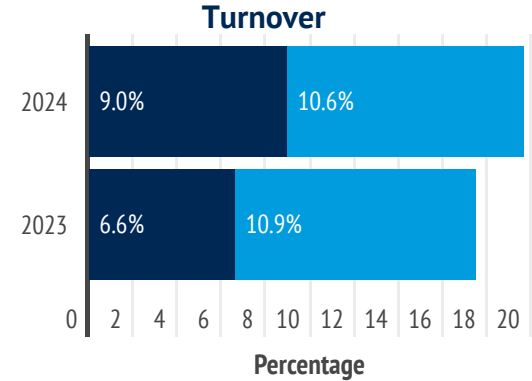
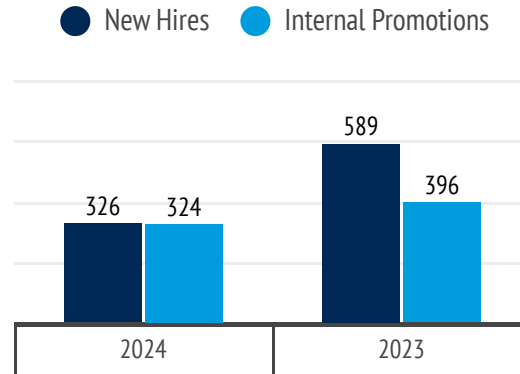
We have developed and implemented a safety management system across all facilities to reinforce our culture of safety. The Ryerson Environment, Health, Safety & Quality Management system ("REHSQ") facilitates incident investigations, site safety audits, inspections, and document management to ensure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



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. As a result, Ryerson has been included in the U.S. News's Best Companies to Work For list.



● Involuntary ● Voluntary

All data on this slide is U.S. only

New HCM: An Investment in Our Talent

Throughout 2025, Ryerson's Human Resources team has been implementing a new human capital management system (HCM) and rethinking each step of both the employee experience and background operational HR processes. While still in development, refreshed talent recruitment, development, and staffing strategies aim to provide the organization with streamlined processes, stronger talent pipelines and pools, and increased employee satisfaction, ultimately elevating Ryerson's status as an employer of choice.



Hire

Streamlined experience for candidates, recruiters, and managers which reduces our time to hire and increases our ability to secure top talent



Invest

Deployed standardized apprenticeship program for eligible, new operators and Ryerson Academy program for new sales associates which provides mentorship and on-the-job training



Recognize

Improved merit process, streamlined payroll system, and upgraded HR communication channel to ensure individuals receive the recognition they have earned and support they can rely on.

Under Development:

- Role definition, gap assessment, & targeted training programs
- Career pathing, utilizing employee profile information

Career Development Offerings

We are committed to developing 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 personally and professionally.

Our talent development offerings include:

- Ryerson EDvantage, our learning management system
- Ryerson Academy, a one month intensive sales training program
- Apprenticeship programs 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 and overall performance
- Tuition reimbursement for eligible employees seeking relevant 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
- Internship Program

RYERSON

— EDvantage —

Our learning management system offers over 2,000 courses that guide employees from the new hire onboarding process through every step in their career-development path. In 2024, Ryerson employees received an average of 7 hours of training. Courses offered include:

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

Employee Benefits

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

Our Talent Management Office, led by our Chief Human Resources Officer and Director of Talent Management, is responsible for attracting the best talent, increasing hiring efficiencies, facilitating onboarding, and providing developmental 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



- Competitive pay
- Medical, dental & vision insurance for employees and dependents
- Company-provided basic life insurance
- 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*

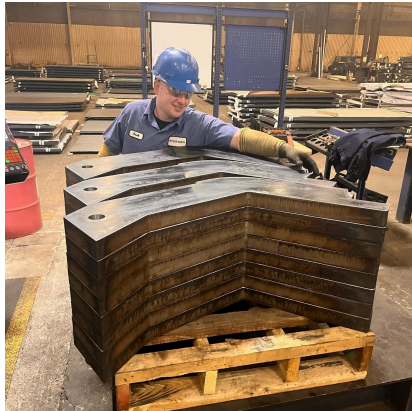
*Some benefits vary by employee qualification and location

Ryerson Sustainability Report 2025

Talent Engagement

Engaging with our employees is essential for understanding how we can improve as a workplace of choice. We utilize company-wide engagement surveys to understand our employees' perspectives on a variety of topics and we subsequently share the results with 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. Recent changes that have addressed employee feedback in our prior engagement surveys include new health and wellness programs and improved sick, vacation, and parental leave policies for U.S. employees.

