

OLYMPICSTEEL

2021 Corporate Responsibility Report

olysteel.com

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Statements contained in this report that are not historical facts or forward-looking statements, which involve risks and uncertainties that could cause actual results to differ materially from those expressed in the forward-looking statements. Such forward-looking statements are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Please refer to the Company's Securities and Exchange Commission filings for further information, including its most recent reports on Form 10-K and its quarterly reports on Form 10-Q.

This report does not cover all information about our business. The inclusion of information in this report should not be construed as a characterization regarding the materiality of such information to our financial results or that such information is necessarily material to investors or other stakeholders for purposes of U.S. federal securities laws.

OUR RESPONSIBILITY –

A MESSAGE FROM OUR EXECUTIVE TEAM

We are pleased to share our first annual Corporate Responsibility Report, highlighting our environmental stewardship, social engagement, governance transparency and accountability efforts. The updates and data included in this report reflect 2021 performance with historical comparisons and trend analysis where noted and available.

This year, we're excited to celebrate 18 divisions recognized by the Fabricators & Manufacturers Association (FMA) for outstanding safety performance, a 16% reduction in electric consumption, a 25% reduction in natural gas use and more than \$122,000 contributed to charitable organizations by Olympic Steel employees. We rolled out a new Performance Management program to drive engagement and our commitment to continuous improvement. And we furthered our diversity, equity and inclusion (DEI) efforts by establishing a DEI Leadership Council, completing our first company culture survey and participating in the start-up of the Metal Service Center Institute's (MSCI) DEI Task Force. These are just a few of the milestones and achievements our teams accomplished in 2021, while maintaining best-in-class governance practices that enhance how we run the organization, continuing to strengthen our cyber security and navigating the ongoing pandemic with a focus on keeping our employees safe.

Though this is our first formal report, these key aspects of our enterprise have always been integral pieces of Olympic Steel's culture, operational approach and commitment to continuous improvement. As a publicly held Company, fast-growing employer and integral part of the U.S. metals and manufacturing supply chain, we take seriously our responsibility to operate with the utmost integrity, share what we've learned and gain insights and best practices from industry peers and partner organizations – all with the aim of enhancing our contributions to the communities in which we operate and performing at our best for the many stakeholders we serve.

Thank you for your interest in Olympic Steel and, in particular, our sustainability and accountability efforts. We're on the move in 2022, and we look forward to sharing future updates with you.



A blue ink signature of Richard T. Marabito.

Richard T. Marabito
Chief Executive Officer



A blue ink signature of Andrew S. Greiff.

Andrew S. Greiff
President and COO



A blue ink signature of Richard A. Manson.

Richard A. Manson
Chief Financial Officer

OLYMPIC STEEL OVERVIEW

OUR BUSINESS

Olympic Steel was founded in Cleveland, Ohio in 1954 as a family-owned business focused on steel warehousing and distribution from a single facility with no major processing equipment. Today, our Company operates more than 40 strategically-positioned production facilities with more than 342 pieces of processing equipment that effectively serve customers in most metal-intensive industries through the direct sale of carbon and coated sheet, plate, and coil products; stainless steel sheet, plate, bar and coil; aluminum sheet, plate and coil; pipe, tube, valves and fittings; tin plate and metal-intensive branded products, including Wright® brand self-dumping hoppers and EZ-Dumper® truck dump inserts.

By being attentive to the principles of good business, we have succeeded in helping customers effectively compete in today's marketplace. In fact, a significant portion of Olympic Steel's business comes from organic growth with existing customers – customers that know and trust us for service, quality and comprehensive solutions.

The metal you need. The company you can trust.

OUR MISSION

Achieve profitable growth by safely providing quality business solutions for metal product users.

Executing Our Mission

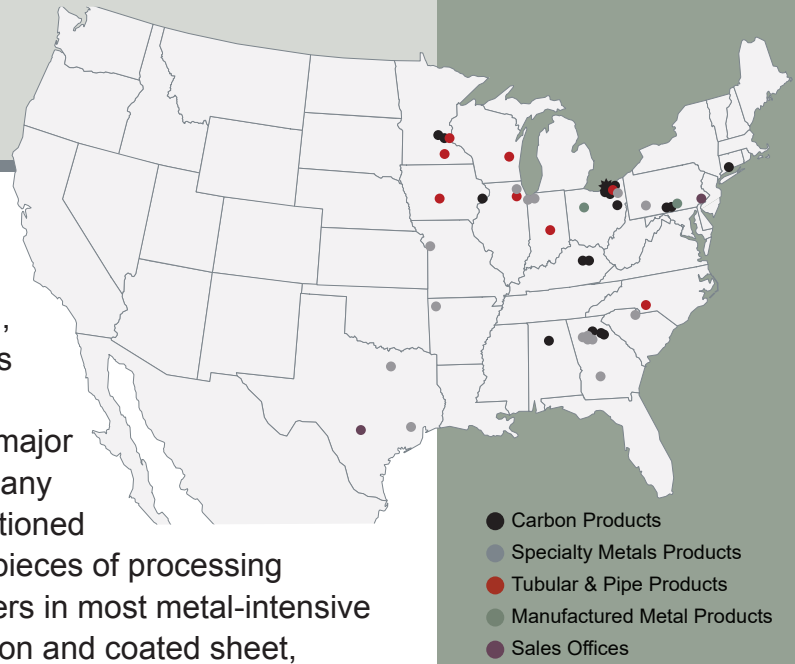
To ensure all of our teams are moving in the same direction, we publish annual Enterprise Goals, with specific guidance on how to accomplish the following:

Be safe.

