

YEAR
IN REVIEW
2025



Published July 2026

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READERS' NOTE:

An Introduction to the “Year in Review”

As of the publish date of this Review, we're well into 2026, and the integration work related to our recent merger with Ryerson is underway. A lot has changed in a few short months, including our annual Corporate Responsibility Report folding into Ryerson's reporting as the public-facing entity. Each year, the Corporate Responsibility Report, in addition to providing important policy and regulatory information, also offered a fantastic look back at all we accomplished together. For that reason, we're launching our first annual “Year in Review” – so we can celebrate our many successes together.

As you read on, keep in mind the focus on 2025. Though several changes have taken place since the end of the year, we've used the titles and details relevant to Olympic Steel specifically during 2025.

A MESSAGE FROM OUR EXECUTIVES

REFLECTING ON THE PAST YEAR, OLYMPIC STEEL'S EMPLOYEES CONTINUED TO EXECUTE WITH DISCIPLINE AND RESILIENCE.

In an environment marked by ongoing market volatility and evolving customer needs, our team remained focused on what matters most. While external conditions continued to evolve, our approach did not. We remained focused on our fundamental disciplines – operating safely and efficiently, carefully managing our inventory and expenses and providing exceptional customer service.

Throughout the year, we strengthened our operational footprint through targeted capital investments, advanced our technology and innovation initiatives, and continued to build a culture centered on Core Values. From expanding processing capabilities and opening new facilities

to celebrating major milestones across the enterprise, our progress was made possible by the dedication and collaboration of our people.

Equally important, we remained committed to developing talent, supporting our communities and engaging with the broader manufacturing and metals industries. These efforts reinforce Olympic Steel's long-term strategy and position us to navigate change while pursuing safe, sustainable and profitable growth.

Thank you to our employees across the Company for the hard work and commitment. Together, we are building a strong foundation for the future.



Richard T. Marabito
Chief Executive Officer

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Andrew S. Greiff
President and COO

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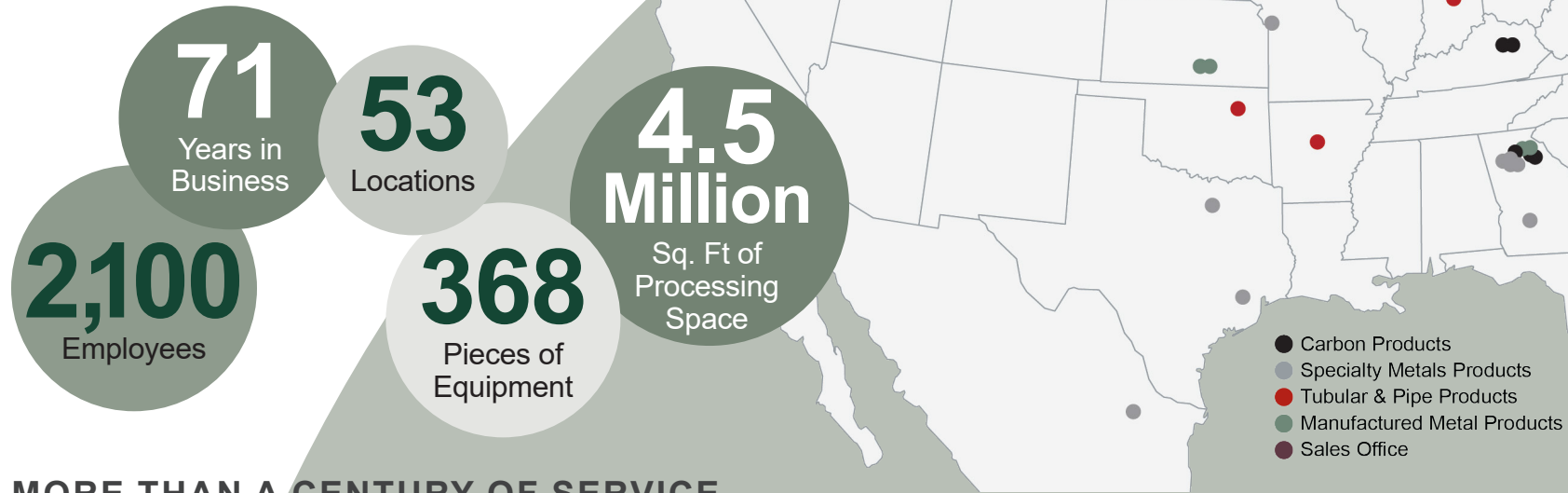