In 2025, Ryerson conducted another employee survey. Overall, the Company was pleased to have received better participation compared to the prior survey, 72% versus 66% in 2022, and achieved a favorability rating of 59%. The Company was also pleased to have again received strong feedback about its prioritization of maintaining a safe work environment and its culture of welcoming people of all different backgrounds, characteristics, and beliefs. In addition, the survey highlighted areas for future improvement, which included stronger communication of change strategies. Senior leadership is reviewing these results and is developing an improvement strategy, which it plans to deploy in 2026.



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 can use four hours of paid time for volunteer work. In recent years, our organization's focus has been on aiding and lifting up underserved youth and families. In 2024, Ryerson employees collectively donated 1,025 hours across nearly 50 events.



+1,000
hours donated

49
events across
North America



Ethics and Governance

180+

years of business with sound values and ethics

96%

Company-wide completion rate for anti-corruption training

24/7

availability of our anonymous ethics & compliance hotline

Governance & Accountability

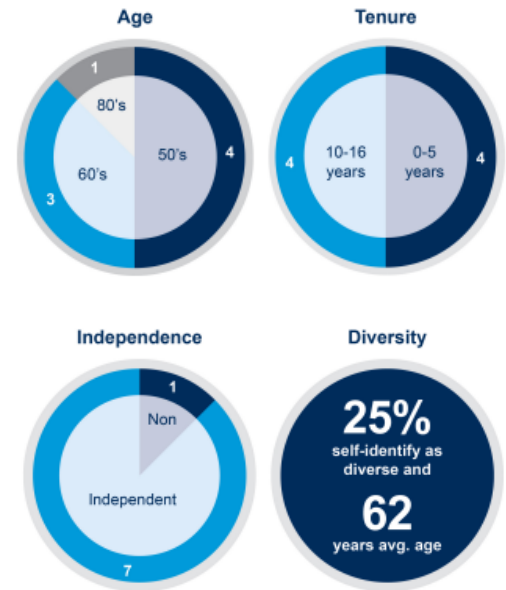
Board Governance and Accountability

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 financial officers are additionally subject to an additional special code of ethics which reinforces our expectation of ethical behavior from our top executives.

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 five additional 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 meets quarterly, reports to the Audit Committee of the Board of Directors quarterly, and provides meaningful and transparent disclosure of sustainability initiatives to external stakeholders in the form of our Sustainability Report. You may send any comments or questions to our Sustainability Committee by emailing ESG@ryerson.com.

Board Diversity



Five of our directors have expertise in corporate governance & sustainability. Please see our [2025 Proxy Statement](#) to learn more about our Board of Directors.

Stakeholder Engagement

Stakeholders	Engagement Strategies	Cadence
Employees	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
	Safety week promoting EHS awareness	Annually
	Collaboration with labor unions	As contracts or needs require
	Company-wide employee webcasts	Quarterly
	Sponsorship and mentorship programs	Annually
Investors	Ryerson EDvantage, Ryerson Academy, and apprenticeships	Available 24/7, 4x/year, continuous
	Press releases, SEC filings, and disclosures	Nearly 100 total annually
	Investor events	~6 Annually
	Annual shareholder meetings and proxy engagements	Annually
Customers	Dedicated investor relations site and contact	As requested
	Customer support team available through multiple channels	Available 24/7
	Ryerson Emissions Illuminator Application	Available 24/7
	Customer surveys	Annually
	The Gauge market report, Cup o' Joe YouTube series	Monthly
	Facebook and LinkedIn	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	Annually for top 100 suppliers
	Supply Chain Compliance Surveys through our third party compliance partner	Annually
	Emissions data collaboration to support Ryerson's Emissions Illuminator	Biennially
Government/Regulators	Responsive to audit inquiries	As requested
	Proactive monitoring of regulatory environment	Continuous
Communities	"Ryerson Gives Back" volunteer events	49 events in 2024, 2025 events underway
Trade Organizations	Participation in Metals Service Center Institute (MSCI)	Continuous through board membership & events
	Association of Women in Metal Industries (AWMI)	Continuous participation in local chapters
All Stakeholders	Compliance reporting channels for whistleblowers (Speak Up Ryerson)	Available 24/7
	Ryerson EDvantage, Ryerson Academy, and apprenticeships	Available 24/7, annually, continuous

