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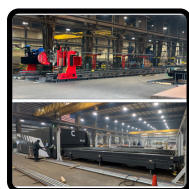
Olympic Steel Employee Newsletter

JANUARY 2026

CORE VALUE OF THE MONTH:

Integrity

We are honest and ethical in all our business dealing, starting with how we treat each other. Our personal conduct ensures that Olympic Steel's name is always worthy of trust.



CHAMBERSBURG: A CLOSER CUT

Our Chambersburg division has been part of Olympic Steel for more than 25 years, shaping the heavy-duty parts that help booms extend and lifts rise. This closer look shares how the division works today, what's changing and how they're preparing for Chambersburg 2.0 and beyond.



SAFE START JANUARY: RESETTING OUR SAFETY MINDSET

After time away from work, it's important to take a moment to reset yourself to a safety mindset. Follow these recommendations to refocus so you're sure you're doing your job the right way every time helps to keep you and your coworkers safe.

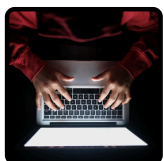


EMPLOYEE PULSE SURVEY RESULTS INFLUENCE 2026 COMMUNICATIONS PLAN

Thank you for participating in last year's Pulse Survey. Your input helped us develop our 2026 communications plan that will more clearly include information about the least recognized programs, services or events.



CORE VALUES IN ACTION



MINDFUL TECHNOLOGY USE

Our Employee Assistance Program, Health Advocate, reminds us that healthy technology use means using devices to support you, not stress your out. Learn how to bring more intention and balance to your tech use.



NEW YEAR, HEALTHIER YOU: SUPPORT IS CLOSER THAN YOU THINK

Anthem and Health Advocate offer built-in resources to support fitness and wellness goals, helping make healthy resolutions more achievable and sustainable.



SAFETY SOFTWARE IMPLEMENTATION BEGINS 02.2026

Olympic Steel is excited to announce our upcoming safety software implementation, scheduled for 1Q2026. Once implemented, we'll be able to better track, analyze and share important safety data, action items and training opportunities.



NITA PATEL

Chief Financial Office
Action Stainless, Carrollton, TX

Values-driven mentor. Champions Safety and learning opportunities. Passionate about strengthening the Company's future.



MARK YOUR CALENDAR

Monday
01.26.26

Chairman's Citizenship Nominations OPEN

Friday
01.30.26

Administrative Reviews DUE in UKG

February

Heart Health Month - Jump Rope Giveaway

Friday
02.06.26

Chairman's Citizenship Nominations CLOSE

Tuesday
02.10.26

Monthly Payroll Q&A 2:00 PM (ET)

Thursday
02.26.26

Monthly Benefits Q&A 1:00 PM (ET)

Monday
03.02.26

Sol Siegal Scholarship Application Closes



Find full articles on
iamOlympicSteel.com





The **ONE OLYMPIC** page on lamOlympicSteel.com includes content related to the work of the Team, featuring Member Spotlights, educational videos and articles that share the history behind holidays and other celebrations.

MARTIN LUTHER KING JR DAY

On the third Monday of January, we recognize and celebrate Dr. Martin Luther King, Jr.'s contributions to the civil rights movement in the United States.

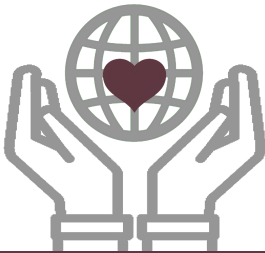
HAPPY VIETNAMESE LUNAR NEW YEAR

Recognizing Tet Nguyen Dan to offer a closer look at this holiday, celebrated by many, including some of our own employees.



SOCIAL MEDIA MADE SIMPLE POSTING WITH PURPOSE

Your digital presence is already telling a story. Posting keeps that story active, connected and top-of-mind, even when you're not online much.



Chairman's Citizenship Award Nominations OPEN on Monday, 1.26

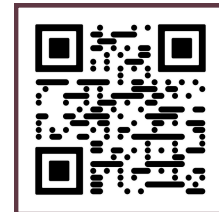
This award recognizes employees for outstanding contributions to the community and leadership in demonstrating Olympic Steel's Citizenship Core Value - going "above and beyond" for charitable organizations outside of work.



Scan here to learn more

Sol Siegal SCHOLARSHIP PROGRAM

SPONSORED BY
OLYMPIC STEEL



Scan here to learn more

Applications due Monday, 03.02.26.

The renewal process is separate from the first-time applicant process. Renewals will receive an email from Scholarship America (SA) with instructions to renew the scholarship. If your dependent doesn't receive that email by March 1, reach out directly to SA.



- **W-2s (Wage & Tax Statement)** - available in UKG by January 31 or mailed to the home address on file (if selected as your preferred method of delivery in UKG)
- **1095s (Employer-provided Health Insurance Offer & Coverage Form)** - available in UKG by March 31 or mailed to the home address on file (if selected as your preferred method of delivery in UKG). Remember - this form is needed for your files only and is NOT required for tax filing purposes.

ONE OLYMPIC Member Spotlight



AMBER O'LEARY

Outside Sales Representative
Olympic Steel, Schaumburg, IL

Meet Amber (Schnecke) O'Leary, Outside Sales Representative at Olympic Steel's Schaumburg, IL location and Lead for our ONE OLYMPIC Recruiting & Selection Subcommittee.