Richard A. Manson
Chief Financial Officer

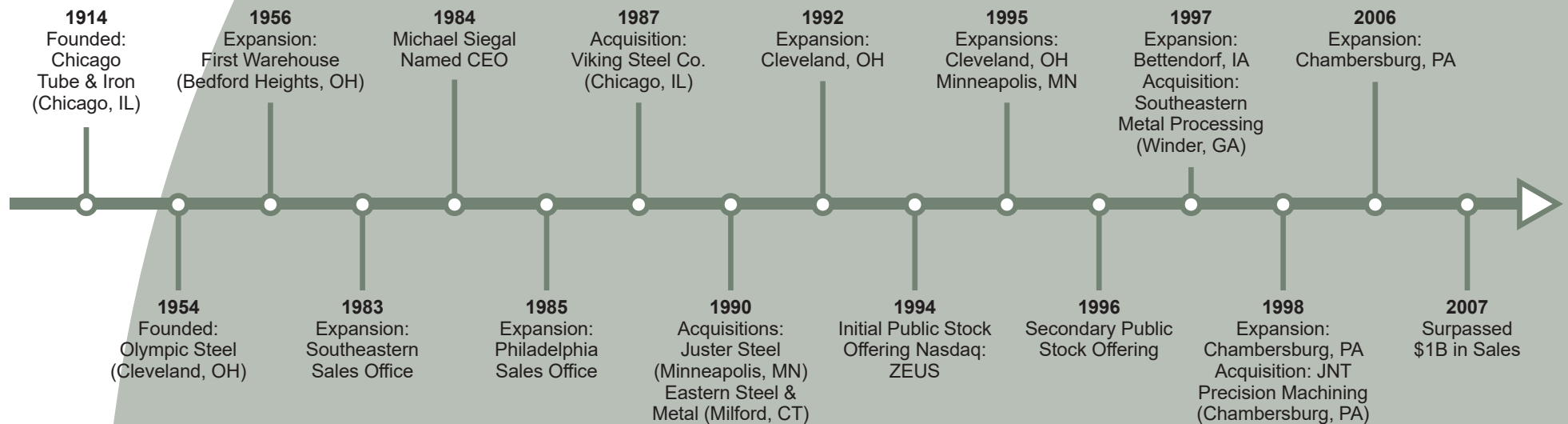
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OLYMPIC STEEL AT-A-GLANCE

A QUICK LOOK AT OLYMPIC STEEL AS WE CLOSED OUT 2025



MORE THAN A CENTURY OF SERVICE



OLYMPIC STEEL BUSINESS STRUCTURE

Andrew Greiff
President & COO
Olympic Steel

CORPORATE TEAMS

**CARBON FLAT ROLLED
BUSINESS GROUP**
Dave Gea, President

**SPECIALTY METALS
BUSINESS GROUP**
Andy Markowitz, President

**PIPE & TUBE
BUSINESS GROUP**
Bill Zielinski, President

**MANUFACTURED METAL
PRODUCTS
BUSINESS GROUP**
Zach Siegal, President

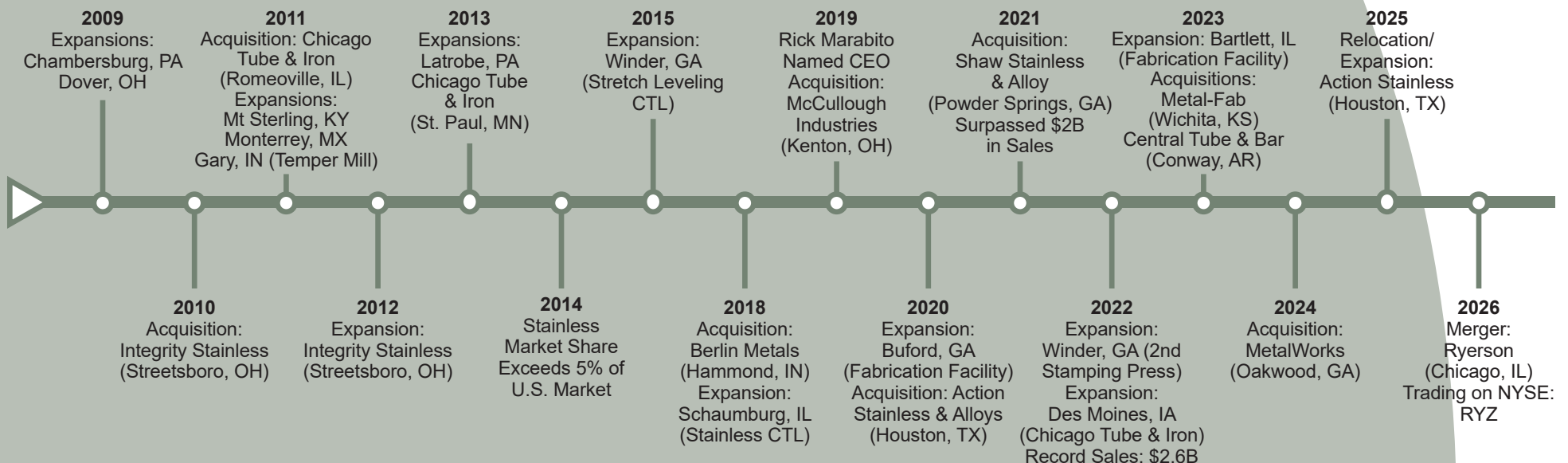
DIVISIONS

Bettendorf, IA
Buford, GA
Chambersburg, PA
Cleveland & Dover, OH
Milford, CT
Minneapolis, MN
Mt. Sterling, KY
Winder, GA