Be profitable.

Be engaged.

It's a practice that's woven into our ongoing Performance Management process – driving accountability and setting goals that allow every employee to have a direct impact on Olympic Steel's success.



Sol Siegal, Olympic Steel's Founder



A CENTURY OF SERVICE

1914

Founded:
Chicago Tube & Iron,
Chicago, IL

1950s

1954

Founded:
Olympic Steel,
Cleveland, OH

1956

Expansion:
First Warehouse,
Bedford Heights, OH

1980s

1983

Expansion:
Southeastern Sales
Office, GA

1984

Michael Siegal
named CEO

1985

Expansion:
Philadelphia
Sales Office

1987

Acquisition:
Viking Steel Co.,
Chicago, IL

1990s

1990

Acquisitions:
Juster Steel,
Minneapolis, MN
Eastern Steel &
Metal, Milford, CT

1992

Expansion:
Cleveland, OH

1994

Initial Public Stock
Offering Nasdaq:
ZEUS

1995

Expansion:
Cleveland, OH
Minneapolis, MN

Acquisition: Lafayette
Steel, Detroit, MI

1996

Secondary Public
Stock Offering

1997

Expansion:
Bettendorf, IA

Acquisition:
Southeastern
Metal Processing,
Winder, GA

1998

Expansion:
Chambersburg, PA

Acquisition: JNT
Precision Machining,
Chambersburg, PA

2000s

2006

Expansion:
Chambersburg, PA

2007

\$1B in Sales

2009

Expansions:
Chambersburg, PA
and Dover, OH

2010s

2010

Acquisition:
Integrity Stainless

2011

Acquisition:
Chicago Tube & Iron
Expansions:
Mt. Sterling, KY,
Monterrey, MX, and
Gary, IN, 3rd temper
mill commissioned

2012

Expansion: Integrity -
Streetsboro, OH

2013

Expansions: Latrobe,
PA and St. Paul, MN

2014

SS market share
eclipses 5% of
U.S. market

2015

Expansion:
Winder, GA Stretch
Leveling CTL

2018

Acquisition:
Berlin Metals,
Hammond, IN

Expansion:
Schaumburg
facility SS Cut to
Length Line

2019

Rick Marabito
named CEO

Acquisition:
McCullough
Industries – enters
manufacturing &
marketing of
metal-intensive
branded products

2020

Expansion:
Southeast Region
to include new
facility in Buford, GA

Acquisition: Action
Stainless & Alloys

2021

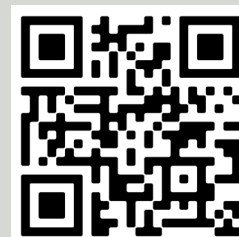
Divestiture:
Detroit, MI

Acquisition:
Shaw Stainless
& Alloy

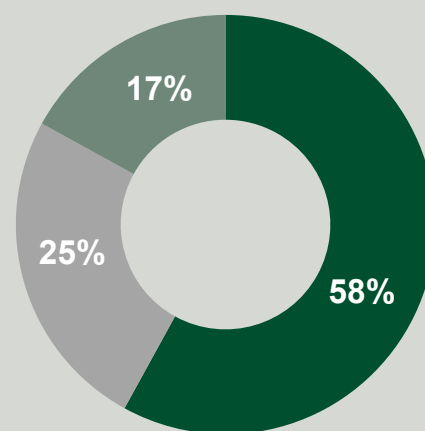
Record sales \$2.3B

Follow our growth!

NASDAQ: Zeus



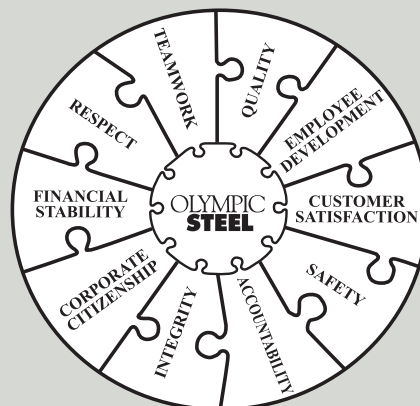
2021 Revenue Mix



Carbon Flat Products
Specialty Metals Flat Products
Tubular & Pipe Products

Our Core Values

At Olympic Steel, our Core Values ensure we're doing business the right way. We use our Core Values to guide our decisions and behavior and set a standard of excellence that rewards all of our stakeholders - customers, employees and shareholders alike.



OUR PURPOSE – MARKETS & INDUSTRIES WE SERVE

Olympic Steel is proud to serve as an essential part of the U.S. manufacturing supply chain – keeping Original Equipment Manufacturers (OEMs) and other manufacturers supplied with the metal and processed materials they need to create end-use products.

Through our diverse portfolio of customer partnerships, we process and distribute metals that help build America's infrastructure and support critical industries, such as construction, agriculture, material handling equipment, transportation, appliances, automotive and our other industrial equipment. This is possible because of our outstanding supplier relationships; our commitment to customer service, employee development and continuous improvement; and our strategically located processing and distribution centers throughout the country.

