



Ryerson – Olympic Steel Merger Frequently Asked Questions (FAQs)

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GENERAL QUESTIONS

WHO IS RYERSON?

Ryerson is a leading value-added processor and distributor of industrial metals, with operations in the United States, Canada, Mexico, and China. Founded in 1842 and headquartered in Chicago, Ryerson had around 4,300 employees and over 100 locations, pre-merger.

Learn more at www.ryerson.com.

WHY IS OLYMPIC STEEL MERGING WITH RYERSON?

Growth, scale, capabilities, and a better customer experience! Specifically, growth that benefits all our stakeholders – employees, customers, shareholders, and suppliers. Ryerson, like Olympic Steel, is committed to growing safely and profitably. Their long history of strong business performance and complementary products, processing capabilities, and geographic footprint are a natural fit that will fuel mutual growth. With well-aligned culture and values and the experience and expertise of both teams working together, we expect an integration that will yield numerous synergies and provide significant benefits and opportunities for the combined business, our teams, and those we serve.

WHY DO YOU REFER TO THIS TRANSACTION AS A MERGER AND NOT AN ACQUISITION?

In a **merger**, two companies agree to combine their business into one new organization, bringing leadership, teams, and operations from both companies together to form an integrated partnership.

Olympic Steel and Ryerson coming together represents a true merger. As the larger prior entity, we have retained the Ryerson name post-merger. Olympic Steel and all of our businesses will continue to operate under their brand names. The new organization is headed by executives from both companies.

WHEN WILL THE MERGER BE OFFICIAL?

On Friday, February 13, 2026, Olympic Steel officially merged with Ryerson. Access the public announcement at <https://www.ryerson.com/about-us/news-events/news/>.

On February 24, 2026, the combined company began trading under a new ticker symbol, RYZ, on the New York Stock Exchange (NYSE). This symbol combines the former Ryerson ticker, RYI, and the former Olympic Steel ticker, ZEUS.

WHAT HAPPENS TO OLYMPIC STEEL AND OUR UNIQUE BRANDS? WILL EACH OLYMPIC STEEL BRAND CONTINUE TO BE KNOWN AS “AN OLYMPIC STEEL COMPANY,” OR WILL THEY NOW BE KNOWN AS A BRAND WITHIN THE “RYERSON FAMILY OF COMPANIES”?

Olympic Steel and all our brands have proven performance records and established “recipes” for success, and there is no intention of changing. Rather, the merger will provide all brands involved with opportunities to share best practices and grow together.

Strong branding requires consistency with thoughtful post-merger consideration and timing. That said, every sales pitch is different, and some design scenarios call for adaptation to maintain branding standards and ensure a quality composition. To maintain our strong existing brands, establish our position as a single unified organization, and provide flexibility for our Sales Team members and other areas of our organization, we will provide updated branding guidelines with appropriate brand variations (within a standard set of design elements) and enterprise association.

Updated brand guidance will be published before the end of the year and shared across our various communications platforms. In the meantime, brands should continue following their current requirements.

WILL THE COMBINED COMPANY CONTINUE TO GROW THROUGH ACQUISITION?

Ryerson and Olympic Steel remain focused on growth – both organic and by acquisition. While our initial focus will be on integrating into one new organization, we remain committed to future growth via acquisitions.

WHERE WILL OUR PRIMARY “CORPORATE” HEADQUARTERS BE LOCATED?

Our official Company headquarters is located at 227 West Monroe Street (27th Floor) in Chicago, Illinois. Olympic Steel will continue to operate a Corporate Office at 5096 Richmond Road in Bedford Heights, Ohio, and an Executive Office in Highland Hills, Ohio.

WHO WILL LEAD THE COMBINED COMPANY?

View the new Leadership organization chart here: <https://www.iamolympicsteel.com/merger-resources>

Eddie Lehner, Ryerson Chief Executive Officer (CEO), will continue to serve as CEO, and Rick Marabito, former Olympic Steel CEO, will serve as President & Chief Operating Officer (COO) for the newly combined entity.