DIVISIONS

Bartlett & Schaumburg, IL
Gary, IN



SAFETY: OUR FIRST PRIORITY

SAFETY REMAINS AT THE FOREFRONT OF EVERYTHING WE DO. IN 2025...

- Olympic Steel earned **11 Fabricators & Manufacturers Association (FMA) Safety Awards**, recognizing outstanding performance and commitment across multiple facilities.

Action Stainless	Rock Hill, SC
Action Stainless	Riverside, MO
Action Stainless	Houston, TX
Action Stainless	Carrollton, TX
Chicago Tube & Iron	Fond du Lac, WI
Chicago Tube & Iron	Romeoville, IL
Chicago Tube & Iron	St. Paul, MN
Chicago Tube & Iron - Distribution	Locust, NC
Olympic Steel	Dover, OH
Olympic Steel	Bedford Heights, OH
Shaw Stainless & Alloy (Olympic Steel)	Albany, GA

- The Company once again observed **National Safety Month** with enterprise-wide engagement and reinforcement of safe work practices designed to help everyone “Think Safe, Work Safe and Live Safe.”
- Near Miss and Poka Yoke reporting** continued to gain traction with **253 near misses** identified and **211 poka yokes** completed company-wide.
- Human and Organizational Performance (HOP) Training** continued across the organization, helping connect every action to the “why” behind safety and making HOP principles part of how we think, decide and act to protect what matters most: one another.

These efforts reflect the shared responsibility and ownership our teams take in creating and maintaining a safe work environment.

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

2025 MOST IMPACTFUL POKA YOKES

- FIRST PLACE: Bettendorf, IA**
Luger Bracket
Dan Parmentier, Crane Operator
James Jamison, Maintenance Technician
- SECOND PLACE: Schaumburg, IL**
Truck Rails and Storage
Chuck LaTour, Operations Manager
- Honorable Mention: Buford, GA**
Press Brake Tooling Storage
Colton Hobbs, Manufacturing Engineer
Jason Robinson, Plant Engineering Manager
- Honorable Mention: Mount Sterling, KY**
Light Curtain Barrier
Robert Thomas, Maintenance Manager
Mike Manley, Maintenance Technician
Gerald Bishop, Maintenance Technician

2025 MOST INNOVATIVE POKA YOKES

- FIRST PLACE (tie): Integrity Stainless – Streetsboro, OH**
ID Conversion Plates/Inserts
Anthony Pitts, Machine Operator
Robbie Hamlin, Machine Operator
Josh Leas, Maintenance Supervisor
Randy DiBacco, Maintenance Technician
- FIRST PLACE (tie): Schaumburg, IL**
Pallet Building Area Update and Reorganization
John Golly, Maintenance Technician
- Honorable Mention: Integrity Stainless – Streetsboro, OH**
Packaging Paper Storage Cart
Chris Shrum, Material Handler
Randy DiBacco, Maintenance Technician
- Honorable Mention: Gary, IN**
Torch Gas Tank Valve Covers
Robert Ashley, Maintenance Manager



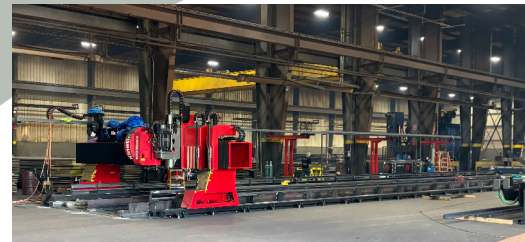
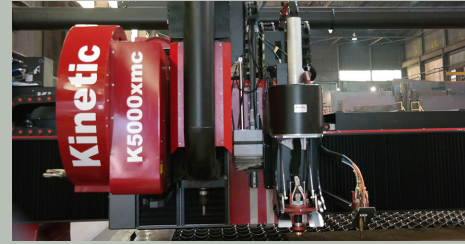
INVESTING FOR THE FUTURE

Olympic Steel continued to deploy capital with intention, strengthening our processing capabilities, modernizing facilities and expanding capacity in key markets.

