



RYERSON

Environmental, Social
and Governance

2022

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Dear Ryerson stakeholders,

We are pleased to share with you our inaugural Environmental, Social & Governance (ESG) Report. As a leading industrial metals service center since 1842, Ryerson has adapted throughout its 180 years with organizational principles and values that have contributed positively to the communities and the geographies within which we operate.

Given the nature of change and its varying speeds, frictions and movements that have defined humankind's progress since the beginning of recorded time, Ryerson's commitment to operating our business sustainably, transparently, and responsibly to the betterment of all stakeholders is a constant. Our ESG efforts, and our inaugural report that follows, is the distillation of many years of work toward the undertaking and implementation of necessary change in balance with Ryerson's advancement as an enduring enterprise.

Our commitment to being a sustainable and responsible going and growing concern begins within our teams. We understand that the success of Ryerson depends on the well-being of our people, because it is ultimately our people who embody our values and carry out our strategies. This is illuminated and evidenced by our investments in safe working environments supported by our safety culture, systems, programs and protective equipment.

We strive to make Ryerson a workplace of choice, opportunity and inclusion for every potential colleague and have made important strides toward this goal since the creation of our DEI Council in 2020.

We also established a Talent Management Office (TMO) in 2021 to focus more intently and with improved structure on the recruitment, development and retention of a more diverse workforce within manufacturing and industrial metals distribution.

Additionally, we continue finding new and meaningful ways to engage with and support the communities in which we work and live through the Ryerson Gives Back Program, as community service and helping our neighbors in need is an honor and privilege.

In sum, this report represents our culture at Ryerson and with it the qualitative and quantitative construction required to measure how we are doing while recognizing the many unknowns that still exist on this journey and the trial and error that will be involved along the way. As part of Ryerson's organizational "DNA," we have a "say yes, figure it out" culture and figure it out we will. Our industry at its core is recyclable, sustainable, and essential to repair the past and enable the present and future.

As we innovate, measure, and improve together, we understand that no organization embarks on this journey alone as our customers, suppliers and society as a whole work toward desired standards of sustainability equilibrium. I am looking forward to continuing on our ESG pathway with all of you in helping to create not only great customer and all-around stakeholder experiences, but a better human experience as well.



If you have further interest about ESG at Ryerson, we hope you will reach out to us at ESG@ryerson.com.

Edward J. Lehner,
President and Chief Executive Officer

Our ESG Highlights 2022



Overall

Defined and committed to making meaningful **progress in five key ESG areas**

Conducted a materiality assessment to determine and **prioritize ESG initiatives**

Published inaugural **ESG report**

Environmental

Investigated and published our 2021 baseline **scope 1 & 2 emissions**

Developing applications that will help estimate value chain emissions

Recycled 78k tons of of metal **back into the circular economy in 2021**

Social

Achieved an OSHA rate **better than the industry average**



Established a DEI council to accelerate diversity and inclusion progress.

Ryerson Gives Back Community and Hardship Relief events across our network of locations.

Adopted a **new parental leave program** to promote work-life balance and gender equality in the workplace

Governance

Established an ESG committee by the direction of our CEO and with support of our Board of Directors

Regular updates to our **Audit Committee**

Corporate Governance Guidelines and NCGC Charter **amended and restated to include DEI considerations**

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

We primarily purchase stainless steel, aluminum, carbon steel, and alloy steel from producing mills and a variety of other sources, then add value and sell it in as-needed quantities to our customers, helping bridge the gap between metal producers' supply and end users' demand.

We provide a single-source experience for customers that includes access to approximately 75,000 products, a broad range of processing services, and an interconnected network of approximately 100 locations spanning North America and China.

Thousands of manufacturers, fabricators, and machine shops from traditional and emerging end markets alike trust Ryerson to supply their metal needs.



Ryerson helps close the gap between metal producers' supply and end-users' demand.

The metals we sell are some of the most essential materials of our time. Because of their properties, including strength, workability, sustainability, and versatility, they are used in endless products across the majority of our end markets.

Since the metals we sell are infinitely recyclable, meaning that they can be recycled into the same material again and again without deterioration in quality, they are key to a low-carbon and resource-efficient future.

As such, metals play a crucial role in meeting today's and next generations' demands while enabling a sustainable future. In short, steel, aluminum and carbon are the materials of the future and the foundation on which a sustainable society is being built. It is projected that by 2050, industrial metals supply will need to increase 20% or more from present levels to meet growing demands.*



At Ryerson, we understand the responsibilities that come with processing and distributing over 2 million tons of metal annually and embrace the role of being a leader in the industry.

Because our metals by their very nature are infinitely recyclable and among the most recycled materials on the planet, we believe they are key to a sustainable future. Beyond this, we believe in being a good corporate citizen and are committed to the integration of environmental, social and governance (ESG) principles into the daily operation of our business.

We are driven by our dedication to maintain the highest health and safety standards to protect our people and communities, support the communities we serve, deliver products that meet our stringent quality and compliance standards, and operate with integrity.

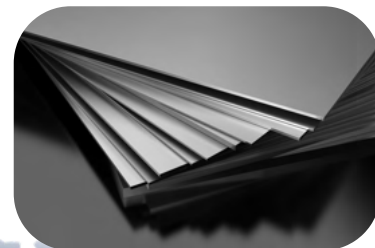
We work to continually improve each of these areas to make Ryerson an even better company for tomorrow.

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

RYERSON AT A GLANCE



**4,000
employees**



**75,000
products stocked**



**\$5.7b
2021 annual sales**



**40,000
customers**

Our Products and Services

We carry a full line of nearly 75,000 products in stainless steel, aluminum, carbon steel, and alloy steels and a limited line of nickel, copper, brass and bronze in various shapes and forms. In addition to our metal products, we offer numerous value-added processing and fabrication services, nearly 80% of the products we sell are processed to meet customer requirements.

The Role of Metal in the Circular Economy

Industrial metals by their very nature are infinitely recyclable. At Ryerson, we seek to identify and pursue opportunities to reduce, recover, reuse, and recycle metal products in our daily operations and product portfolio.





Our metals can be 100% recycled and are infinitely recyclable, making them some of the most sustainable materials at scale and in mass in the world. In fact, today, steel— is the most recycled metal on Earth.



Nearly 80% of the metal we sell is processed internally to our customers' exact specifications before being delivered. Our processing means customers get exactly what they require and less waste is needlessly produced and shipped. Thus, we can reduce customers' use of raw materials, as well as transport impact and energy use, all of which ultimately reduces CO2 emissions. As for the scrap we generate, our internal programs and partnerships ensure that it is recovered and recycled, a process you can learn more about [on page 44.](#)



By recycling, recovering, and reusing metal, the carbon footprint of the overall supply chain can be lowered.

Our products are key to a sustainable future. Our commitment to cutting waste and recycling applies to our operations from purchase through delivery, which you can learn more about [on page 45.](#)

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

Our Company Strategy

It starts with our people, who embody our values and ultimately deliver on our strategy. Having the right people in the right places – and building a diverse, equitable, and inclusive workplace - is the cornerstone of creating a successful, ethical and sustainable company. We are invested in the success of our employees, which means providing them with the tools and resources needed to help them and us reach more of our human and organizational potential.

Our success is defined by that of our customers. This drives our business strategy, which includes providing a superior level of customer service and responsiveness, technical services, and inventory management 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.





OUR ESG GOVERNANCE

- Our ESG Committee
- Our ESG Priorities
- Our Materiality Matrix
- Our ESG Reporting & Metrics
- ESG Moving Forward

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

As such, we are committed to integrating ESG principles into the daily operation of our business. We are driven by our dedication to maintain the highest health and safety standards to protect our people, advance equity, inclusion and diversity, serve our communities, deliver sustainable products that meet our stringent quality and compliance standards, and operate with integrity.

We continuously work to improve each of these areas and make Ryerson a more sustainable, enduring, and transparent company.



“

The fact that Ryerson has been in business for 180 years matters ... it speaks volumes about our values and ethics, which have been carefully forged throughout that time.



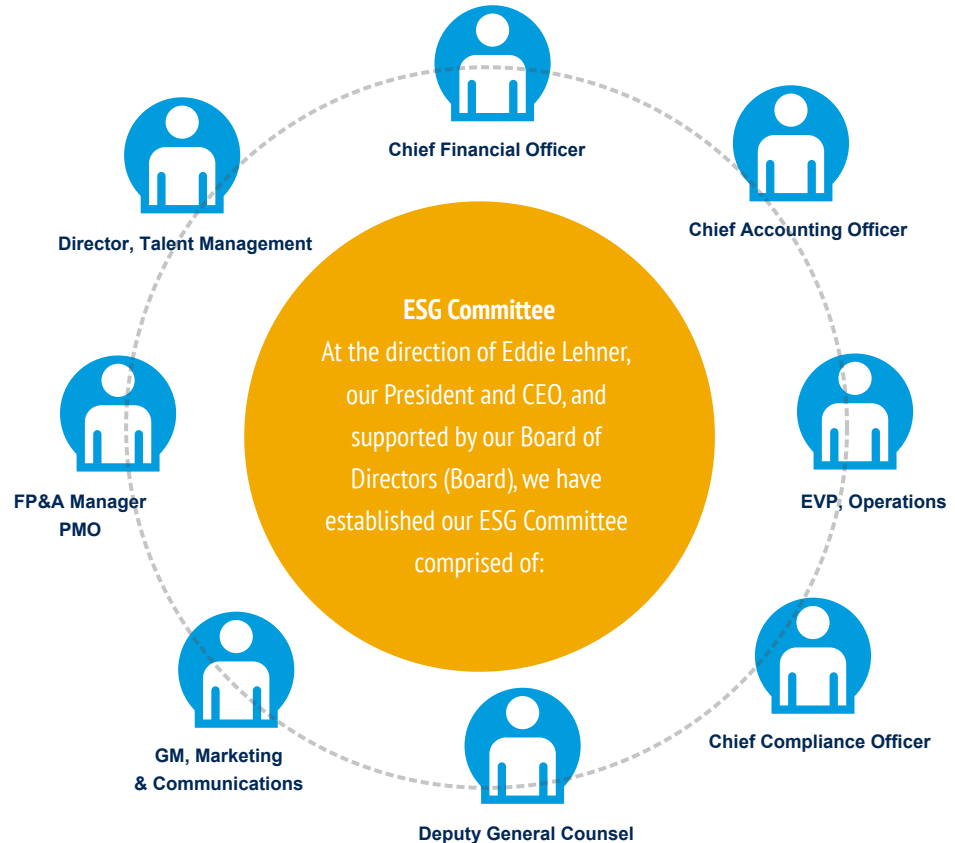
Eddie Lehner
President and CEO

To strengthen our current ESG initiatives, identify and close gaps related to our business objectives and ESG priorities, and refine our overall ESG framework and initiatives, Ryerson is building a cohesive ESG strategy.