OUR FAMILY OF BRANDS



actionstainless.com/



integritystainless.com



berlinmetals.com/



mcculloughind.com/



chicagotube.com/

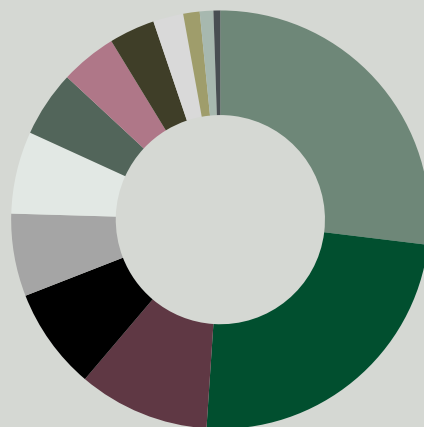


stainlessandalloy.com/



ez-dumper.com/

2021 Net Sales by End Market



| | |
|------------------------------|-------|
| Industrial Machinery | 26.9% |
| Fabricators | 24.1% |
| Service Centers | 10.1% |
| Construction | 7.9% |
| Other | 6.4% |
| Transportation Equip. | 6.4% |
| Agriculture/Farm Equip. | 5.1% |
| Furniture/Fixtures/Racks | 4.4% |
| Appliances/Electrical Equip. | 3.5% |
| Auto | 2.3% |
| Energy/Environmental | 1.3% |
| Scrap | 1.0% |
| Military/Armored Vehicles | 0.5% |

OUR TRADEMARKED PRODUCTS

EZ-Dumper®



WRIGHT®

2021 HIGHLIGHTS – BY THE NUMBERS

For full 2021 financial
details, please visit
olysteel.com:



**SALES &
EARNINGS**

\$2.3B
Record Sales



\$211M

Record Adjusted EBITDA



**COMPANY
DATA**

3.7M

Sq. Ft. of
Processing Space



41

Facilities



1,636

Employees



68

Years in Business



7

Acquisitions
in the Past Decade



17 years 

Consecutive Quarterly Cash Dividends

\$128M

CapEx Investments
in the Past Decade



OUR CULTURE

KEEPING OUR EMPLOYEES SAFE

Safety is an intrinsic part of our DNA. The health and safety of every employee and visitor to any of our facilities is our top priority. We are committed to providing a safe work environment and promoting employee health and well-being through continuous improvement activities, education and communication. We maintain multiple policies designed to comply with the Occupational Safety and Health Administration standards. Our safety motto says it all:

Safety first. Always. And, it starts with me.

Our Safety Committees at each division help us increase engagement with all our employees while emphasizing our proactive commitment to safety. Near misses, unsafe condition reporting, job safety reviews, risk assessments and safety audits are some of the ways in which we contribute to our safety culture of learning and continuously improve our efforts to send every employee home safe at the end of each shift.

While we diligently manage safety policies, programs and training on an ongoing basis, we believe our overall Safety Culture has the biggest impact. We keep Safety top of mind through the leadership of our management teams and safety professionals; extensive training, safety protocols, engineering controls; and the focus we put on safety in all our company communications and information.

Our Occupational Health and Safety performance includes tracking occupational injuries/illnesses, and work-related fatalities.

Our Response to COVID-19


Throughout the ongoing COVID-19 pandemic, we have implemented comprehensive company-wide Pandemic Preparedness & Response Protocols, which encapsulated recommended CDC guidelines to ensure our ability to continue safe operations as a designated essential business. As always, the safety of Olympic Steel's employees and those visiting our facilities remains our top priority.



OUR PROGRESS 2021 SAFETY – BY THE NUMBERS

0.0
Fatality Rate 

81 
Poka Yokes (Safety Solutions)
Completed (+33% from 2020)

18 FMA **1** SHARP
Safety Performance
Recognition 

163 
Near Misses Reported
(+44% from 2020)

3.0 DART 
Days Away,
Restricted & Transferred

4,198 
Safety Actions Completed
Across the Company

10 
Divisions with
Zero OSHA Recordables (up from 6 in 2020)

“Being part of a *company*
that is *large*,
but still *feels small*,
makes me *proud!*”

– Employee Feedback from Our 2021
Company Culture Survey

And, our relentless focus
on safety is getting
recognized! Check out
the **Safety recognition**
our teams have earned.



You can view
Olympic Steel’s
Safety Policy here:



SAFETY EFFORTS

Below are some improvement efforts we have implemented to reduce occurrences of occupational injuries and illnesses.

- 5-point baseline Safety Plans for all production facilities that require each location to create a Safety Committee/ Team; create or review and update all Job Safety Analyses (JSAs); create or review and update all Lock-Out, Tag-Out (LOTO) policies and machine-specific procedures; complete all required annual Safety training; and conduct weekly (at a minimum) Safety / 5S / Housekeeping Walks
- Our employees attend safety training annually. This training includes: Electrical Safety, Lock Out Tag Out, Crane Safety, Lifting and Rigging Equipment, Confined Spaces, First Aid and Bloodborne Pathogens, Fire Prevention and Emergency Action Plan, Hearing Conservation, Hand Safety, Personal Protective Equipment requirements, Working Around Mobile Equipment, and Walking and Working Surfaces.
- All manufacturing sites have a volunteer team of First Responders. Our First Responders are trained in First Aid, CPR, AED, Bloodborne Pathogens and spill response.
- All manufacturing sites apply lean manufacturing methodologies in their approach to Safety
- We conduct routine departmental safety audits and inspections

Not only is safety a top priority for employees, but we also extend our health and safety policies to suppliers, visitors and contractors.