Ethics and Compliance

Code of Ethics

Ryerson's [Code of Ethics](#) provides us with a framework for operating 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, prohibits the retention of original identification documents, and guarantees free, prior and informed consent (FPIC). We also address the risks of human trafficking and slavery through internal accountability standards and procedures, surveying our supply chain through our third-party compliance partner and through training.

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.

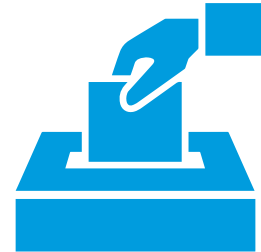
Reporting a Concern

Ryerson has zero tolerance for the unequal treatment of our people. Ryerson's policies and annual 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 that 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. The CCO provides an update on all reports and findings to the Audit Committee quarterly.

Action is taken on all confirmed reports, and the 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.

*In 2024, our Company-wide
anti-corruption training
completion rate was 96%.*



Reporting Hotline: 1-800-435-1171

www.SpeakUpRyerson.com

Cybersecurity and Data Privacy

We recognize the increasing importance of information security and data privacy and are committed to protecting Company and stakeholder information. We have established comprehensive policies, procedures, and processes that continually evaluate and manage cybersecurity risks. These activities are designed to ensure the confidentiality and integrity of our data and the safeguarding of the privacy rights of our Company, our business partners, and our people. As a result, Ryerson has never experienced an information security breach and therefore has not incurred related expenses.

Our information technology 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. In 2024, we updated our incident response plan and implemented a new material incident reporting policy.

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 has had no customer health or safety incidents related to its products.

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.

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. In addition, we updated our Workplace Violence Policy and Procedures last year and gave training to managers throughout the company on our updated procedure, investigation, and reporting requirements.

We maintain nimble operations over our 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 conduct annual surveys and monitor our suppliers' compliance with laws and regulations related to ethical sourcing, including human trafficking and slavery compliance, UFLPA, conflict mineral, and ABAC compliance.

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

Supply Chain Compliance

We have several policies in place to clearly define our commitments, policies, requirements, and practices with respect to ethical behavior and responsible sourcing throughout our operations and value chain. These include:

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

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 from Covered Countries and to address compliance with each of the areas listed to the left, we partner with a third-party compliance expert to conduct annual surveys of 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 28, 2025.

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, 2024, 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.

SASB Index: Iron & Steel Producers Industry

SASB has developed and maintains industry-specific standards to assist companies in disclosing financially material sustainability information to investors. The following table outlines our SASB disclosure responses to the Iron & Steel Producers standard. While this category is Ryerson's technical classification, please note that many of the criteria do not apply to the Company as we do not mine materials for iron or steel products and we do not produce them. References to where applicable information can be found is documented below.