The ESG Committee meets regularly and spearheads our ESG activities, including setting our ESG goals and priorities, measuring our progress against those goals and priorities, and monitoring, assessing and improving our overall ESG strategy.

The ESG Committee reports periodically to our Audit Committee of the Board of Directors and keeps the company informed as to current and emerging ESG issues that influence business planning, strategy and operations. You may send your comments or questions to our ESG Committee through ESG@ryerson.com.

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



Our ESG Priorities

To better communicate, centralize and further develop our ESG strategy, we conducted a materiality* assessment of our ESG initiatives in 2021. The goal of the materiality assessment was to determine and prioritize the ESG initiatives important to achieving our business objectives and to delivering long-term value to our stakeholders. As a part of this assessment, we:



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

The Materiality Matrix

This materiality assessment and the resulting Materiality Matrix form the foundation for our ESG program at Ryerson.

The Matrix helps us understand which areas of ESG are most relevant to our stakeholders, external and internal, and provides us with a baseline to prioritize and refine Ryerson's overall ESG framework and initiatives.



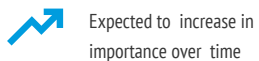
Environmental



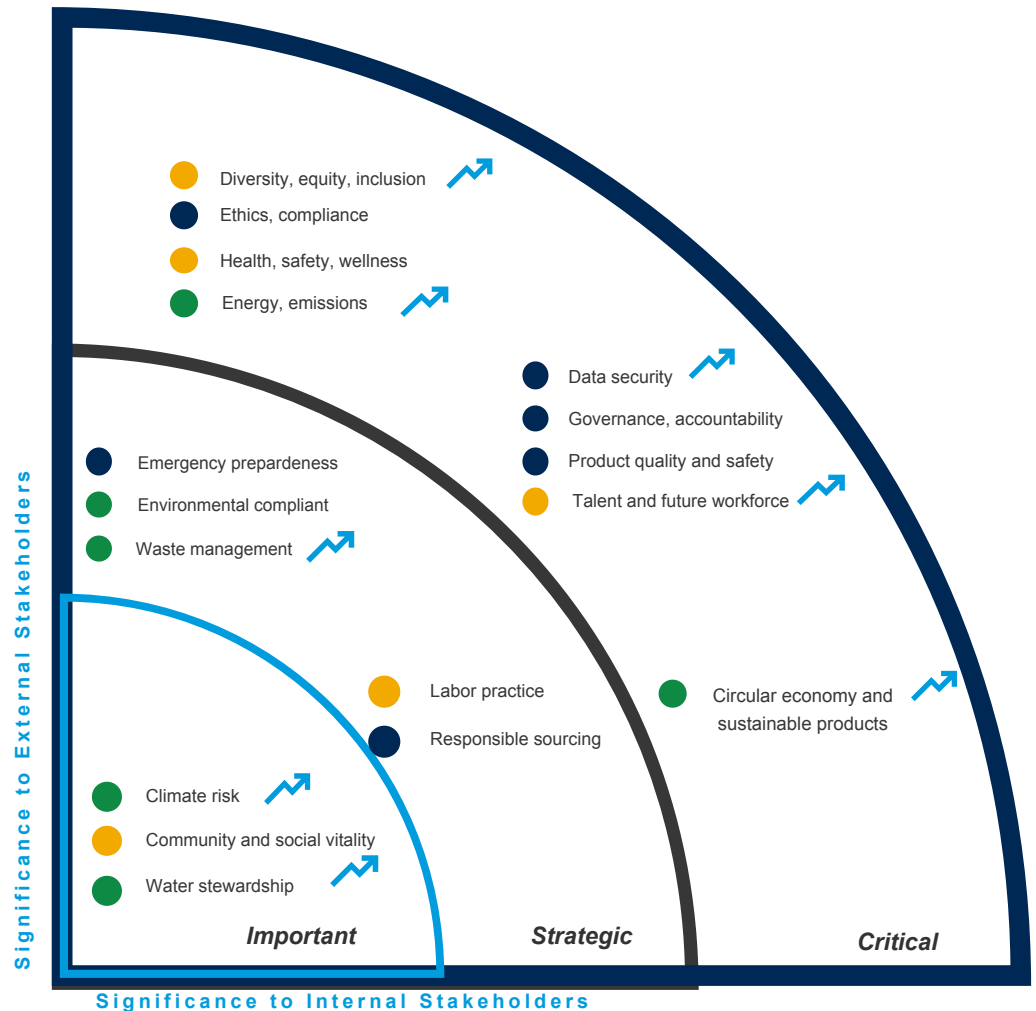
Social



Governance



Expected to increase in importance over time



Our ESG Reporting and Metrics

In our reporting, we utilize the Sustainable Accounting Standards Board (SASB) frameworks for both the Iron and Steel Producers Industry and the Multiline and Specialty Retailers & Distributors Industry.

While the Iron and Steel Producers Industry is Ryerson's official categorization, our day-to-day business consists of the sale, distribution, and processing of a broad variety of metal products sourced from numerous primary metal producers and we are not involved in mining or metal production operations.

Therefore, we are also utilizing the Multiline and Specialty Retailers & Distributors Industry framework as this better reflects the day-to-day business of our company.

For more about our industry classifications and business compared to that of mining companies and mills, see [appendix](#).

Although our ESG 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 2021 revenue.



ESG Moving Forward

We are building a cohesive ESG strategy utilizing the insights from our materiality assessment and standards such as SASB to drive Ryerson's long-term value, sustainability, and accountability.

Because of their highlighted importance in our materiality matrix, we have committed to making meaningful progress and providing transparent, disclosures with an initial focus in five key areas:



[Diversity, Equity
and Inclusion \(DEI\)](#)



[Energy and
emissions](#)



[Talent and
future workforce](#)



[Circular economy and
sustainable products](#)



[Data security](#)

Ryerson has identified these areas as important to making the company more sustainable, and ultimately to the benefitting of our stakeholders. To achieve this, we have initiated projects that are:

- Embracing diversity and inclusion via our new Diversity, Equity and Inclusion council (DEI Council) that will focus initially on employee engagement, DEI training and community outreach efforts.
- Investigating Ryerson's carbon footprint and applicable reduction strategies; developing carbon calculators to estimate emissions for both Ryerson's and our customers' benefit.
- Improving talent development and employee engagement, led by our newly formed Talent Management Office.
- Transparently disclosing Ryerson's role in the circular economy and our investments in recycling.
- Continuously investing in and evolving our cybersecurity program to mitigate and manage risks.

In addition to our materiality project, Ryerson organized a sustainability project in 2022 to investigate our Scope 1 and Scope 2 emissions, better understand our carbon footprint and provide additional transparency to our stakeholders. Please see the results of this project in our [Energy, Emissions and Climate Change](#).



Sustainable People & Community

- Keeping our Employees Healthy and Safe
- Diversity, Equity & Inclusion
- Talent and Workforce
- Community and Social Vitality

1957

**Our first published Equal
Opportunity Policy**

Zero

**Number of OSHA recordable
injuries for the entire year in
half of our facilities**

70

**Number of women who have
participated in our Female
Sponsorship Program**

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At Ryerson, we understand that the success of our business is dependent on the wellbeing, engagement and growth of our team members.

Safety isn't something we simply check the box on. It is a 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.

Today, our safety record speaks for itself as we consistently outperform our industry according to the Bureau of Labor Statistics (BLS). Ryerson strives for each of our employees to return from work as good as they arrived each and every day. We are also fully invested in our employees' general physical and social wellbeing, including offering programs to improve physical fitness and resources that support mental health.

Ryerson's commitment to our team members goes beyond our commitment to their well being and extends to their engagement and growth. Having the right people in the right places is the cornerstone of creating a successful, ethical and sustainable company. We view diversity, equity, and inclusion (DEI) as fundamental. Put simply, DEI is critical to attracting and retaining the right talent, and key to unlocking the potential of our workforce. We consistently look to cultivate and develop a diverse, equitable, and inclusive workplace with an eye toward the future.

Our corporate sustainability also involves developing community and social vitality. Our employees depend on us to provide a positive, engaged culture, and Ryerson gives back to our local communities through various programs.



Ryerson consistently outperforms our industry in safety according to the Bureau of Labor Statistics.