*“Our team
works together
every day to improve
what we do and
how we do it,
working towards a
better working
environment.”*

*– Employee Feedback from Our 2021
Company Culture Survey*



Metals Service Center Institute (MSCI) Safety Council

Olympic Steel partners with our industry peers as part of the MSCI's Safety Council. Our Director – Safety, Health & Environment, Tony Dominic, serves as a member on behalf of Olympic Steel.

Olympic Steel Inc. is also a proud member of the National Safety Council:



*Tony Dominic,
Director –
Safety, Health &
Environment*

Our Safety efforts are led by a group of certified professionals. Their expertise is helping us strengthen our Safety culture of learning and our commitment to putting Safety first. Always. Learn more about our **Safety Leadership Team** here:



CYBER SECURITY

Keeping our systems and data secured is a responsibility we take very seriously. In addition to carrying cyber security insurance, our talented Information Systems (IS) team partners with our Corporate Audit team in managing Olympic Steel's "Written Information Security Program" (WISP). The objective of this program is to provide effective administrative, technical and physical safeguards that protect Olympic Steel's information assets.

Olympic Steel's Leadership team is actively involved in our cyber security efforts, from participating in company-wide **KnowBe4.com** training and periodic phishing simulations to engaging outside audit partners to ensure we continue to meet National Institute of Standards and Technology (NIST) cyber security standards. As further support, Olympic Steel's Board of Directors receives updates at least annually and offers program recommendations and best practices to strengthen security efforts.



*"I am **really proud** of how Olympic Steel prioritizes **diversity** and **safety**."*

*– Employee Feedback from Our
2021 Company Culture Survey*



EMPLOYEE ENGAGEMENT

I AM Olympic Steel.

It's how we empower every member to contribute to Olympic Steel's success. It's also recognition that Olympic Steel succeeds through individual efforts that support the collective team. We illustrate this by sharing our employees' stories of success – both in recognition outstanding achievement and as inspiration. No matter the role or how or where an individual began with our Company, we pride ourselves in providing opportunities for growth, development and professional advancement.

Olympic Steel offers opportunities to let our employees' entrepreneurial spirit shine with the resources, strength and stability of a large, growing organization and the culture and community of a closely connected team.

We also give our employees numerous opportunities to let their voices be heard through recurring "pulse" and, engagement surveys, "open door" access to all levels of leadership and various voluntary platforms.

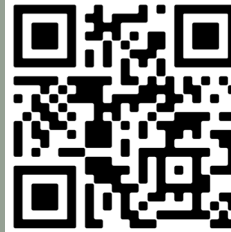
135



MSCI Scholarships
Awarded to Olympic
Steel Employees
& Dependents

Supporting Our Service Women & Men

We are a stronger team because of the skills, discipline and experience our Veterans bring to our organization. We thank them for their sacrifice and their service and we value their many contributions to Olympic Steel.



of



We're
all about
recognizing
contributions
to the team.



We do this through programs like our Flawless execution (Fe) Award of Excellence, which offers rewards and recognition for projects and ideas that further our commitment to continuous improvement by enhancing safety, productivity and the service we provide to our customers. Since 1999, we have presented more than 527 awards in recognition of outstanding contributions to Olympic Steel's safe, profitable and sustainable growth.

The Sol Siegal Scholarship Program

The Sol Siegal Scholarship honors its namesake, Olympic Steel's founder, by supporting the educational pursuits of employees' children. Originally created in 2004 as part of Olympic Steel's 50th anniversary celebration, the scholarship rewards the hard work of the children and dependents of Olympic Steel employees with up to ten renewable \$1,500 scholarships.

To date, we have had the opportunity to provide 157 students with scholarships and have awarded nearly \$700,000 in support of their academic achievement.

SUPPORTING OUR EMPLOYEES FROM HIRE TO RETIRE

Olympic Steel offers employees a history of strength, a world of opportunity and a future of success. We invite those who join our team to build a lifelong career. We offer more than a paycheck. We give employees the chance to make a significant impact – at Olympic Steel and in our local communities.

To support them in those efforts, we provide a wide range of benefits and programs, including...



HEALTHCARE

- Medical Benefits
- Dental Benefits
- Vision Benefits
- Wellness Health Benefits



FINANCE

- 401k Retirement Plan
- Accident & Critical Illness Insurance
- Short & Long Term Disability
- Flexible Spending Accounts
- Life Insurance / AD&D
- Supplemental Life Insurance & Supplemental AD&D



ASSISTANCE PROGRAMS

- Employee Assistance Program (EAP)
- Dependent Care
- Dependent Scholarship Program
- Tuition Reimbursement Program
- Worksite Wellness Programs



TIME OFF

- Paid Vacation Benefits
- Paid & Floating Holidays
- Sick Time Programs



TRAINING & INCENTIVES

- Internal & External Training Programs
- Employee Referral Program
- Employee Recognition Programs
- Corporate Citizenship Programs
- Various Business Discounts
- Incentive Programs at All Levels of the Business

The Attitude of an Olympian

Olympic Steel employees succeed by being committed to our Core Values and displaying what we call the **Attitude of an Olympian** – an unselfish commitment to winning through hard work, accountability, a positive attitude, a commitment to continuous learning and improvement and a relentless dedication to safety.

Meet a few members of our talented team at lamOlympicSteel.com.