2025 CAPITAL INVESTMENTS INCLUDED:

- **New Kinetic Plasma and Bevel Cutting Machine – Bettendorf, IA** Advancing processing capability and adding capacity for carbon metal processing
- **Significant Equipment & Building Upgrades – Chambersburg, PA** Improving process flow and processing efficiency – collectively “Chambersburg 2.0”
- **New Andritz Cut-to-Length Line – Minneapolis, MN** Adding coated and carbon metal processing capacity
- **New Braner Slitter – Berlin Metals (Hammond, IN)** Adding specialty metals processing capacity
- **New Cut-to-Length Line – Schaumburg, IL** Adding capacity for carbon and specialty metal processing
- **New Cobot Welding Equipment & Brake Press – Mt. Sterling, KY** Adding capability and carbon metal processing capacity
- **Significant Warehouse Equipment Reorganization – McCullough Industries (Kenton, OH)** Improving process flow and creating space for quick ship distributor inventory and new product development – collectively “McCullough 2.0”
- **Solar Panel Installation – Winder, GA** Enhancing sustainability efforts and improving energy efficiency

These projects are improving safety and efficiency, enhancing throughput, and ensuring we are well-positioned to support customers today and into the future.



We also celebrated the opening of a **new Houston, Texas facility**, supporting our Action Stainless business and expanding our footprint in a strategic growth market to further strengthen our service capabilities in the region.



Action Stainless



ADVANCING INNOVATION AND TECHNOLOGY

TECHNOLOGY AND INNOVATION REMAINED IMPORTANT ENABLERS OF OUR STRATEGY THIS YEAR.

- We established an AI Steering Committee and enterprise AI strategy, focused on practical, value-driven use cases that support decision-making, efficiency and long-term competitiveness.

- A new safety management system (Ideagen) was selected, reinforcing our commitment to continuous improvement in safety reporting, visibility and accountability.



- At McCullough Industries, six new **WRIGHT**® products were launched under the **WRIGHT**® brand, expanding our catalog of manufactured metal products.

WRIGHT®

MARKING MILESTONES

McCullough Industries, in Kenton, Ohio, celebrated its 60th anniversary, marking six decades of manufacturing excellence, innovation and customer partnership.



FRONT DUMP
HOPPER



DUST COLLECTION
HOPPER



QUICK ATTACH
HOPPER



HOPPER
WITH HOOD



SPILL CONTAINMENT
HOPPER



STACKABLE ROTATING
TOTE (SRT)

CELEBRATING YEARS OF DEDICATION

Ben Houston – President of MetalWorks retired in December after 22 years running the business he started in 2003.



METAL WORKS



Mark Ohm – President of Metal-Fab retired in early 2025 after 10 years with the Company. Mark played a key role in Metal-Fab's steady growth and seamless transition to the Olympic Steel family of brands.



METAL-FAB INC.

Dan Hamel – Metal-Fab's Human Resources Director retired after 40 years with the business, but not before being named to the Wichita Business Journal Human Resources Hall of Fame.



DEVELOPING AND CONNECTING OUR TEAMS

Bringing people together to learn, collaborate and share best practices remained a priority.

ENTERPRISE TEAM GATHERINGS THROUGHOUT THE YEAR INCLUDED:

- **2025 Leadership Summit** – In June, Olympic Steel's General Managers, Directors, Vice Presidents, President and Executive Team traveled to the historic military campus in West Point, New York, to complete the Metals Service Center Institute (MSCI) "Battle Tested Leadership Principles" program run by Thayer Leadership. The three-day program included mental and physical engagements designed to enhance leadership skills and strengthen the team.
- **Third Annual ONE OLYMPIC Summit** – In July, the ONE OLYMPIC Team gathered in Cleveland for a full day of training, team building and idea sharing, all focused on strengthening Company culture and fulfilling our ONE OLYMPIC Mission: *to cultivate an inclusive workplace where employee belonging and empowerment are foundational to everything we do and valuing the unique insights and experiences of our diverse teams to fuel our safe, profitable growth.*



- **Operations Managers Meeting** – Extending best practices and operational excellence across the entire organization was the focus for Olympic Steel's Operations Managers when they gathered in Cleveland in September for a multi-day work session.
- **Annual Human Resources (HR) Team Meeting** – Each fall, Olympic Steel's entire HR and Payroll Teams come together in Cleveland to share updates, information, best practices and new programs. These annual planning sessions help the Team prepare for the coming year and strengthen relationships with their HR colleagues spread across the country.