Keeping Our Employees Healthy, Safe, and Well

Maintaining a safe workplace is one of our core values and a mainstay of Ryerson. Health, safety, and wellness are fundamental expectations of our Board, executives, employees, and our customers.

Focusing on health, safety and wellness has the benefit of positively impacting employee morale, and attracting and retaining a talented workforce. We also believe that the health and safety of our workforce goes together with processing and distributing quality products. Our safety standards, which go beyond industry standards and the minimum legal requirements, have helped protect the well-being of our people and prevent workplace injuries.

Managing Health and Safety

Our Environmental, Health and Safety (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.

Our commitment towards a zero-injury workplace is constant and driven by an EHS policy that reinforces the goal. Our safety performance record outperforms the industry average and our low recordable injury rate, based on the Bureau of Labor Statistics (BLS) metrics, reflects our effectiveness in safeguarding the well-being our employees in the workplace.



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. Our review of records showed that Ryerson has not had a workplace fatality.*

+60%

In 2021, 63% of our facilities operated with zero OSHA recordable injuries for the entire year.

2.08

Our 2021 OSHA rate* for North America was lower than the industry average.+

0.53

Our Days Away Restricted Time rate, was 0.53, which compares to 0.33 in 2020 and 0.97 in 2019.^



**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 Education & Management

Our approach to ensuring a safe workplace begins at hire and engages employees throughout their 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 may be more prevalent.

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Teams across the company participate in our annual Safety Week in May, as well as other events and campaigns held throughout the year to reinforce policies and engage employees. During such events, teams are recognized for outstanding achievements in safety through programs like our Safety Committee of the Year Award. Additionally, our employees name a local Safety Champion of the Year, recognizing the importance we each play in keeping ourselves and our colleagues safe.

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 discuss 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 Focus

Keeping Accidents on I.C.E.

In 2021, we launched a safety campaign aimed at reducing the number of incidents occurring in the summer, a time when material handling incidents tend to increase. The campaign was dubbed “Keep Accidents on I.C.E.” – a fun name during the hot summer months calling on employees to (I)dentify, (C)ommunicate, and (E)liminate hazards. Teams were challenged to complete specific safety tasks each month, and sites were rewarded for participation with prizes and special visits from leadership. The campaign proved to be successful; in its first month, we reported the best rate of our near-misses ever and reduced our total summertime incidents by 33%.

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Responding to COVID-19

In response to the COVID-19 pandemic, Ryerson introduced new protocols to protect the health, safety and well-being of our employees as our foremost priority while operating as an essential business.

Today, led by our dedicated COVID-19 response team, Ryerson continues to follow the United States Centers for Disease Control and Prevention (CDC) and other relevant local guidance in the U.S., as well as corresponding authorities in Canada, Mexico, and China.

We monitor COVID-19 data in the areas in which we operate and remain both safe and nimble in executing our internal response.



In Focus Pride In Serving

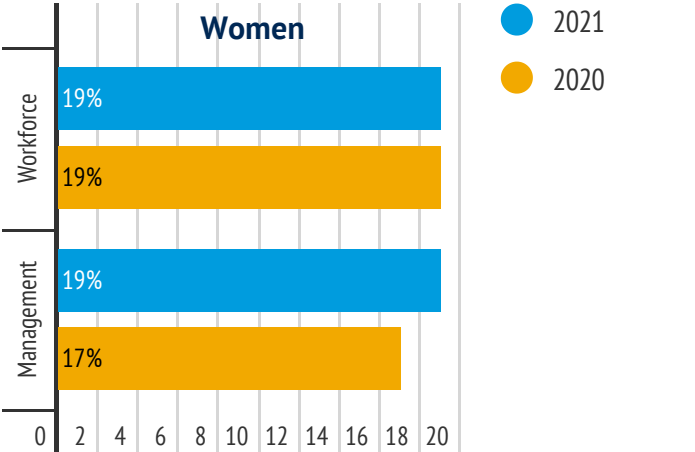
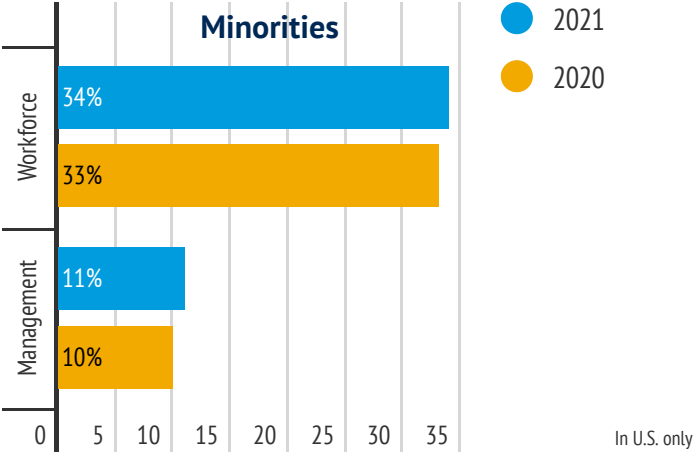
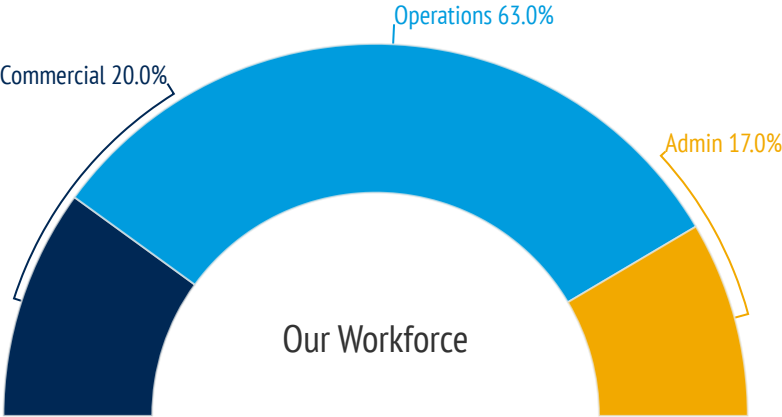
Ryerson supplies many products utilized in combatting COVID-19, from nose pieces for surgical masks, to hospital beds, and ventilators. As operations employees adjusted to health and safety protocols as essential workers, their service to customers became more important than ever before. To recognize the efforts of our essential workers, we launched a campaign entitled "Pride in Serving," spotlighting employees with photos and quotes on what it means to serve during a pandemic.

Echoing the feelings of many employees, Scotty Ness, a third shift loader at our facility in Plymouth, Minnesota, stated: "Even though I can't stand on the front lines with the doctors, nurses, and first responders, I feel honored that I am able to help during this crisis. I feel it is my duty as an American to help our people and nation in any way possible during these times. It fills my heart with pride that I am able to contribute."



Our Employees

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

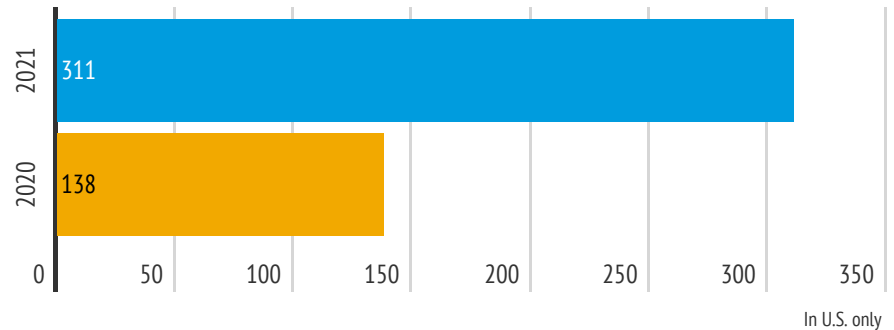


12

YEARS
average tenure of
Rverson employees

Internal Promotions

Internally, we aim to promote from within the organization whenever possible, drawing on the experience of current employees.



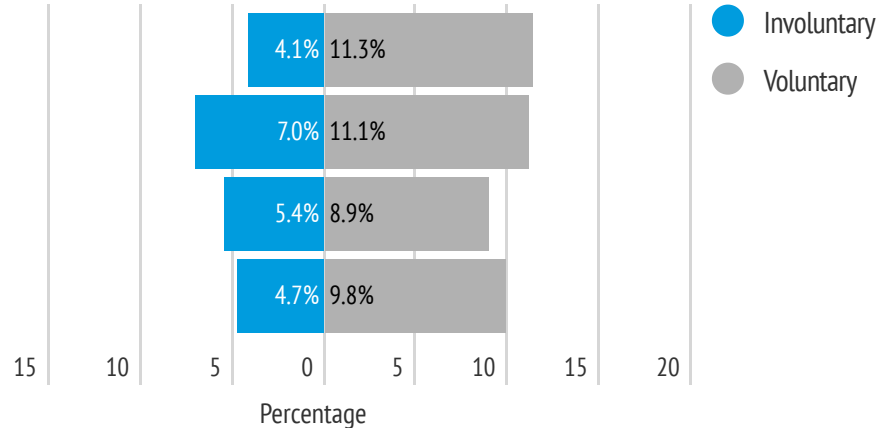
Our turnover rate improved year-over-year to 15.4%, 11.3% of which was voluntary.

2021 (15.4%)

2020 (18.1%)

2021 (14.3%)

2021 (14.5%)



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Diversity, Equity & Inclusion (DEI) is critical to attracting and retaining the right talent, and key to unlocking the potential of our workforce. We provide pathways for individual development, career growth, and upward mobility to attract and retain talent. We focus on the advancement of all employees, with a particular focus on women, minorities, and other underserved groups in our hiring and development processes. 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.