Our Internship Program

We're building our bench strength with talented interns through our ongoing **Olympic Steel Internship Program**. Our commitment to our interns: meaningful assignments and opportunities to have a direct impact on Olympic Steel's success. And, for many, our internships are the first step in their career with the Company!



OUR FOCUS ON DIVERSITY, EQUITY & INCLUSION (DEI)

Olympic Steel's DEI Council



*Cassy Powers,
VP Human
Resources*



*Chelsea Coleman,
Corporate HR
Manager*



*Coady Barrie,
Corporate Quality
Assurance Manager*



*Dana Beard - Strategic
Human Resources,
Safety & Health
(Action Stainless)*



*Daniel Rosenberg,
Director of Logistics*



*Janeth Villalobos
- Vice President
Administration
(Chicago Tube & Iron)*



*Michelle Pearson-
Casey, VP Corporate
Marketing &
Communications*

We want our teams to reflect the diverse communities where we live and work. We're building a culture that strives to acknowledge and overcome bias and cultivates leaders who value, support and celebrate diversity of background, thought and perspective. It's important that our employees feel empowered to be their authentic selves. Unique insights and experiences are what fuel our safe, profitable growth.

We believe diversity is essential to accelerate the safe and profitable

*"Proud to see
employees **treated**
with **respect**
regardless
of title or position."*

*– Employee Feedback from Our
2021 Company Culture Survey*

growth of Olympic Steel and will not tolerate discrimination of any kind based on gender, race, age, color, religion, sex, pregnancy, gender identity, sexual orientation, genetic information, national origin, ancestry, marital status, military or veteran status, or other status protected by applicable law.

Our **employment policies** are posted on olysteel.com.



Metals Service Center Institute (MSCI) DEI Task Force

We're pleased to learn and share best practices with our industry peers as part of the MSCI's DEI Task Force. Our Vice President of Human Resources, Cassy Powers, has served as a member of the Task Force since its inception.



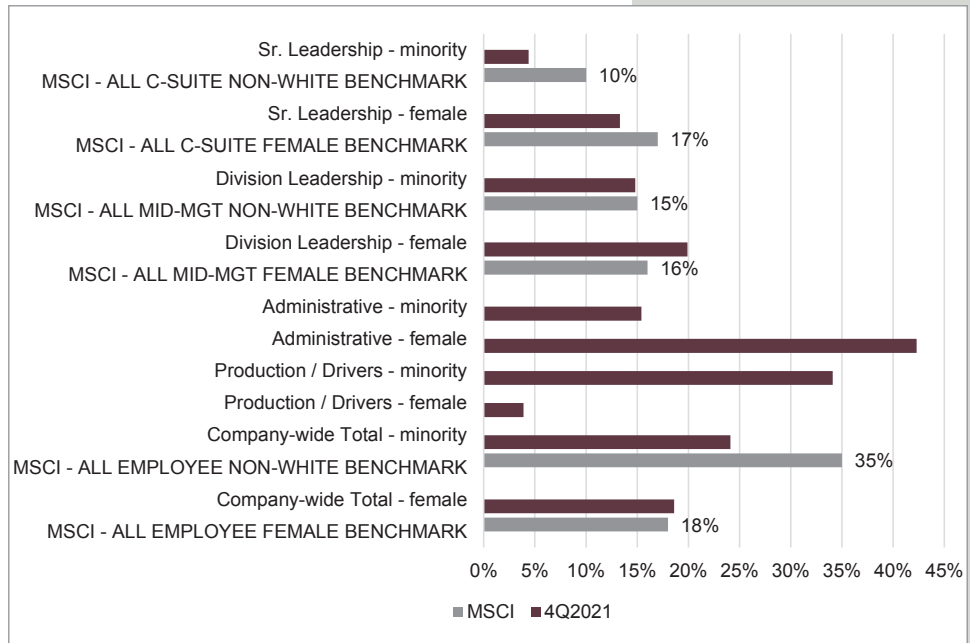
View our
Human Rights Policy
on olysteel.com.



View our
**Anti-Harassment &
Non-Discrimination
Policy**
on olysteel.com.



"Because we're stronger together."



We strive to comply with all federal, state and local labor laws and regulations. The use of child labor is expressly prohibited. Olympic Steel is an Equal Opportunity Employer, committed to attracting, engaging, developing and retaining a diverse group of individuals that reflects the communities in which we live, work and support our customers.

**Data from 2021 MSCI Diversity, Equity & Inclusion Report*

CORPORATE CITIZENSHIP & COMMUNITY PARTNERSHIPS

Many companies write checks to support charities. It's important, and as an enterprise, Olympic Steel and our subsidiary brands support numerous philanthropic endeavors with Corporate donations. But, what we value most is the generosity and commitment to community demonstrated by our employees. As a Company, we support and encourage that commitment to Corporate Citizenship, one of our Core Values, and offer ways for employees to actively participate by sharing their time and talent in support of worthy causes.

In 2021 alone, our employees contributed cash donations; volunteer hours; units of blood; food, toiletries, toys, home goods and clothing; non-profit boards service and numerous other types of support to local and national organizations, including the Make-A-Wish Foundation®, Parks of Hardin County, Blue Start Mothers of America, Milestones Behavioral Services, Beth-El Center (Homeless Shelter / Soup Kitchen), Toys for Tots, Gwinnett County (Georgia), Children's Craniofacial Association, American Heart Association®, Harvest for Hunger (NE Ohio Foodbank Campaign), Ronald

The Chairman's Citizenship Award

Giving back to the communities is a very special part of our culture, and every day, we see examples of employees selflessly supporting worthy causes across the country.