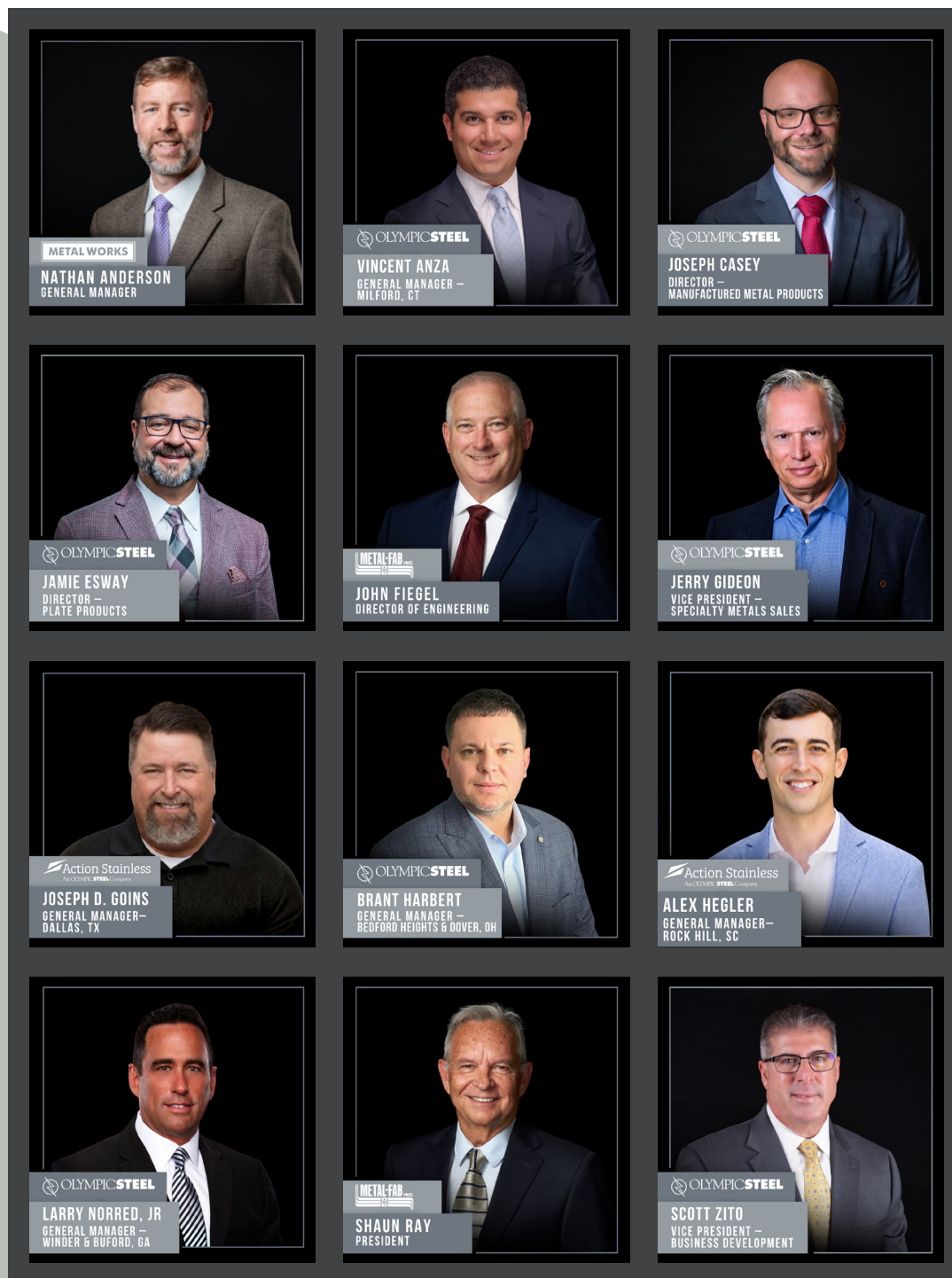
These sessions supported training, networking, strategic alignment and the sharing of best practices across the organization.

LEADERSHIP AND PEOPLE MOVES

SEVERAL LEADERSHIP APPOINTMENTS AND TRANSITIONS STRENGTHENED OUR ORGANIZATION:

- **Nathan Anderson** – increased responsibilities as the General Manager of MetalWorks
- **Vince Anza** – promoted to General Manager in Milford, Connecticut
- **Joe Casey** – promoted to Director of Manufactured Metal Products, overseeing McCullough Industries and the team at MetalWorks, led by Nathan Anderson
- **Jamie Esway** – assumed the newly created role of Director – Plate Products
- **John Fiegel** – promoted to the role of Director – Engineering for Metal-Fab
- **Jerry Gideon** – promoted to Vice President, Specialty Metals Sales
- **Joe Goins** – joined the Action Stainless team as General Manager in Dallas, Texas
- **Brant Harbert** – promoted to General Manager of our Cleveland facility in Bedford Heights, Ohio
- **Alex Hegler** – joined the Action Stainless team as General Manager in Rock Hill, South Carolina
- **Larry Norred** – joined Olympic Steel as the General Manager for both the Winder and Buford, Georgia facilities
- **Shaun Ray** – assumed the role of President of Metal-Fab, following the retirement of Mark Ohm
- **Scott Zito** – promoted to Vice President, Business Development