Our workforce includes warehouse and operations employees as well as commercial teams and other office-based functions. Spanning roughly 100 locations across North America, our team of sales representatives, supply chain experts, operators, truck drivers, and more bring a collective wealth of knowledge and experience to the table, allowing us to continually provide excellent customer experiences.

Diversity, Equity & Inclusion

DEI is a core value of Ryerson's culture. Diverse perspectives and ideas are essential to the sustainability of our business and are key to driving a successful corporate strategy by unlocking the great potential of our workforce, and attracting and retaining talent. Innovation, problem-solving and creativity thrive when our workforce is comprised of people with a wide variety of backgrounds and experiences.

We strive to promote diversity and are committed to building on our progress in the future. We value our employees who work each day for our success and, in turn, we work hard to maintain a culture that respects and promotes individual differences. This is reflected in our recruiting and business practices.



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Promoting Diversity and Inclusion

In 1957, we published an Equal Opportunity Policy before it was legally required or even a common corporate practice.

Ryerson is now taking its long history of focusing on equity to the next level. Our Board of Directors, President & CEO, Eddie Lehner, and EVP, GC & CHRO, Mark Silver, have directed the Ryerson recruitment and talent management office to reinforce and expand diverse, inclusive, and equitable practices throughout our organization.

Our leadership team is updating and implementing our policies and programs to further support DEI practices. These policies and programs include:

- Code of Ethics & Business Conduct
- Anti-harassment policy
- Equal Employment Opportunity (EEO) policy
- Sponsorship program
- Mentoring program
- DEI Council

In 2020, our Nominating Corporate Governance Committee (NCGC) amended and restated our Corporate Governance Guidelines and our NCGC Charter to include DEI considerations.

As part of our commitment to improving our DEI, Ryerson was excited to announce its new parental leave policy in 2021. This new policy ensures that all parents have equal access to parental leave benefits and the opportunity to spend time with their new child. Equal rights and access to parental leave are vital elements to promoting gender equality in the workplace.

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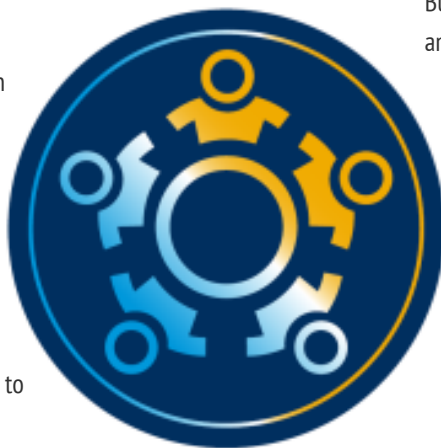
The DEI Council

Our commitment to DEI initiatives does not stop with policy. We include and engage our employees and have established the Ryerson Diversity and Inclusion Council (DEI Council), comprised of employees from across functions, locations, and levels of the organization. The DEI Council's mission is to foster an environment across the organization that values the diversity of experiences and perspectives and encourages inclusivity in all aspects of the business. Only by respecting each of our unique perspectives, experiences and needs can we unlock the full potential of our workforce and attract the best talent.

The DEI Council seeks to achieve this through:

Developing cultural competence and responsiveness as an organization.

Creating a work environment that ensures equal access to information and opportunities for professional growth and advancement.



RYERSON
— DIVERSITY | EQUITY | INCLUSION —

Building capacity, capability and competency to lead and manage a diverse workforce.

Developing, implementing, and continuously improving guided conversations at all levels of the organization on diversity and inclusion.



"We recognize and appreciate the importance of creating an environment in which all employees feel valued, included, and empowered to do their best work and bring great ideas to the table. We recognize that each employee's unique experiences, perspectives, and viewpoints add value to our ability to work together, the ultimate basis for a sustainable company."



Sarah Moran
DEI Board Co-Chair

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Supporting and Recruiting Diversity

Ryerson's commitment to diverse, equal, and inclusive employment includes measures to grow our female and minority representation at all levels of our organization. We start improving diversity through thoughtful and intentional recruiting and continue supporting our employees through several programs designed to promote a diverse workforce.

Our recruitment efforts include the use of internships, apprenticeships, and focused scholarships, local diversity teams that collaborate with our DEI Council to execute goals, initiatives, and events from a regional or local perspective, and identifying volunteer opportunities that support our diversity and inclusion focus. We provide touchpoints throughout the organization so that employees keep DEI top of mind. Employees are enrolled in annual training on the prevention of discrimination and harassment and the promotion of equity in the workplace.

In 2022, Ryerson's management team is attending a three-part training on DEI focused on being inclusive, avoiding bias, and workplace intervention. Additional training is made available throughout the year via our DEI course catalog within our learning management system. We currently have 66 DEI courses in our catalog, and we expect that approximately 2 of the 10-15 new courses we add monthly will pertain to DEI content. In addition, our diversity and inclusion initiatives include management training sessions provided by experienced third parties focused on fostering diversity and inclusion. Internal communications channels such as intranet articles and email announcements are also used to increase awareness of DEI initiatives throughout the company.



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.

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Diversity and Inclusion Policies and Initiatives

Diversity, equity, and inclusion are integrated into our organizational practices, from internal communications to benefits to recruitment. Initiatives and policies related to DEI include:

- Code of Ethics & Business Conduct
- Board Corporate Governance Guidelines and NCGC Charter
- EEO Policy
- Anti-harassment Policy
- DEI Council & Diversity Teams
- Employee DEI training, including anti-harassment and discrimination prevention training and a DEI course catalog
- Employee participation in the Association of Women In the Metals Industry (AWMI) membership and events
- Internal spotlight communications on important events honoring diverse groups: Black History Month, Women's History Month, International Day of the World's Indigenous Peoples, Juneteenth, LGBTQ+
- New parental leave policy, effective January 2022

RYERSON

An Equal Opportunity Employer

Ryerson recruits, hires, trains, and promotes in accordance with the principles of equal employment opportunity and ensures that no applicant for employment or employee is deprived of the opportunity to work and improve his/her position by reason of race, color, religion, age, citizenship, national origin, physical or mental disability, veteran status, gender, sexual orientation, marital status, HIV-positive status, or social or economic class, or any other artificial barrier.

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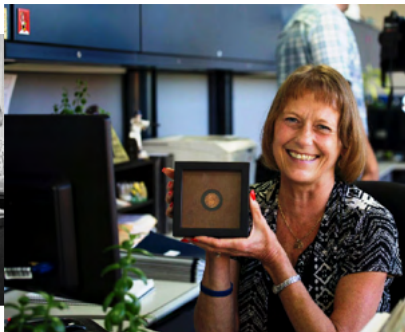
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Diversity Engagement

In a traditionally male-dominated industry, we seek to support women in the metals market through networking and career development efforts. We are a proud supporter of the Association of Women in the Metal Industries (AWMI) and our CEO and other executives have been keynote speakers at AWMI events. In 2019, Ryerson received the AWMI Cornerstone Award for involvement across all levels of the organization and commitment to the mission and goals of the AWMI.

To help develop future female leaders, we established the Ryerson Sponsorship Program in 2017 as an opportunity for female employees to network and develop their careers. Members of the sponsorship program receive professional guidance from a successful senior-level Ryerson thought leader who serves as their sponsor over the course of 12 months. Over 70 members and sponsors have participated in the program since its launch and another 20 participants have been admitted into the 2022-2023 program.

With diversity and inclusion as a foundation, we seek to leverage unique perspectives and experience to foster a team of experts for our company. With respect to minority initiatives, we actively support and recruit from diverse student groups, building relationships with high schools, vocational schools, and universities.



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Talent & Workforce Growth

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

Our recruitment and talent management teams lead our mission to attract, retain and develop diverse talent. These teams are organized under our Talent Management Office (TMO), which includes our Chief Human Resources Officer, our Director of Talent Management and other senior leaders. The TMO is responsible for our recruiting efforts, attracting the best talent, increasing diversity and hiring efficiencies, facilitating onboarding, and continuing education opportunities to engage employees as they join Ryerson and build their careers with us.

Cultivating a strong workforce starts with a powerful recruitment strategy that leverages both internal and external resources. We have recently adopted new programs to hire, promote and retain qualified and diverse talent.

Externally, that includes partnerships with colleges, universities, and trade schools. Within the U.S. in 2021, we hired 483 individuals, an increase of 345 compared to 2020. As we continue to focus on hiring, promoting, and retaining qualified and diverse talent, our forthcoming initiatives include among others targeting community organizations to find diverse candidates for employment such as offices of workforce development, nation of makers, disability organizations, and education-focused groups.

We have also placed special emphasis on veteran recruiting programs that match skills acquired during military service with the needs of our organization. In 2021, we employed 161 veterans in our workforce. To attract more veteran talent, we participate in career events specific to this group and have also partnered with America's Job Exchange, Hire Military and military installations to recruit military personnel.

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

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Benefits

At Ryerson, all employees are paid above minimum wage. We believe that paying our employees a living wage benefits both our employees and Ryerson as we seek to sustain a long-term engaged workforce. We consistently analyze our compensation packages to ensure our talent is paid competitively.

In addition to competitive compensation, we offer a comprehensive selection of benefits to meet the needs of employees and their families from health and dental coverage to expanded vacation time and wellness programs designed to support their physical and mental well-being.

We have also implemented many programs to support our employees' health and well-being such as a diabetes management program, gym membership discounts, incentives to get physicals, health coaching, weight management programs, health care shopping tools, a hypertension management solution, and employee assistance programs.

These programs improve the general well-being of our employees and therefore the health of our company.