The Chairman's Citizenship Award recognizes employees for outstanding contributions to the community and leadership in demonstrating Olympic Steel's Citizenship Core Value. These are the folks going "above and beyond" for the charities of their choice outside of work.

In 2021, we were pleased to celebrate the efforts of three outstanding employees. In honor of their contributions, each of our Award recipients was able to direct a cash donation to the organization of their choice.

McDonald House Charities (RMHC)®, Susan G. Komen® Breast Cancer Foundation, Northeast Ohio Foundation for Patriotism (NEOPAT), Impact Life Blood Donation Center, Salvation Army®, Feed My Starving Children, and Women

In Need (WIN). In 2021, charitable contributions from our employees supported more than 17 organizations with boxes of toys, military care package donations, canned goods and toiletries, 21 units of blood, more than 34 volunteer hours and over \$122,000 in contributions.



*Suzanne Dudzinski,
Milford, CT*



*Janice Danielson,
Minneapolis, MN*



*George Himler,
Cleveland, OH*

Make-A-Wish®



American
Heart
Association®



Working for Wishes

In addition to the local efforts organized by individual Olympic Steel divisions and their teams, employees Company-wide come together once a year in partnership with the Make-A-Wish Foundation® for an initiative we call “Working for Wishes.”

Our Company-wide partnership with the Make-A-Wish Foundation® began in 2004 as part of Olympic Steel’s 50th Anniversary celebration. Employees selected the organization with the hope of granting a single wish – at the time, a \$5,000 commitment. That first year, the Company’s four-week fund-raising efforts far exceeded expectations, granting three wishes with a campaign total of \$17,500.

And, it’s only grown from there! To date, Olympic Steel employees have raised in excess of **\$1.5 million** and granted more than 150 wishes in support of the Make-A-Wish Foundation® mission to create life-changing wishes for children with critical illnesses.

We’ve met the families. We’ve seen the impact. And, we believe in the power of a wish.

Making Wishes Come True Around the Company



Learn more about the 17 years of our **Wish-Granting Journey:**



Make-A-Wish

OUR IMPACT

ENVIRONMENTAL RESPONSIBILITY

At Olympic Steel, we respect the environment and take very seriously our role as stewards of the planet's resources. We are committed to following practices that will have a positive impact on the environment and the communities in which we operate – for the benefit of current and future generations of employees, customers and shareholders we serve.

OUR PROCESS & IMPACT

Olympic Steel is a metals service center. We warehouse, process, and distribute metal products; however, we are not a metals producer. As such, we don't have the same potential to introduce pollutants into the water or the air that occur during some other metals manufacturing processes. Instead, we're part of the supply chain that makes products out of metal.

We buy metal products in bulk from metal producers (steel mills). Then, our role as a metals service center is to break that bulk supply into smaller quantities to sell to our customers. We also support OEMs and other customers by cutting, shaping, and otherwise processing carbon steel, stainless steel and aluminum.

While we don't make metals, we do recycle scrap material that mills re-use in their processes to make raw material.

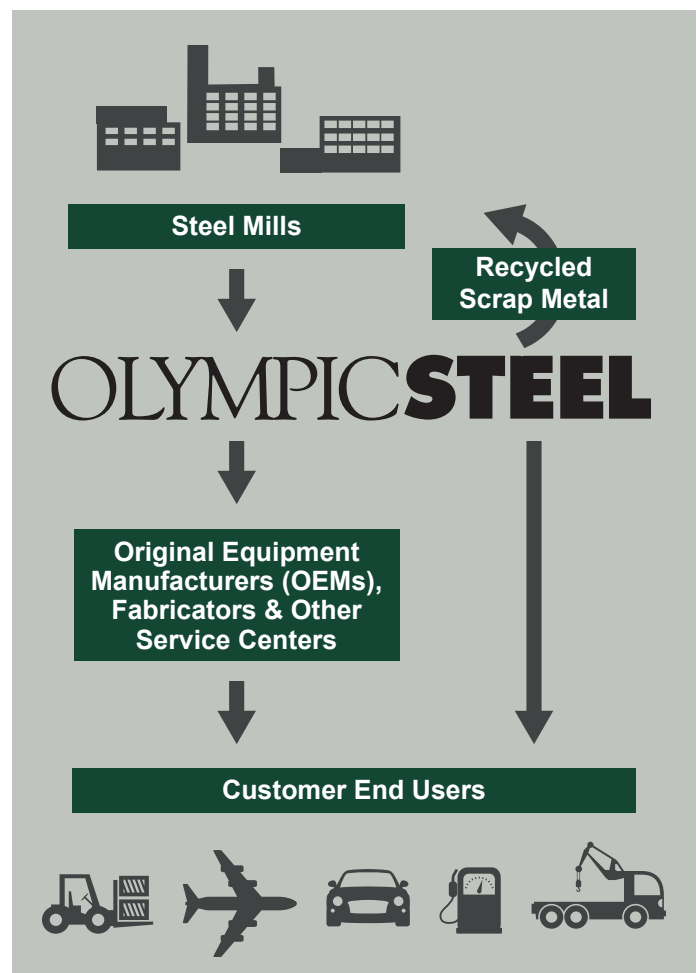
The work we do to process metals for our customers does not distribute pollutants into the water supply, nor do we do any mining or extract any materials from the ground. While we believe our footprint is small, we're still taking steps to further reduce our overall environmental impact.