Topic	Accounting Metric	Category	Code	Ryerson 2024 Disclosure
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	EM-IS-110a.1	Ryerson emitted 55,000 tons of CO2e from Scope 1 sources.
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	EM-IS-110a.2	Ryerson has committed to reducing Scope 1 & 2 emissions by 80% by 2040. Please see page 14 for discussion.
Air Emissions	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs)	Quantitative	EM-IS-120a.1	Ryerson does not disclose this.
Energy Management	(1)Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	EM-IS-130a.1	Ryerson consumed approximately 82,000 MWh of electricity in 2024, 100% of which was sourced from local grids.
	(1)Total fuel consumed, (2) percentage coal, (3)percentage natural gas, (4) percentage renewable	Quantitative	EM-IS-130a.2	Ryerson does not disclose this.
Water Management	(1)Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	Quantitative	EM-IS-140a.1	Please see page 17.
Waste Management	Amount of waste generated, percentage hazardous, percentage recycled	Quantitative	EM-IS-150a.1	Waste is recorded and tracked at each of our locations but not reported as a total Company. Please see our discussion of waste management on page 17.
Workforce Health & Safety	(1)Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	Quantitative	EM-IS-320a.1	Ryerson reports OSHA rate, which was 2.33 for 2024. Ryerson has never recorded a workplace fatality.* The Company does not report its near miss frequency rate nor does it publish these metrics by employment type.
Supply Chain Management	Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues	Discussion and Analysis	EM-IS-430a.1	Ryerson's business operations do not include the production of steel nor the mining of materials to produce it.

*Records go back over 20 years

Activity Metric	Category	Code	Ryerson 2024 Disclosure
Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes	Quantitative	EM-IS-000.A	This metric is not applicable to Ryerson as the Company does not engage in mining activities or the production of metals.
Total iron ore production	Quantitative	EM-IS-000.B	This metric is not applicable to Ryerson as the Company does not engage in mining activities or the production of metals.
Total coking coal production	Quantitative	EM-IS-000.C	This metric is not applicable to Ryerson as the Company does not engage in mining activities or the production of metals.

SASB Index: Multiline and Specialty Retailers & Distributors Industry

Because Ryerson neither mines minerals for the production of iron or steel or produces these products and instead is involved in the processing and distribution of them, the Company believes that the standards for Multiline and Specialty Retailers & Distributors are more appropriate. Therefore, these SASB standards and Ryerson's corresponding disclosures are provided below.

Topic	Accounting Metric	Category	Code	Ryerson 2024 Disclosure
Energy Management in	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	CG-MR-130a.1	Ryerson consumed approximately 82,000 MWh of electricity in 2024, 100% of which was sourced from local grids.
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	CG-MR-230a.1	Please see discussion in ESG Report on page 33.
	1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	CG-MR-230a.2	Ryerson did not have any data breaches in 2024, and therefore no PII was released and no customers affected.
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	CG-MR-310a.1	Ryerson's average hourly wage in the U.S. is \$33.98 and in Canada is \$26.23. Every Ryerson employee earns above minimum wage.
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	CG-MR-310a.2	Ryerson's 2024 involuntary turnover rate was 9.0% and its voluntary turnover rate was 10.6%.
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	CG-MR-310a.3	Ryerson did not experience any monetary losses as a result of legal proceedings associated with labor law violations in 2024.
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	CG-MR-330a.1	Women represented 21% of Ryerson's U.S. workforce in 2024 and 22% of its management. Minorities represented 37% of Ryerson's U.S. workforce in 2024 and 12% of its management.
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	CG-MR-330a.2	Ryerson did not experience any monetary losses as a result of legal proceedings associated with employment discrimination in 2024.
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	CG-MR-410a.1	Ryerson does not disclose this, however, nearly all of its products contain various amounts of recycled material. See pages 7 and 11 for discussion.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	CG-MR-410a.2	Please see discussion on page 17.
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	CG-MR-410a.3	Please see discussion on page 15.

Activity Metric	Category	Code	Ryerson 2024 Disclosure
Number of: (1) retail locations and (2) distribution centers	Quantitative	CG-MR-000.A	The majority of the Ryerson's locations include both warehouse and sales office spaces. Please see "Item 2. Properties" within Ryerson's 2024 10-K for a full listing of the Company's locations.
Total area of: (1) retail space and (2) distribution centers	Quantitative	CG-MR-000.B	The majority of the Company's locations include both warehouse and sales office spaces. Ryerson operated in approximately 9.5 million square feet in 2024.