Our Benefits

- Medical, Dental & Vision Insurance for Employees and Dependents
- Company-provided Basic Life Insurance
- Competitive Pay
- 401(k) with Excellent Company Match
- Paid Holidays, Vacation, and Sick Time
- Flexible Work Arrangement Where Possible
- Healthcare and Dependent Care Flexible Spending Accounts
- Employee Assistance Program
- Commuter Benefits
- Tuition Reimbursement for Eligible Employees
- College Scholarship Program for Employees' Children (Ryerson Tradition since 1902)
- Paid Parental Leave

Certain benefits vary by location

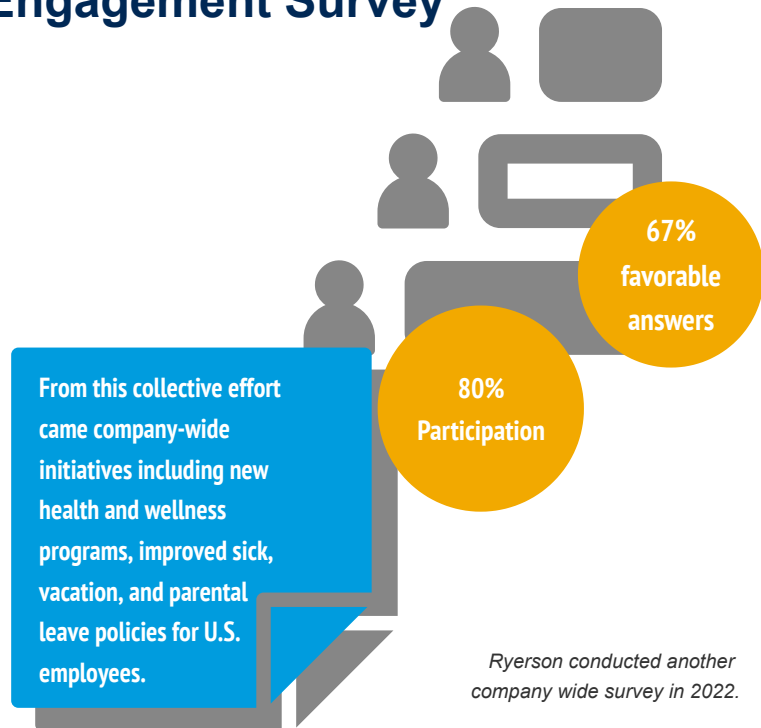
Engagement Survey

This requires having a finger on the pulse of employees' likes, dislikes, and needs. We believe engaged employees have higher productivity, profitability, customer service and reduced safety incidents and turnover. Our commitment to listening to and working with our employees led to the launch of our company-wide engagement survey in 2018.

Using Quantum Workplace, a leading engagement survey software, our employees anonymously provided their perspectives on a variety of topics. Ryerson achieved overall favorability of 67% with a participation rate of nearly 80%, which exceeded industry benchmarks. We distributed the results to our department heads and managers to work with their teams on common and specific feedback.

We identified key improvement opportunities and established advisory teams to address them. In early 2020, we conducted a follow-up "pulse" survey with a subset of the organization and, encouragingly, found that favorability scores increased in locations where leaders had worked to affect change. From this collective effort came company-wide initiatives including new health and wellness programs and improved sick, vacation and parental leave policies for U.S. employees.

Engagement Survey



Ryerson conducted another company wide survey in 2022.

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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.

At Ryerson, we believe the growth of our employees' careers contributes to the growth of the organization overall. From entry-level team members to senior management, we offer training and development programs and cross-departmental exposure to enhance the skillset of each employee and strengthen our ability to deliver excellent customer experiences.

Employees are encouraged to build their careers at Ryerson through training and growth opportunities. Employees set measurable goals annually with their manager and are evaluated on their completion of these goals at the end of the year. In 2022, Ryerson revised its guidance on creating smart goals. To focus employee targets on goals that truly add value to the company and individual career paths, employees were asked to collaborate with their managers to create at least one professional development, one performance improvement and one stretch goal. We also support technical training and membership in professional organizations to promote the continued growth of our team members.



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Ryerson EDvantage

At the heart of our training strategy is Ryerson EDvantage, our learning management system, which provides access to our required training as well as opportunities for employees to gain knowledge and skills that will help them to advance to the next level.

Ryerson EDvantage features a rich library of content with over 1,700 courses to guide employees from the new hire onboarding process through every step in their career-development path with us. In addition to required anti-corruption, cybersecurity, code of conduct, anti-harassment, and safety training, EDvantage provides access to a vast amount of content for employees to enrich their knowledge of our business and the metals market. In addition to the professional course catalog, we have also recently added courses that promote personal growth and development, including courses on personal finance and mental health. Over 10,000 hours of voluntary, self-paced training were completed in 2021. In total, our office and plant employees received an average of approximately 9 hours of training in 2021, which represents an investment of approximately \$410 per employee.

We dedicate specific resources to the training and development of our inside sales role, known as customer experience representatives. The Ryerson Academy is a 12-week intensive training program designed to introduce recent hires to the metals industry and to our business. It includes hands-on sales experience and virtual instruction from subject matter experts across our company. We also offer other programs to encourage employee growth and development across functions, including supporting our employees in their pursuit of higher and continued education, with tuition reimbursement available for employees seeking college and advanced degrees, professional certifications, and other training essential to their career development. We support and promote career growth through participation in industry organizations such as the Metal Service Center Institute (MSCI) and the Association of Women in the Metal Industries (AWMI). Ryerson recently launched an operations mentorship program, an idea generated by our DEI committees. Each of the 15 individuals in our pilot wave is at the supervisory level or below and will be paired with a mentor who will help guide their career growth and development.

RYERSON

— EDvantage —

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

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

1,700+

online courses



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Employee Recognition

We recognize employee achievements that demonstrate commitment to our business and values. Operations teams that strive to create lean operations, implement continuous improvement processes, and improve safety performance are eligible to earn site certification and pay incentives.

Likewise, our annual Safety Committee of the Year Award is granted to the location which best exemplifies our commitment to health and safety. Annual events such as Safety Week and Truck Driver Appreciation Week further direct the attention of the organization to operational efficiency, teamwork, and safety.

Recognizing the success of our employees in promoting safety in these ways is an important part of our focus on our culture, health, and safety.

All of our team members are eligible for service awards, granted at major Ryerson tenure milestones. At each five-year increment, employees are awarded a gift selection of their choice as a thank you for their service to Ryerson. Additionally, we have a tradition of awarding employees a special 1842 (year of Ryerson's founding) penny upon achieving a 40-year tenure in recognition of their significant contribution to the Company's legacy. As of the end of 2020, 79 of our U.S. and Canada employees had tenures of 40 years or more, and an additional 96 had tenures of 35 years or more.



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Community & Social Vitality

Being a responsible neighbor and helping build better communities in the areas we operate in is a central part of a sustainable company. We understand that supporting our communities through giving back is an important and increasing interest of our current and future employees.

Currently, employees volunteer their time in the communities they call home through the Ryerson Gives Back program. Established in 2017, Ryerson Gives Back encourages teams across the Company to volunteer by allotting four paid volunteer hours annually to each employee. From food banks to local construction projects, we have watched employees step up to support underserved groups and areas on behalf of Ryerson.

In addition to giving back, we encourage employees to exercise their civic responsibilities. Employees were granted an additional four hours of paid time off to vote in the 2020 presidential election. We also support various charitable organizations, including those that promote social justice and equality, good health, children's causes, educational advancement, and community programs.



1,600+ participating employees



170+ events



4,770+ hours volunteered

Additional Hours for Employees in 2020 included:

- 4 hours optional to vote in the 2020 election
- Sick pay for COVID-19 cases to reinforce efforts to stop the spread



In Focus

Reaching Communities Through Ryerson Gives Back

Each Ryerson Gives Back event is unique in its impact, activities involved, and geography served. Below is a sampling of events held across the Ryerson Family of Companies in 2022:

- The team in Burns Harbor, Indiana, organized a food drive for the Portage Township Food Pantry. Food donated will help feed families in Portage, Indiana, and surrounding communities (pictured, top).
- In Denver, Colorado, employees volunteered with Special Olympics Colorado to support an athletic event attended by 44 students (pictured, bottom).
- Ryerson employees in Vaudreuil, Quebec, gave their time to the Family House of Vaudreuil, a community organization providing resources for families of young children. Employees helped setup, cook, and run activities for a BBQ with one of the House's family groups.
- Ryerson's corporate team in Chicago volunteered with Back2School America, packing 216 school supply kits for high school students.
- Employees in Houston, Texas, volunteered with Kids' Meals Houston, packing shelf-stable lunches to be distributed to children across 46 ZIP codes.
- Fay Industries employees volunteered to support the Boys & Girls Club of Northeast Ohio Race for Kids 2022.



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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.

Seventeen percent (17%) of our warehouse employees were members of various unions, including the United Steel Workers and The International Brotherhood of Teamsters.

Five renewal contracts covering 100 employees were successfully negotiated in 2021. Four contracts covering 104 employees are currently scheduled to expire in 2022.

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





Sustainable Environment

- Circular Economy & Sustainable Products
- Enabling the Circular Economy
- Environmental Stewardship
- Reducing Environmental Impact- Climate Change

98k

tCO2e Scope 1 and 2, 2021

96.3%

On average, the percentage of raw steel that is converted into usable material

78k+

Tons of scrap recycled in 2021

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At Ryerson, we understand the responsibilities that come with processing and distributing over 2 million tons of metal annually and embrace the role of being an industry leader in minimizing deleterious environmental impacts.

Our products, by their very nature, are infinitely recyclable and among the most recycled materials on the planet. As such, they are key to a sustainable future. Beyond this, we are committed to the integration of environmental, social and governance principles into the daily operation of our business.