Our Commitment to Quality

Quality is one of our Core Values, and it's a commitment to our customers that we take seriously. We're proud to have 29 facilities that have earned and maintain ISO 9001:2015 Quality Management System certification.

*“Our **pride** shows in our **commitment** to **customers** and **respect** for one other as **coworkers**.”*

– Employee Feedback from Our 2021 Company Culture Survey



OUR ENVIRONMENTAL POLICY

Olympic Steel is committed to responsible environmental management practices. To protect the environment, Olympic Steel commits to comply with all federal, state and local environmental laws, regulations and other requirements relevant to our organization. We commit to the reduction and prevention of pollution by continually identifying opportunities and improving environmental performance in all aspects of our business. Our commitment to protecting the environment is an integral part of doing business and a primary responsibility of each business unit and every employee.

BY THE NUMBERS



Metal recycling: Olympic Steel is a major recycler of scrap metal in the U.S. In 2021, we **recycled over 57,000 tons** of scrap metal. Our raw material is 100% recyclable, and steel is the world's most recycled material by weight.



Electricity: Olympic Steel's facilities used just over 32,352 MWh of electricity in 2021 – a **16% decrease** since 2019. We are committed to ongoing evaluation and improvement in our energy efficiency, including the use of lower-energy, LED lighting in the majority of our facilities. We are upgrading lighting at the remaining facilities and exploring alternatives, such as solar power where available.

In addition, our office building in **Winder, Georgia, is certified to Leadership in Energy and Environmental Design (LEED)** standards, the most widely used green building rating system in the world.

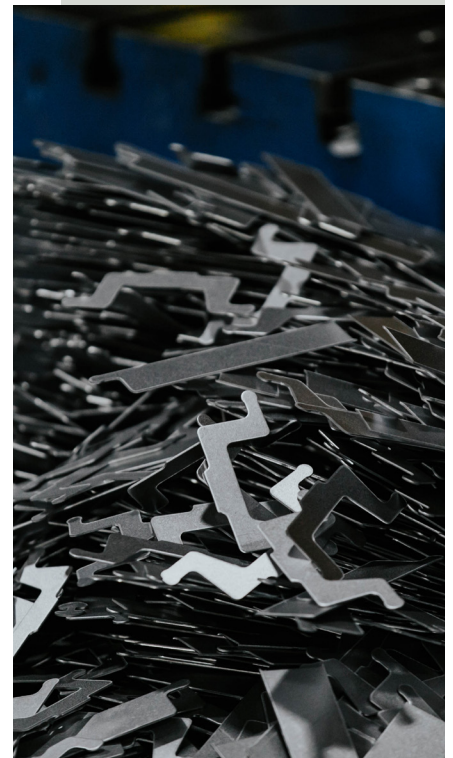


Renewable Energy: We estimate that more than 12% of our electricity is supplied from renewable content, including hydro and wind power. **57% of the energy** used in our Bettendorf, Iowa facility is generated from wind power. In addition, our steel service center facility in Bedford Heights, Ohio, **operates a wind tower** that returns renewable energy to the local electrical grid. Many of our facilities have also implemented efficient HVAC/air systems to reduce energy use for heating and cooling. We continue to evaluate energy options at all of our locations to source our electric requirements using suppliers that offer renewable content.

Conflict Materials

Olympic Steel shares the concerns of U.S. Congress and the international business community regarding the use of profits derived from the mining of certain minerals in the Democratic Republic of Congo (DRC) or adjoining countries. We are committed to the legal and ethical compliance in all of our business practices and do not buy, sell, or use any conflict minerals.

View our **Conflict Material Disclosure** on olysteel.com.





Natural Gas: More than 95% of Olympic Steel facilities use natural gas for heating needs. In 2021, Olympic facilities used approximately 1.1 million thermal units of natural gas – **a 25% reduction** over the past two years. We continue exploring opportunities to reduce consumption, including upgrading to high-efficiency generators where possible and using fans and auto-close garage doors in our production spaces to better circulate and conserve heating and cooling.



Water Usage: Olympic Steel recognizes that water is a shared and finite resource. Thus, we are committed to preserving this natural resource. On a consolidated basis, Olympic Steel used approximately **7.5 million gallons** of water in 2021. To help mitigate this usage, we have installed water-saving equipment in any newly remodeled facilities, including using low-flow toilets and motion-detecting sinks.

To further reduce our water usage, we have significantly decreased our use of disposable water bottles by installing water filtration systems and providing reusable water bottles for employees.



Forestry: Across our operations, we seek a reduction of deforestation, as we see it being a significant factor of climate change. While many of our products ship to our customers on wooden pallets, we have taken measures to reduce our reliance on use of wood products. We have instituted pallet return programs for customers in order to maximize the life of a wooden pallet. And, although we incur more upfront costs, we utilize reusable, non-wooden materials to ship products to our customers, where possible. This includes using our own fabricated steel racking.

Our goal is to consistently enhance our efforts and show year-over-year progress, including reductions in usage. We also continue to educate our employees on ways to reduce paper use and have paper recycling programs in place in the majority of Olympic Steel facilities.

We see these efforts as essential to reducing the demand for lumber, which will ultimately lead to a reduction in deforestation.



“I am given the
opportunity
and **support**
to use my
experience and
knowledge to
improve processes
across our
various divisions.”