Andrew Greiff will continue to lead Olympic Steel as President, while also taking on the title of Executive Vice President for Ryerson. Rich Manson will move from Olympic Steel's Chief Financial Officer to the Sr. Vice President of Finance for Ryerson and be responsible for Corporate Financial Planning & Analysis and integration synergies.

Olympic Steel's Business Groups will not change.

Michael Siegal, former Executive Chairman of the Olympic Steel Board of Directors, will serve as Chairman for the new Board.

WILL OUR COMPANY'S CORE VALUES CHANGE?

Olympic Steel's Core Values will not change and are well-aligned with Ryerson's own Core Values system, which is explained in their mission statement: *Ryerson aspires to create consistently great experiences for its customers, employees, shareholders, suppliers, and communities through delivering sustainably valuable metal solutions that build a better world and improve quality of life for its citizens.*

HOW WILL INTEGRATION WORK, AND WHAT IS THE INTEGRATION TIMELINE?

As we integrate, the focus is simple: Take the very best of both organizations and raise the bar.

Integrating Olympic Steel and Ryerson will be a continuous process of learning and sharing best practices. While much of this process will happen organically over time, the combined company has established two groups to kick things off:

- a **Commercial Integration Council**, to focus on ensuring a smooth transition for our customers and extending our commercial reach; and
- a **Supply Chain Council**, to identify synergy opportunities in the way we purchase and manage our inventory.

Both Councils will be led by Andrew Greiff, Executive Vice President (EVP) for Ryerson and President of Olympic Steel. The Councils are comprised of representatives from both organizations.

Current action items include reviewing existing mill agreements and identifying strategies to best serve customers utilizing Ryerson and Olympic Steel assets.

As integration efforts unfold, updates of note to the entire organization will be shared during Leadership town hall meetings and on the [merger central page on lamOlympicSteel.com](#).

HOW WILL DEPARTMENTS AND FUNCTIONAL TEAMS BE INTEGRATED?

While many teams will connect organically over time as we learn from one another and share best practices, members of the Executive Team have assumed responsibility for leading the integration of departments and functional teams, as follows:

- **Administration, Human Resources & Communications** – Rick Marabito (President & Chief Operating Officer)
- **Investor Relations, Operations, Safety, Logistics, Ryerson Carbon Sheet Solutions (RCSS), Global Accounts & Commodity Risk Management** – Jim Claussen (Executive Vice President & Chief Financial Officer)
- **Accounting, Treasury & Tax** – Molly Kannan (Corporate Controller & Chief Accounting Officer)
- **Commercial (Sales) & Supply Chain** – Andrew Greiff (Executive Vice President & President – Olympic Steel)
- **Legal & Risk Management (including Cyber Security)** – Mark Silver (Executive Vice President / Chief Legal and Risk Officer)
- **Information Technology (IT)** – Frank Williams (Chief Information Officer)
- **Corporate FP&A & Corporate Finance** - Rich Manson (Senior Vice President – Finance)

The above departments, as well as other groups across Ryerson and Olympic Steel, have already begun meeting to discuss integration topics specific to their areas. Tune in to the quarterly webcasts for additional updates on collaboration happening across our network or reach out to department integration leaders with any specific questions.

WHEN WILL I MEET AND BEGIN WORKING WITH MY RYERSON COLLEAGUES AND COUNTERPARTS (IF APPLICABLE)?

This will vary by team. There will be some elements of the integration that bring employees together fairly quickly – for example, parts of our Finance and Accounting Departments are already working together to prepare for our first combined earnings release.

We will also plan to connect departments and functional teams to advance our integration into one company. Likely, these connections will present themselves organically over time, as we look to learn from one another and share best practices.

WILL WE INTEGRATE OUR BUSINESS SYSTEMS?