We are mindful of the risks posed by climate change and our impact in this area and, as a supply chain partner, we are conscious of our customers' focus on green initiatives.

To this end, we actively integrate environmental initiatives throughout our operations and enable and assist our customers on their own paths to sustainability. By operating sustainably and in an environmentally responsible way, we ensure that Ryerson will be able to continue serving our customers, employees, and investors for decades to come.



Our products are infinitely recyclable and among the most recycled materials on the planet.

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What We Do: Sustainable Materials

Our industrial metals, by their very nature, are infinitely recyclable and are some of the most recycled materials on the planet. Because our metals, steel, aluminum and carbon, are among the most sustainable materials in scale and at mass in the world, they are an essential and integral part of the circular economy and our future.

Recycle

When looking to minimize climate impact, individuals and businesses can make a huge difference by using steel rather than other materials.

- Recycled industrial metals maintain the inherent properties of the original
- Steel is one of the most recycled materials in the world
- Its production does not produce toxic run-off
- Its processing does not consume water

Recover/Reuse

Nearly 80% of the metals we sell are processed internally before being delivered, which means less waste is needlessly shipped.

- Programs/partnerships ensure no metal goes to waste.
- In 2021, Ryerson reintroduced 78,000 tons of metal back into the circular economy by recycling it with our scrap partners.

Reduce

Our suppliers are moving from blast furnace manufacturing to electric arc furnace (EAF), which has up to 75% lower CO2 intensity.

- ~70% of North American steel production is EAF based*
- ~68% of our domestic stainless & carbon in 2020 produced by EAF
- CO2 intensity of steel produced in America is lowest of any major steel producing nation+
- Mills offer net-zero equivalent steel
- We purchase +90% total tons from North American sources

* Steel Manufacturers Assn.

+ Carbon intensity levels well below that of the Paris Climate Accord Targets

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What We Do: Sustainable Operations

Beyond our products, 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. Millions of pounds of metal are shipped to us from primary metals manufacturing plants yearly and are turned into sheets of metals of varying sizes for customers. With metal sheet, for example, each individual order is packaged using paper edge boards, and some orders have interleaving sheets inserted to ensure the quality of the material. These packages are then placed on lumber pallets and secured using steel or PVC straps before being loaded onto trucks. 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

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.

Reduce

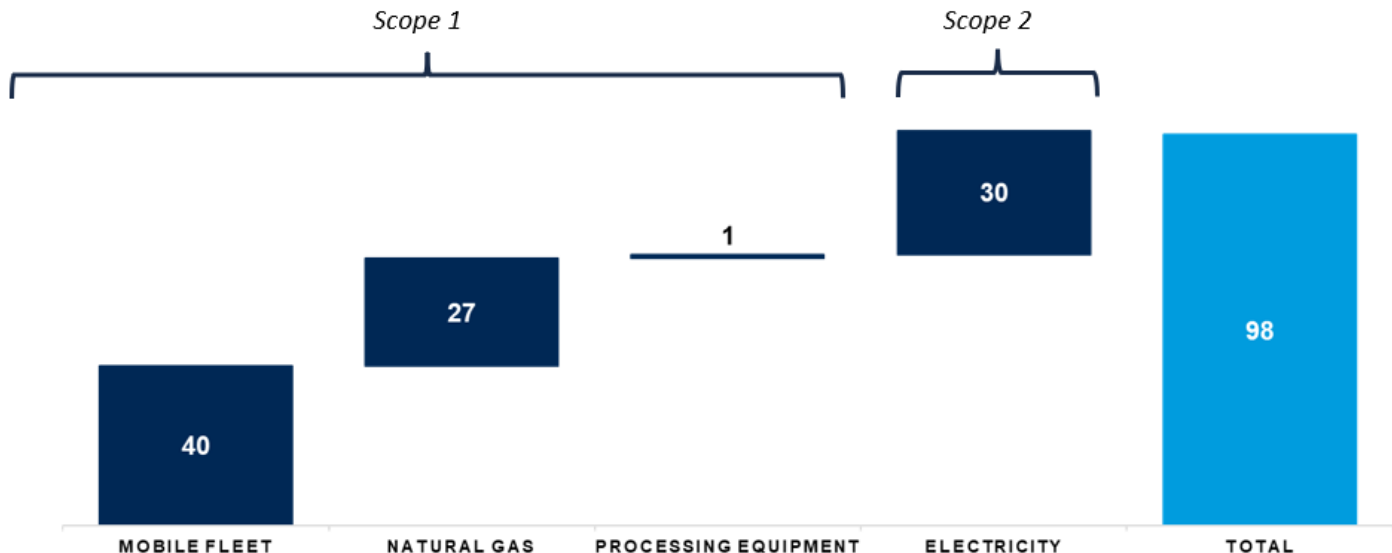


We have made a major push to recover all skids delivered to customers so that no skid gets left behind. We have incentivized our drivers to make skid recovery part of their routine. Once recovered, we repair and reuse, or send them to be converted into mulch or other recycled products. This is environmentally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

Energy, Emissions and Climate Change

Knowing that quantifying our impact on the environment not only helps provide our stakeholders with the transparency necessary to make informed decisions but also helps us understand our impact on the environment, we investigated our Scope 1 and Scope 2 emissions in 2022 and established 2021 as our baseline year. Our Scope 1 and Scope 2 emissions for the year were 98k tons of CO₂e, 95% of which were driven by diesel trucks, electricity and natural gas usage.

Ryerson 2021 Emissions, '000 tCO₂e



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Ryerson sits in a low emissions part of the metals value chain
and presents an attractive ESG investment opportunity

◆ Non-metals Company ◆ Metals Company



As a processor and distributor of industrial metals, our operations do not include:

- Engaging in mining activities for harvesting minerals
- Operating furnaces (Basic Oxygen Furnace or Electric Arc Furnace), smelters or foundries
- Emitting significant amounts of greenhouse gasses associated with metal production

Therefore, relative to our metals and mining peer group, we have a much smaller Scope 1 & 2 footprint.

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Managing our Impact

At our Investor Day on Nov. 8, 2022, we announced that we are developing a long-term plan around reducing our Scope 1 and 2 emissions by 80% by 2040. As we develop this plan, we are installing LED light fixtures across certain facilities and utilizing the following tools:

The **Ryerson Intelligent Operating System (RIOS)** helps us optimize the end-to-end supply chain, taking into consideration the total cost to acquire freight, process, and deliver product.



The **Ryerson Operations Analytics Data Network (ROAD)** helps us understand our productivity and efficiency thus decreasing energy consumption per unit of sales.



In Focus

Solar-Powered Expansion

On June 1, 2022, Ryerson held a groundbreaking ceremony for a new 900,000-square-foot state-of-the-art facility in University Park, IL, just outside Chicago.

The facility will be a service center facility and headquarters for the wholly owned subsidiary, Central Steel & Wire. It will provide over 300 jobs and will feature expanded bar and tube processing equipment.

The facility, which is expected to be operational by the middle of 2023, will feature a 15-acre solar array. It will produce a little over 5,000,000 kwh of electricity, which should meet 80-90% of the electrical need of this facility.



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Environmental Compliance

We believe that respect for our environment, adherence to relevant regulations, and active management of environmental issues are necessary to operate as a viable enterprise and that our customers and communities rely on us to reduce our impact on the environment. We manage our environmental compliance through our policies informed by industry standards and track our compliance through Environmental Health & Safety (EHS) software. We work to ensure all our locations meet or exceed local requirements and have all the necessary permits and licenses to operate.

Ryerson's environmental risk management activities are overseen by our EHS team and our Operations Leadership on a corporate, regional, and local level. The corporate team supports the development of policies and audit procedures as well as tracking compliance in the field. Such policies include Stormwater Runoff, Waste Management, Industrial Wastewater Discharge, Spill, Prevention, Control and Countermeasure, Air Quality Permitting, National Emission Standards for Hazardous Air Pollutants, Tier II Reporting, Toxic Release Inventory, Bulk Storage Tanks and Refrigerant Management.

At a local level, EHS professionals look to decrease risk and stay up to date on proper licensing and permits needed to continue operations. The team also conducts an internal audit to identify potential risk areas and uses a third-party consultant to conduct a thorough assessment of our facilities. This assessment produces a noncompliance report, assistance with regulatory reporting, and a compliance calendar. In all, the EHS team is also responsible for promoting our environmentally sustainable and socially responsible operations.

“

“As a global supply chain partner, our commitment to operating sustainably applies to our own supply chain and impacts the supply chains of our customers. Not only does this mean that we manage risk and ensure compliance with environmental laws and regulations, but we also integrate environmental initiatives throughout our operations and go beyond what is required to assist and enable our customers on their own path to sustainability.”



Andrea Okun
Chief Compliance Officer

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Evaluation and Monitoring

Our corporate 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. Depending on the location, these audits include reviews for toxic byproducts, air pollutants, and other contaminants.

To ensure there are no gaps in our visibility related to these requirements, we partner with a third-party company that conducts assessments and audits for our facilities as designated. This company also additionally assists in preparing documentation required by the Environmental Protection Agency and state or local governments. We also periodically conduct third-party audits in response to customer requests or insurance requirements. In 2020/2021, we did not incur any EPA violations or citations.

Compliance throughout the Supply Chain

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

This relationship has enabled Ryerson to leverage technology to streamline the collection and management of relevant data in a meaningful way; it allows us to be up to date in our knowledge of regulations and be nimble in our response when requirements change.



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Water and Hazardous Waste

As a processor and distributor of metals, water is not a 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.

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.