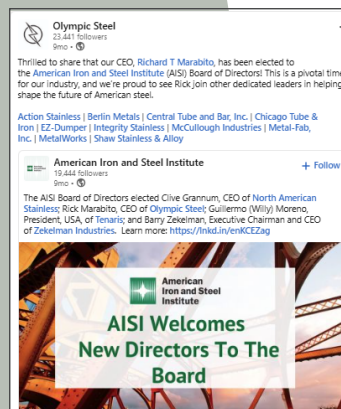
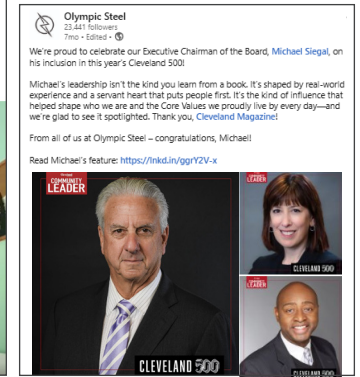
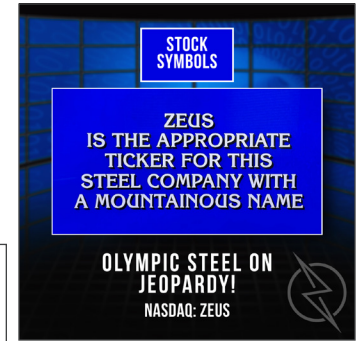
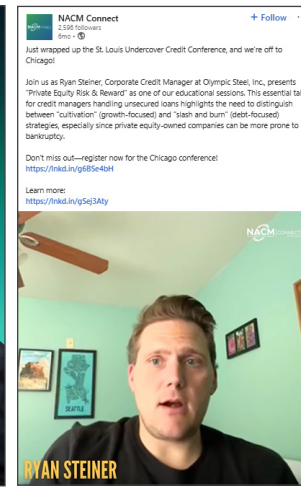
These moves reflect our continued focus on developing talent and aligning leadership with strategic priorities.



INDUSTRY ENGAGEMENT AND ADVOCACY

OLYMPIC STEEL REMAINED ACTIVELY ENGAGED ACROSS THE METALS INDUSTRY:

- The Company joined the **American Iron and Steel Institute (AISI)** with **Rick Marabito, CEO**, becoming a member of the AISI Board
- **Michael Siegal, Executive Chairman**, was named to the **Cleveland 500**, recognizing leadership and impact within the region
- Several Olympians shared their expertise as industry keynote speakers and panelists, including:
 - **Leah Kiley, General Manager – Minneapolis** - AIM Women in Transportation Discussion Panel
 - **Rick Marabito, CEO** - SMU Steel Summit panel
 - **Michael Siegal, Executive Chairman** - MSCI Fireside Chat and interview with Cleveland Mayor Justin Bibb
 - **Ryan Steiner, Corporate Credit Manager** - National Association of Credit Management (NACM) Credit Congress 2025, NACM Connect events and the NACM “Extra Credit” podcast
 - **Jeremy Toburen, Application Administration Manager** - Microsoft Community Summit
 - **Andrew Wolfort, Vice President – Specialty Metals** - North American Stainless & Specialty Alloys Conference



RECOGNIZING EXCELLENCE

WE PROUDLY ACKNOWLEDGED
INDIVIDUALS WHO
EXEMPLIFY OLYMPIC
STEEL'S CORE VALUES:



- **Culture Champion Award Recipients**

Nominated by their peers, the Culture Champion Award recognizes ONE OLYMPIC team members for their leadership and roles as champions for the ONE OLYMPIC Mission.

This year's winners were instrumental in rebuilding and improving access to the ONE OLYMPIC Continuing Education Credit (CEC) Library for leadership learning.

*We believe
in cultivating an
inclusive workplace where
employee belonging
and empowerment are
foundational to everything we
do. The unique insights and
experiences of our diverse
teams are what fuel
our safe, profitable
growth.*

- **Will Robbins, Operations Project Manager and member of the ONE OLYMPIC Training & Education Subcommittee** (Olympic Steel - Minneapolis, MN)
- **Larissa Smerer, Office Coordinator and member of the ONE OLYMPIC Training & Education Subcommittee** (Chicago Tube & Iron – St. Paul, MN)



• **Chairman's Citizenship Award**

Recipients The Chairman's Citizenship Award recognizes employees for outstanding contributions to the community and leadership in demonstrating Olympic Steel's Corporate Citizenship Core Value. In 2025, we recognized the following employees:

- **Thomas Harland (Bettendorf, IA)** – Tom, with the help of his family, ensure kids and families in the community have a fun and fulfilling holiday each year. For 30 years, Tom and his family have organized and run an Easter Egg Hunt in Buffalo, IA. The egg hunt has over 400 participants each year who collect over 10,000 eggs. There are also over 300 prizes for participants. Tom sources prize donations for the event

from local businesses. He purchases and stuffs the eggs and manages every aspect of the program each year.