Our integration councils and department integration leaders are identifying opportunities for the thoughtful sharing of tools, data and resources in conjunction with related business decisions. For example, our IT teams were quickly able to make calendar viewing in Outlook available to both Olympic Steel and Ryerson employees to assist in meeting planning, as teams partner on

integration work. Both Ryerson and Olympic Steel have systems in place to run the business across functional areas. At this time, our focus is on managing data from existing systems and identifying opportunities for integrated reporting as applicable.

Our IT teams have begun collaborating on future opportunities to share processing capability and material information between Ryerson and Olympic Steel so that we can provide better experiences for our customers. This work is in progress and will take time to ensure that any integration maximizes benefits to our business, customers and employees.

WILL OLYMPIC STEEL STILL BE A PUBLIC COMPANY?

Together, Ryerson and Olympic Steel will continue to be a public company, operating under the Ryerson Holding Corporation name. In the coming weeks, the combined company will begin trading under a new ticker symbol, RYZ, on the New York Stock Exchange (NYSE). This symbol combines the former Ryerson ticker, RYI, and the former Olympic Steel ticker, ZEUS.

This means we will continue to comply with all policies and adhere to all the requirements expected of a public company.

HOW CAN I LEARN MORE ABOUT RYERSON?

Learn more at <https://www.ryerson.com/> and by following Ryerson on Facebook, LinkedIn, and YouTube.

WHERE SHOULD ANY CUSTOMER, SUPPLIER, MEDIA, OR INVESTOR RELATIONS INQUIRIES BE DIRECTED?

Customers and **suppliers** should be directed to continue working with their existing contacts, unless new points of contact are established. (If any changes take place, customers and suppliers will receive clear and timely communication.)

All **media** inquiries should continue to be directed to our Executive Team via Jackie Ritter (440.658.2613). They are the only individuals authorized to speak on Olympic Steel's behalf.

Investor inquiries should be sent to Justine Carlson, Ryerson Sr. Manager – FP&A/PMO, at Justine.Carlson@ryerson.com.

IMPACT ON EMPLOYEES

WHAT WILL CHANGE FOR EMPLOYEES?

Upon close, your employer, pay, benefits, programs, job title, responsibilities, and supervisor will remain the same.

Over time, as we work to bring together the best of both companies, some workplace policies, programs, or practices may be merged or updated. Any transitions will be thoughtfully undertaken with a focus on ensuring the best interests of the business and all employees.

WILL MY YEARS OF SERVICE CARRY OVER?

Yes, employee tenure and program eligibility will remain unchanged.

WILL EXISTING PROGRAM COMMITMENTS STILL BE HONORED – SOL SIEGAL SCHOLARSHIPS (AND RENEWALS), TUITION ASSISTANCE, REFERRAL BONUSES, ETC.?

Upon close, existing programs will remain the same.

Over time, the Leadership Team will review all programs and determine how to incorporate the best of both companies. Should program changes occur, they will be communicated in advance, along with any impact and appropriate transition plans for enrolled participants.

WILL WE HAVE ACCESS TO ANY NEW BENEFITS OR PROGRAMS?

Both Olympic Steel and Ryerson have a number of great benefits and programs that will likely be shared across the entire organization over time. During this first year of transition, benefits and programs for both employee groups will remain unchanged. This will allow time for the new Leadership Team to learn more about all available offerings and determine how to incorporate the best of both companies.

Work on benefits and program integration is in progress and will take time as leaders consider current offerings, contract periods, and how best to implement programs that maximize benefits to our employees and business. Look out for additional information coming later this year.

WILL MY EMAIL ADDRESS OR THE BUSINESS SYSTEMS I USE CHANGE?

Upon closing, employee email addresses will remain the same. Over time, some systems may be integrated to improve business efficiencies and enhance communication across the organization.

WHAT NEW OPPORTUNITIES MIGHT THIS CREATE FOR EMPLOYEES?