– Employee Feedback from Our
2021 Company Culture Survey



OUR APPROACH TO GOVERNANCE & ETHICS

Following is an overview of the structure and policies we have in place to ensure we are operating responsibly and in compliance with all federal, state and local requirements:

- **Corporate governance:** Starting at the Board level, Olympic Steel has a top-down commitment to best in class oversight practices and operating integrity. The roles of Chairman and Chief Executive are separate, and we have a Lead Independent Director. All members of our three Board committees – Audit and Compliance, Compensation, and Nominating and Governance committees – are independent.
- **Board diversity:** In evaluating the suitability of Board candidates, diversity of experience, backgrounds and perspective are among the factors considered by the Board's Nominating and Governance Committee.

In addition, three of Olympic Steel's independent Board Directors are considered financial experts, based upon their professional skills and experience and lend their considerable expertise to ensure the Company has sound governance policies and practices in place.

OUR BOARD OF DIRECTORS



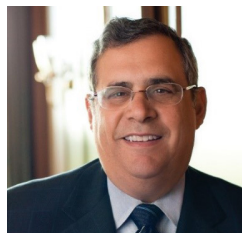
Michael Siegal
Executive Chairman



Rick Marabito
CEO & Director



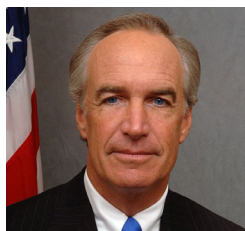
David Wolfort
Sr. Advisor & Director



Arthur F. Anton
Lead Independent Director



Idalene F. Kesner, Ph.D.
Independent Director



Hon. Dirk A. Kempthorne
Independent Director



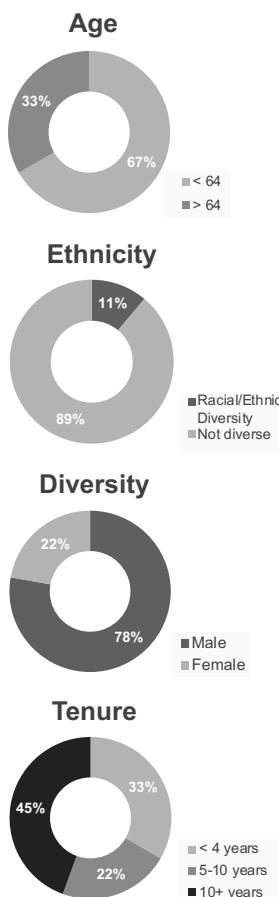
Michael G. Rippey
Independent Director



Richard P. Stovsky
Independent Director



Vanessa L. Whiting
Independent Director



Board Committees

Read more about our Board of Directors and our **Board Committees** on olysteel.com.



Ethics Policy

It is the policy of Olympic Steel that Company business be conducted at all times according to the highest standards of integrity and honesty. The **Business Ethics Policy** applies not only to our principal executive officer and principal financial and accounting officer and controller, but also to all our employees.



OPERATING ETHICALLY

Every Olympic Steel employee is empowered to keep colleagues and leadership accountable for all Company policies, procedures and governance.

In addition to the structure and policies listed to the right, we provide the following methods for employees to pose questions and resolve work-related issues or concerns:

- **Open Door Policy** – We promote and maintain open lines of communication within the organization. From the time they join the Company, we encourage employees to express personal opinions and seek answers to questions from all levels of management.
- **Whistleblower Hotline** – Each employee is given access to the Company Whistleblower Hotline for the purpose of reporting complaints or concerns specifically related to Olympic Steel's financial practices. This is managed by a third party and the names of callers remain confidential.

These resources are shared with employees in the Olympic Steel Employee Handbook and reiterated annually during the Standards of Conduct review provided to all employees. All reported concerns are taken seriously and investigated promptly and thoroughly, and Olympic Steel does not permit retaliation of any kind against employees who submit concerns or complaints in good faith.



*“It’s a **proud**
feeling to be
part of a **team** –
I know that
my voice
matters.”*

– Employee Feedback from Our
2021 Company Culture Survey



Steering Committee

Olympic Steel maintains a **Sustainability Steering Committee**. You can read more about the Committee here:



Additional Policies

We also maintain the following policies and programs:

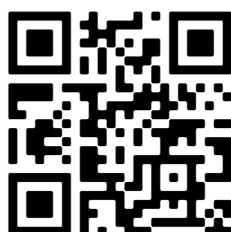
- Internal Audit
- Policy on Transactions in Securities and Improper Use of Material Information
- Policy on Anti-Corruption, including complying with the Foreign Corrupt Practices Act
- Financial Management Code of Ethics
- Supplier Code of Conduct

These policies are available on olsteel.com.



RESPONSIBLE OPERATING POLICIES

Human Rights Policy



Anti-Harassment & Non-Discrimination Policy



Safety Policy



Employment Notices



Environmental Policy



Conflict Minerals Policy



Business Ethics Policy



Transactions in Securities and Improper Use of Material Information Policy



Anti-Corruption Policy



Financial Management Code of Ethics



Supplier Code of Conduct



Political Contribution Statement



Reducing Fuel Consumption Statement



CONTACT

Learn more at
[https://
olysteel.com](https://olysteel.com).

Follow us
on social media!



For additional
inquiries and
information,
please contact:

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Officer 216.672.0522
or
ir@olysteel.com



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