

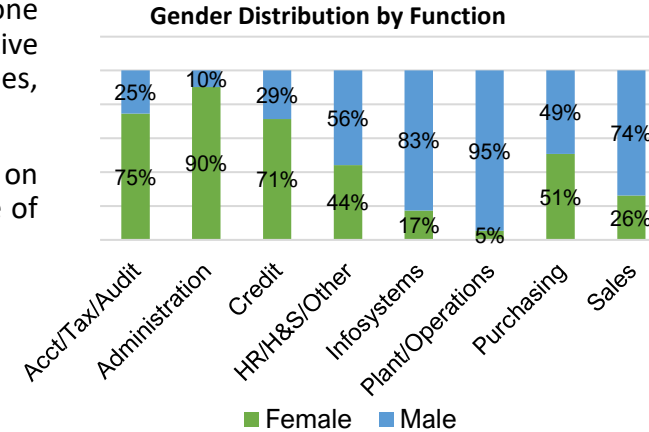
DIVERSITY AND INCLUSION

The Russel Metals family of companies is committed to fostering a diverse and inclusive workplace reflective of the communities we serve and where everyone is treated with dignity and respect. We strive for an inclusive and supportive environment that enables us to meet the needs of our customers, employees, financial partners and other stakeholders.

A number of initiatives have been put in place to help the organization deliver on our mission including raising awareness and understanding of the importance of creating a diverse workforce.

Current Diversity and Inclusion Initiatives

- Celebrated various diversity months (Black History, Truth & Reconciliation Day for Indigenous, International Women's Day).
 - Annual participation on the MSCI Diversity Committee and the bi-annual DEI Survey.
 - Implementation of UKG Diversity analytics.
 - LMS - Diversity education for employees and Managers (US and Canada)
 - Published article in Manage HR, a diversity magazine
- Board member of AWMi 2nd term and Corporate AWMi member
 - Formation of a RMI DEI Committee
 - Instagram page to celebrate DEI initiatives by region
 - Implemented DEI questionnaire for all applicants



Board of Directors Make-up