Tom is also a Board Member for the Buffalo Days committee (for six years) that plans a 3-day weekend event each year. Tom runs the car show at that annual event, drawing about 300 cars.

Tom's long-time involvement in his own community earned him this special recognition and a \$500 donation was made in his name to **Quad Cities Area Heart Walk – American Heart Association.**



American Heart Association
Heart Walk

○ **Amanda Burke (CTI Romeoville)**

– **Employee's Choice Winner** –

Amanda's contributions help shape the nearby community and the lives of the children participating in these programs (low-income families and children with emotional distress). She regularly volunteers throughout her local community, most often with three local organizations.

At Wish Upon a Rescue, an animal shelter, she helps care for animals, assists with pet adoption events and finding foster/adoptive parents.

At the Community Arts Center in Highpoint, a non-profit dance studio, she mentors students in dance and with school. She encourages them to be their best self while helping them navigate the challenges of growing up.

She is also in the process of starting an after-school program at Fire and Ice Leadership Academy to teach young girls necessary life skills.

A \$250 donation in Amanda's name was awarded to **Ice and Fire Leadership Academy.**



Congratulations!

2025 Chairman's Citizenship Award Winners



2025 Award Winner
Tom Harland
OSI – Bettendorf, IA



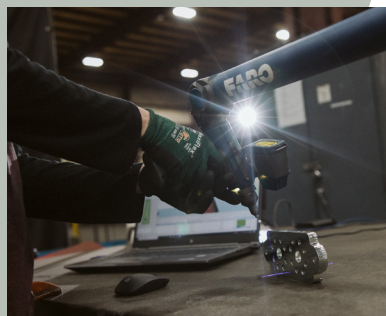
Employee's Choice
Amanda Burke
CTI – Romeoville, IL

- **Flawless execution (Fe) Award of Excellence** – Twice a year, Olympic Steel employees are encouraged to nominate themselves or their co-workers to recognize projects and initiatives that improve safety, control expenses, help the Company perform flawlessly for internal or external customers and help share best practices across the enterprise. In 2025, we awarded the following individuals and teams:



AWARD WINNERS

- **Ryan Atchley and Craig Hord, McCullough Industries:** Added a laser guidance system to forklifts to help increase visibility for operators retrieving material from racks or stacked products.
- **Anthony Castelli, Metal-Fab:** Developed a custom wire feed mechanism that eliminated tangled wire for stitch welders when they were pulling wire from their container into the feeder.
- **Derek Hansen, Metal-Fab:** Streamlined a labor-intensive process by creating a die to hold parts when they were moved from the laser to the press.
- **Garry Behrendt and Debbie Jones, Olympic Steel – Bettendorf, IA:** Created a catch tray for samples, so employees don't have to reach into the scrap hopper to collect sample material.
- **Dylan Mcabee, Olympic Steel – Bettendorf, IA:** Dylan initiated his own outside education to become the subject matter expert for CMM (Faro Arm) issues and training, then completed the training for employees in Illinois, Kentucky, Minnesota and Georgia.



- **Tracy Feeman, Olympic Steel – Bettendorf, IA:** The Bettendorf team uses a lot of wood during operations. One of Tracy's customers mentioned they accumulated so much they would throw it away, so Tracy asked if the Bettendorf location could have it for free, if they picked it up and hauled it away. The customer said yes and helped the division dramatically decrease their lumber expense.
- **Matt Lehotsky, Olympic Steel – Corporate:** Matt identified new capabilities available through our SharePoint system that automatically index documents. The solution, OlyDocs, allows the user to scan their documents into the document library with immediate indexing.



HONORABLE MENTIONS

- **Lance Harris, Derick Hodge, Mark Stevens and Christopher Thaxton, McCullough Industries:** The team added a low-pressure alarm on the laser gas tanks because the Laser Operator was not always near the machine to know when the laser ran out of gas. The alarm sounds when gas pressure is low, so the Operator knows to change the tank before the gas runs out.
- **Hailey Palmer, Action Stainless – Houston:** Hailey demonstrated exceptional project management skills to complete a newly awarded job within the compressed timeline and under budget.
- **Yvette Rodriguez, Olympic Steel – Corporate:** Yvette, while researching options to capture Corporate Communications performance data, found an invoicing error from one of our vendors. She worked with the vendor to identify how it happened, audited all programs to ensure there were no other errors and secured a reimbursement for the overpayments.