In Focus

No Time for Waste

To prevent friction, protective paper interleaving is used between layers of stainless and aluminum sheets. Once removed from the coil, that interleaving would be sent to recycling, along with the fiber cores that come at the center of the steel coils.

Knowing there had to be an even more efficient and sustainable way, our Little Rock, AR, facility implemented a process to reuse the interleaving and fiber cores internally on future coils. “However, we quickly realized that we would have excess materials,” says Operations Manager Mike Eggers and found a local company that would recycle the interleaving and fiber cores into edge boards.

Now Little Rock sends all its excess paper and fiber cores to this local company for recycling into edge boards that are shipped back to Little Rock. By doing this, Little Rock reduced its trucking and waste by 2-3 dumpster loads per month. This is now being replicated at other facilities across our network.





Sustainable Ethics and Governance

- Ethics and Compliance
- Data Security
- Product Quality and Safety
- Emergency Preparedness & Business Continuity
- Responsible Sourcing

180

Number of years in existence
with sound values and ethics

90%+

Completion rate for ethics and
compliance training

24/7

The availability of our ethics
and compliance hotline

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Ryerson takes pride in being a responsible corporate citizen, driven by dedication to our stakeholders.

We demonstrate this commitment throughout our business, from ethical leadership and corporate governance to products that meet or exceed strict quality and compliance standards.

Delivering a quality product requires a strong corporate governance foundation. Ethics are the cornerstone of corporate governance at Ryerson. Where you have ethics, compliance will follow.

Together, ethics and compliance are major contributors to the longevity of our business and pillars of our stakeholder relationships. In addition to our commitment to ethics and compliance, we champion accountability with a focus on transparency throughout our organization.

Further, data security is an essential component of our governance structure. Cybersecurity threats pose potentially devastating risks to everyone, making diligence in this area especially important. We take responsibility for ensuring the protection of our data and continuity of key business operations.



The very success of our business depends on our ability to deliver a quality product.

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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, 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 of Directors' 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 subject to an additional "special code of ethics" to promote (i) honest and ethical conduct; (ii) full, fair, accurate, timely and understandable disclosure in SEC filings; and (iii) compliance with applicable laws, rules and regulations. This code supplements the Code of Ethics reinforcing our expectation of ethical and legal behavior from our top executives.

Board Composition and Oversight

Our eight-member Board consists of three standing committees, the Audit Committee, the Compensation Committee, and the Nominating Corporate Governance Committee. A full description of the Board's composition, oversight, responsibilities, director biographies, nomination processes and compensation practices is available in our 2022 Proxy Statement and on our Board of Directors webpage. In addition to adhering to our Corporate Governance Guidelines, Code of Ethics, Bylaws, and Committee Charters, Ryerson's Board is subject to our policies with respect to independence, related party transactions and insider trading.

ESG Governance

Our Board of Directors and executives take a keen interest in addressing ESG-related risks and opportunities. To that end, we have established an ESG Committee. It takes an active role in implementing new ESG policies and practices across our organization and manages both internal and external communications through its inbox, ESG@ryerson.com. For more information on our ESG Governance, [see page 15](#)

Stakeholder Engagement

We see it as our responsibility to interact with and engage all our stakeholders on topics including ESG. The table illustrates the methods by which we engage with each group:

Stakeholders	Engagement Strategies
Employees	DEI Council Safety committees and huddles Company intranet Employee engagement survey providing feedback opportunities Compliance reporting channels for whistleblowers Annual safety week designed to promote EHS awareness Collaboration with labor unions Company-wide webcasts sharing the latest on our business with employees Sponsorship and Mentoring programs Ryerson Edvantage and Ryerson Academy
Investors	Press releases, SEC filings, and disclosures Investor events, conferences, and calls Annual shareholder meetings Dedicated investor relations site and contact
Customers	Channels and teams devoted specifically to customer support Carbon emissions estimator to help determine greenest possible route for customer freight Customer surveys including net promotor score to gauge satisfaction and likelihood of recommending our business The Gauge market report, Cup o’ Joe YouTube series, Facebook, LinkedIn, and Instagram ryerson.com
Suppliers	Tracking and regular recertification of compliance with Code of Ethics and conflict minerals policy
Government/Regulators	Responsive to audit inquiries Proactive monitoring of regulatory environment to ensure compliance
Communities	“Ryerson Gives Back” volunteer events hosted and participated in by teams across Ryerson
Trade Organizations	Participation in Metals Service Center Institute (MSCI) Industry-wide “Why Metal Matters” initiative

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Ethics and Compliance

Managing Risks

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 have strong systems in place for internal and external reporting, and we received high marks from employees in our 2018 employee engagement survey related to this topic.

Ethics and Compliance Policies

We do not authorize or tolerate any business practice that does not comply with our Code of Ethics. We expect the conduct of our employees and agents to be legal and ethical and to reflect positively on our company. Accordingly, Ryerson requires all employees to review and acknowledge the requirements of the Code of Ethics at hire and on an annual basis. In addition, we partner with a third-party provider to perform due diligence on suppliers' compliance with various ethical and compliance requirements, including the Code of Ethics. For more on our expectations of our suppliers, see Human Rights in the Supply Chain on next page.



"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

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[*Human Rights Policy*](#)

Over our company's rich history, we have never had any human rights or corruption controversy of note, and we feel it is important to do our utmost to reduce the possibility of a future incident.

To help us accomplish this, we have adopted our Human Rights Policy, which sets forth our values and commitment to providing a safe and fair workplace that upholds and respects human rights. Our Human Rights Policy, which applies to all Ryerson team members and our suppliers, and is monitored by Ryerson's senior leadership, includes the prohibition of child, prison and forced labor, and guarantees free, prior and informed consent (FPIC). The policy also provides a formal grievance reporting process for concerns through its confidential hotline – (phone number: 1-800-435-1171) and website (www.mysafeworkplace.com) – which permits anonymous reporting of issues through a third-party provider.

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 local 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. For more details on how we enforce and monitor our compliance with our Code of Ethics, please see "Governance and Accountability" [on page 54](#).

Because of the importance that we place on operating ethically, we have never incurred legal or regulatory fines associated with violations of bribery, corruption, or anti-competitive standards.

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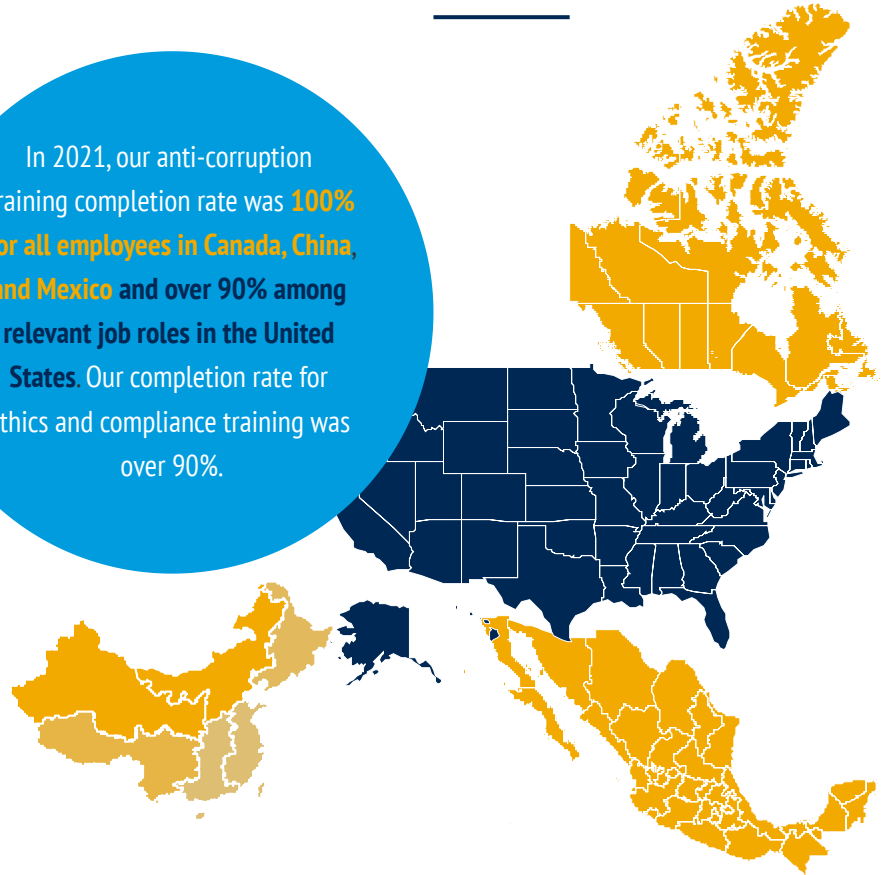
Training and Monitoring

All our employees go through training on ethics and compliance upon joining our company through our online training platform.

Employees are required to certify annually their commitment to the Code of Ethics and related policies. Completion of annual certification is tracked via Ryerson Edvantage, our learning management system. These policies are also available to employees at any time within our company intranet.

In addition, we use our annual risk assessment to identify key risk areas which drives the addition of new training modules or the use of existing training to continually foster an environment of ethics and compliance throughout our company.

In 2021, 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%.



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Ethics and Compliance

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 hotline – with a phone number (1-800-435-1171) and a website (www.mysafeworkplace.com) – which permits anonymous reporting of issues through a third-party provider. Each issue is immediately reported to both the 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:

available 24 hours a day, 7 days a week; can be accessed globally and in the reporter's native language. Every report is investigated with investigation overseen by the CCO.

Cybersecurity and Data Privacy

We recognize the importance of information security and data privacy and are committed to protecting Company and stakeholder information.