If you've taken the time to read the profiles of our [iamOlympicSteel.com featured employees](http://iamOlympicSteel.com), you've seen some great examples of people moving into new roles – both at Olympic Steel and with new brands joining the organization; relocating to take on new responsibilities; gaining valuable experience through sometimes nontraditional career paths; and even developing their own projects, roles, or departments where one didn't exist before. There are countless examples. Now consider the possibilities within the much larger merged company. The possibilities are too many to list!

We love to promote from within, and now we are sharing job openings each month via email and digital screens that highlight jobs across the organization, including Ryerson. View and

apply for open positions at Olympic Steel (<https://www.olysteel.com/employment/job-search>) and Ryerson (<https://www.ryerson.com/about-us/careers/>).

The keys to unlocking new opportunities as a result of the merger are laid out by our “I am Olympic Steel Brand Ambassadors” in those profiles. Look for ways to share your skills and ideas. Raise a hand to take on new challenges, add responsibilities, and help the team. Stay flexible and open to change. And, be a role model for Olympic Steel’s Core Values - <https://www.iamolympicsteel.com/core-values> and what it means to have the “Attitude of an Olympian” - <https://www.iamolympicsteel.com/the-attitude-of-an-olympian>. Attitude is everything!

WHAT SUPPORT AND RESOURCES ARE AVAILABLE TO EMPLOYEES?

Change can be challenging. And we are all balancing responsibilities at work and at home. Olympic Steel’s Employee Assistance Program (EAP) will continue to offer a wide range of wellness resources.

Health Advocate at 877.240.6863 or Answers@HealthAdvocate.com.

HOW WILL EMPLOYEES BE KEPT INFORMED THROUGHOUT THE INTEGRATION?

As our integration into one company progresses, our Leadership Team will share updates through our usual communications platforms – text, email, and digital screens. Also, watch for invitations to join “town hall” style webcast meetings, led by members of our Leadership Team.

All of this information, as well as dates for upcoming town hall webcast meetings and the meeting recordings, will be posted to **IamOlympicSteel.com** as it becomes available. Check out our new “merger central” page: <https://www.iamolympicsteel.com/merger-central>

WHAT IF I HAVE QUESTIONS?

Should you have questions, you can direct them to your HR or Leadership team.

You can also submit questions for our Executives to answer during an upcoming town hall here: <https://www.surveymonkey.com/r/S6F7RJL>

IMPACT TO CUSTOMERS & SUPPLIERS

HOW WILL OUR CUSTOMERS BE IMPACTED?

We will continue fulfilling customer orders, ensuring quality, and continuing to provide excellent customer service, as usual. The difference is that now customers from both organizations will gain access to more products, services, support, and physical locations to service their needs and help their businesses grow.

As we work through the process of integrating both organizations, it will be especially important to ensure we are not disrupting customer operations. This is a Leadership priority that will be

guided by a Commercial Integration Council, comprised of Leadership Team members from both Olympic Steel and Ryerson and led by Andrew Greiff, Ryerson Executive Vice President and Olympic Steel President. All teams involved will engage in the process of streamlining and enhancing service offerings for our customers.

HOW DOES THE MERGER STRENGTHEN OUR ABILITY TO SERVE OUR CUSTOMERS?

By Olympic Steel and Ryerson coming together, customers will have access to more of everything! More locations – potentially putting us closer to their facilities and reducing freight costs. More resources and expertise – with our combined team of nearly 6,000 employees and a history of more than 250 years in the industry. More product offerings. More processing capacity. More buying power and access to materials. And, more capital and flexibility to deliver sustainably valuable metal solutions and invest in their growth.

HOW WILL OUR SUPPLIERS BE IMPACTED?

We share many of the same suppliers. The process of ordering materials and supplies and managing vendor relationships may be enhanced by utilizing our combined supply chain partners.

A Supply Chain Council, comprised of Leadership Team members from both Olympic Steel and Ryerson and led by Andrew Greiff, Ryerson Executive Vice President and Olympic Steel President, will guide this process in partnership with Purchasing Team members from both organizations. The goal of this work is to streamline processes, enhance inventory management, and ensure we are working strategically for the best benefit of the entire company and our customers.