INSPIRING & EMPOWERING THE NEXT GENERATION

- **Sol Siegal Scholarship Program** – The Sol Siegal Scholarship honors its namesake, Olympic Steel’s founder. 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 10 renewable scholarships each year. In 2025, the program recognized **10 new** recipients and **22 renewed** scholarships for the 2025–2026 academic year.
- **Internship Program** – Olympic Steel is proud to have welcomed **more than 20 students** into our 2025 Summer Internship Program, which is designed to offer real-world, hands-on experiences and a closer look at what a career in metals and manufacturing can be. Each intern spent the summer leading a project of their own – something they took full ownership of from beginning to end. In late July, they presented their work to peers, managers and our CEO, Rick Marabito. ***Read their bios and project summaries on olysteel.com.***
- McCullough Industries hosted **its first public-facing Manufacturing Day (MFG Day) event**, welcoming students, educators and community members to showcase modern manufacturing and career opportunities. Nearly 100 Hardin County students, as well as neighbors, friends, family and community partners, attended the event and helped celebrate McCullough Industries’ 60th Anniversary. The event also welcomed local radio station WTKN Radio, the Kenton Times newspaper, and local, state and federal leaders to present proclamations.
- **Great Lakes Science Center (GLSC) Partnership** – For the fourth consecutive year, Olympic Steel teams supported two GLSC events designed to inspire the next generation of scientists, engineers, manufacturers and other students who will advance technology and grow our industry – the Design & Build Challenge and Manufacturing Day.



CORPORATE CITIZENSHIP

Making a positive impact in the communities where our employees live and work is central to our culture – and to a Core Value we call Corporate Citizenship. While many companies support local charities through financial contributions, and Olympic Steel does as well, what truly sets us apart is the generosity, creativity and commitment of our employees.

Each year, our teams lead and carry out meaningful initiatives that support causes important to them. These efforts reflect what we call “living our Core Values” – bringing them to life beyond our facilities and into the communities we serve. And, 2025 was no different. Together, our employees raised \$211,000 (\$178,500 cash contributions + in-kind donations valued at \$32,500).



In honor of the American Heart Association's 100th anniversary, Olympic Steel's Bettendorf, Iowa, location – a long-time supporter of the organization – supported the design and construction of the commemorative “Heart of Steel” sculpture.

The sculpture, built in partnership with the Davenport West Vocational Welding Program and our

transportation partner, AIM Transportation Solutions, is displayed in Jetty Park. The sculpture depicts a family of five representing the Quad Cities in motion to promote heart health, while design elements – from the patina of the metal and heart imagery to the solar-lit torch – honor the American Heart Association's legacy and its mission to create a healthier, more equitable future.

Special acknowledgment to past and present Bettendorf Team Members for leading this project: Dan Parmentier, Tracy DeLathouwer, Carole Flosi and Joe Campion.



COMMITTED TO STRENGTHENING OUR CULTURE

- **Certified Onboarding Trainers Program** – Our Onboarding Program bridges the gap between a production employee's first day and their 90-day review. The program was created to help reduce turnover and welcome new employees to the organization and the division. Most importantly, the program counts on the involvement and training from our current, experienced production team members – empowering them with the tools to not only train effectively, but also ensure that new employees work safely and integrate into the team. Employees who volunteer to become Certified Trainers are provided with extra learning opportunities, which can, in turn, drive career growth. In 2025, Olympic Steel certified 76 Onboarding Trainers, bringing the total number trained across the organization to 93 individuals certified to support Olympic Steel's new hires.
- **Brand Ambassadors Program: I AM Olympic Steel** – We're proud to share the stories behind our people's success – from hire to retire. Their achievements, career pivots, and team wins fuel Olympic Steel's safe, profitable and sustainable growth. From former interns who now serve on our Senior Leadership Team to Shop Helpers who have grown into regional leaders, their paths may take unexpected turns – but they're all equally inspiring. We spotlight these high-performing team members as our I AM Olympic Steel Brand Ambassadors, recognizing those who embody the Attitude of an Olympian – the not-so-secret ingredient behind success at Olympic Steel. As of 2025, we have identified and shared the stories of 90 Brand Ambassadors on [iamOlympicSteel.com](https://iamolympicsteel.com).



*Olympic Steel
offers employees
a history of
strength, a world
of opportunity,
and a future of
success.*



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.

Olympic Steel employees are...

- Relentlessly Dedicated to Safety
- Hardworking
- Positive Thinkers
- Accountable
- Continuous Learners
- Committed to Winning
- Unselfish



MOVING FORWARD

LOOKING AHEAD

- In late 2025, Olympic Steel made one of the most significant announcements in the Company's history – the intent to merge with Ryerson.
- While many changes lie ahead, the Olympic Steel brand and its well-respected legacy will remain strong. Watch for the 2026 Year in Review to see where this exciting next chapter takes us!



RYERSON  OLYMPIC STEEL





OLYMPIC**STEEL**

olysteel.com