Recent reported increases in cyberattacks have demonstrated vulnerabilities in government and private sectors alike. Ryerson has established comprehensive policies, procedures and processes to continually evaluate and manage risks associated with cybersecurity such as cybersecurity defenses, controls and third-party evaluation. These activities are designed to ensure the safety of our data, our security in the supply chain, and the upholding of the privacy rights necessary to safeguard our company, our business partners, and our people.

We regularly update and test Business Continuity Plans and Disaster Recovery process and training to ensure minimal to no outage during a catastrophic event, whether it is caused by humans or the environment.

Managing Cybersecurity

Our cybersecurity and compliance department continuously works to 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) as well as initiated cybersecurity audits to address threats and stay in step with the latest malicious entities. 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) to include active members across the information technology department to identify, quarantine, and remediate cybersecurity threats. The IRT undergoes regular training to ensure active defense against the latest and largest threats to the organization. We receive board-level committee oversight into the actions, security, and risk overview taken across the cybersecurity framework. This oversight and support ensure that risks are addressed with reasonable protections against threat vectors.

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Our cybersecurity protections include



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Cybersecurity Training

Our employees play an important role in the defense against cybersecurity threats. As such, Ryerson's goal is 100% completion of security training courses for all employees. This includes:

- At a minimum, six online security awareness training events per year
- Bi-monthly security newsletters
- Ongoing phishing campaigns to inform and test employees for email threats
- Malicious email reporting capabilities in Outlook with machine learning analytics

These cybersecurity trainings and phishing campaigns for all employees allow cybersecurity personnel to increase awareness of threats and monitor who may need additional instruction on how to spot and avoid threats. Employees who do not complete training or pass tests face loss of network privileges until training is complete.

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 Focus

Simulated Phishing

As part of data security awareness training, employees receive monthly emails designed to look and sound like real phishing campaigns. While these emails try to convince employees to click on a link, employees have been trained to report these emails as suspicious.

Those who respond incorrectly to the emails are required to complete additional training. The objective is to simulate phishing attacks so that employees may recognize and report real phishing attempts in the future.

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Product Quality

Metal is our business. As such, 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 ASTM (American Society for Testing and Materials) standards or above, based on customer requirements. Quality certifications are provided by our suppliers. As metal passes through our processing centers, we maintain the suppliers' certified test reports for metals so that they can be accurately traced. Ryerson as a company is ISO 90001:2015 certified.

Measuring Quality

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.

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Emergency Preparedness and Business Continuity

We are committed to protecting our employees and our business in the event of emergencies. We believe that being prepared for emergencies and having systems and safeguards in place to manage them enables us to ensure the safety of our employees and the ability to support our customers by getting them the material they need.

As an essential business serving America's healthcare infrastructure, among other industries, we recognize the need to prepare for situations that might disrupt our ability to serve customers. We invest time and resources to make sure that we are prepared for emergencies, and, with approximately 100 locations, we have the ability to ensure that there are options and alternatives to prevent product disruption to our customers.



Throughout our 180-year history, Ryerson has survived major events that threatened business disruption, including **the Great Chicago Fire, two World Wars, The Great Depression, the Financial Crisis of 2008 and 2009, and most recently the COVID-19 pandemic.**

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Emergency Preparedness

These efforts begin at each Ryerson location. Each facility has its own, unique business continuity and emergency plan that is updated annually and that outlines procedures in the case of severe weather, act of violence, pandemic, or other incident. Certified first responders are also 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, we provide site-specific training to all employees each year and an additional online emergency response training each year.

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.

Business Continuity

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.



In Focus

A Catalyst for Change

In July 2018, Ryerson's Marshalltown, Iowa facility was hit by a tornado with peak winds reaching 140+ miles per hour. Thanks to safety procedures, no injuries were reported despite significant damage to the facility.

Even so, as part of our commitments to upholding a safe workplace each day to go home healthy and safe each day, we used this event as an opportunity to investigate potential improvements, leading to the implementation of a digital application for streamlined crisis communication outside of the facility (e.g., to Ryerson EHS and leadership).

Today, outages and weather events are reported by designated on-site communicators to applicable parties in a platform that allows for two-way communication during the event.

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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.

To us, responsible sourcing means that we assess and manage our supply chain, including ESG concerns such as human rights, environmental sustainability, conflict minerals, and carbon footprint as supported by initiatives such as supply chain assessments and ethical procurement policies. We are ready to support customers' increasing interest in these topics especially as they develop more robust criteria for evaluating suppliers with respect to ESG and carbon emissions.

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, as well as our Human Rights, anti-bribery, and anti-corruption policies. 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. For more on our Human Rights Policy, [please see page 57.](#)



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Supplier Compliance and Ethical Sourcing

Supplier engagement is a critical element of our commitment to responsible sourcing and supplier accountability. We focus our engagement during the onboarding process and continue it through ongoing meetings, site visits, surveys, audits, and scorecards. Specifically, we conduct annual certifications with our suppliers, confirming their acknowledgement of and commitment to compliance with Ryerson's policies.

We view sustainable sourcing as critical to the integrity of our business. As such, we engage a third-party compliance partner to monitor our suppliers' compliance with laws and regulations related to ethical sourcing.

Conflict Minerals

Ryerson supports the Dodd-Frank Act to prevent armed groups in the Democratic Republic of the Congo (DRC) and the surrounding region from benefiting from the extraction and trade of minerals including tantalum, tin, gold, or tungsten (Conflict Minerals) sourced from the DRC and the surrounding region. Our values are reflected in the values of those we work with and we will not partner with suppliers who cannot certify that material is conflict-mineral free.

To ensure that our products do not contain Conflict Minerals from the DRC or any country that shares an internationally recognized border with the DRC, 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 Statement [12.100.04] and our Form SD, as filed with the Securities and Exchange Commission on May 23, 2022.



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; fluctuating metal prices; our substantial 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; impacts and implications of adverse health events, including the COVID-19 pandemic; work stoppages; obligations under certain employee retirement benefit plans; the ownership of a majority of our equity securities by a single investor group; 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, 2021, 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.



APPENDIX

Selected Sustainability Accounting Standards Board (SASB) Metrics

SASB has developed and maintains industry-specific standards to assist companies in disclosing financially material sustainability information to investors. The following chart 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.

Category	Accounting Metric	Data Type	Code	Ryerson 2021 Disclosure
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	EM-IS-110a.1	Ryerson's Scope 1 emissions were 67,610t CO2e in 2021.
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 66,466,500 kWh in 2021, 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	Ryerson does not use water as a part of its operations, therefore the Company does not disclose this.
Waste Management	Amount of waste generated, percentage hazardous, percentage recycled	Quantitative	EM-IS-150a.1	Ryerson does not disclose this, but please see our conversation on waste on page 51
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	Please see pages 21-23
Supply Chain Management	Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues	Discussion & Analysis	EM-IS-430a.1	This metric is not applicable to Ryerson. Ryerson processes and distributes industrial metals. Ryerson's business operations do not include the production of steel nor the mining of materials to produce it.

Activity Metric	Category	Code	Ryerson 2021 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. Ryerson processes and distributes industrial metals. Ryerson's business operations do not include the production of steel nor the mining of materials to produce it. Ryerson does report what percentages of material it procures from electric arc furnaces. Please see discussion on page 44.
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.

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 these products, the company believes that the standards for Multiline and Specialty Retailers & Distributors is more appropriate. Therefore, these SASB standards and Ryerson's corresponding disclosures are provided below and continuing on next page:

Category	Accounting Metric	Data Type	Code	Ryerson 2021 Disclosure
Energy management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	CG-MR-130a.1	Ryerson consumed 66,466,500 kWh in 2021, 100% of which was sourced from local grids.
Data Security	Description of approach to identifying and addressing data security risks	Discussion & Analysis	CG-MR-230a.1	Please see pages 60-62
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	CG-MR-230a.2	Please see pages 60-62
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region. Ryerson's average hourly wage in the U.S. is \$31.2832.79 and \$27.2928.64 in Canada.	Quantitative	CG-MR-310a.1	Please see page 32. Across our regions, all of our employees are paid above minimum wage. Ryerson's average hourly wage in the U.S. is \$31.28 and \$27.29 in Canada.
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	CG-MR-310a.2	Please see page 26
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	CG-MR-310a.3	Ryerson recorded zero monetary losses as a result of legal proceedings in 2021 and has not incurred any thus far in 2022

Category	Accounting Metric	Data Type	Code	Ryerson 2021 Disclosure
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	CG-MR-330a.1	See page 25
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	CG-MR-330a.2	Ryerson settled one matter for \$2,000 in 2021 and has thus far in 2022 settled two matters totaling \$17,000.
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 Approximately 100% of the material Ryerson sells includes various amounts of recycled material. See page 44
Product Sourcing, Packaging & Marketing	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion & Analysis	CG-MR-410a.2	See page 51
Product Sourcing, Packaging & Marketing	Discussion of strategies to reduce the environmental impact of packaging	Discussion & Analysis	CG-MR-410a.3	See 'In Focus' item on page 7

Activity Metric	Category	Code	Ryerson 2021 Disclosure
Number of: (1) retail locations and (2) distribution centers	Quantitative	CG-MR-000.A	Ryerson is a processor and distributor of industrial metals. The majority of the Company's locations include both warehouse and sales office spaces. See page 7 and Ryerson's 2021 Annual report
Total area of: (1) retail space and (2) distribution centers	Quantitative	CG-MR-000.B	Ryerson is a processor and distributor of industrial metals. The majority of the Company's locations include both warehouse and sales office spaces. Ryerson operated in approximately 11 million square feet in 2021.

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.