

# Investor Presentation

August 2025



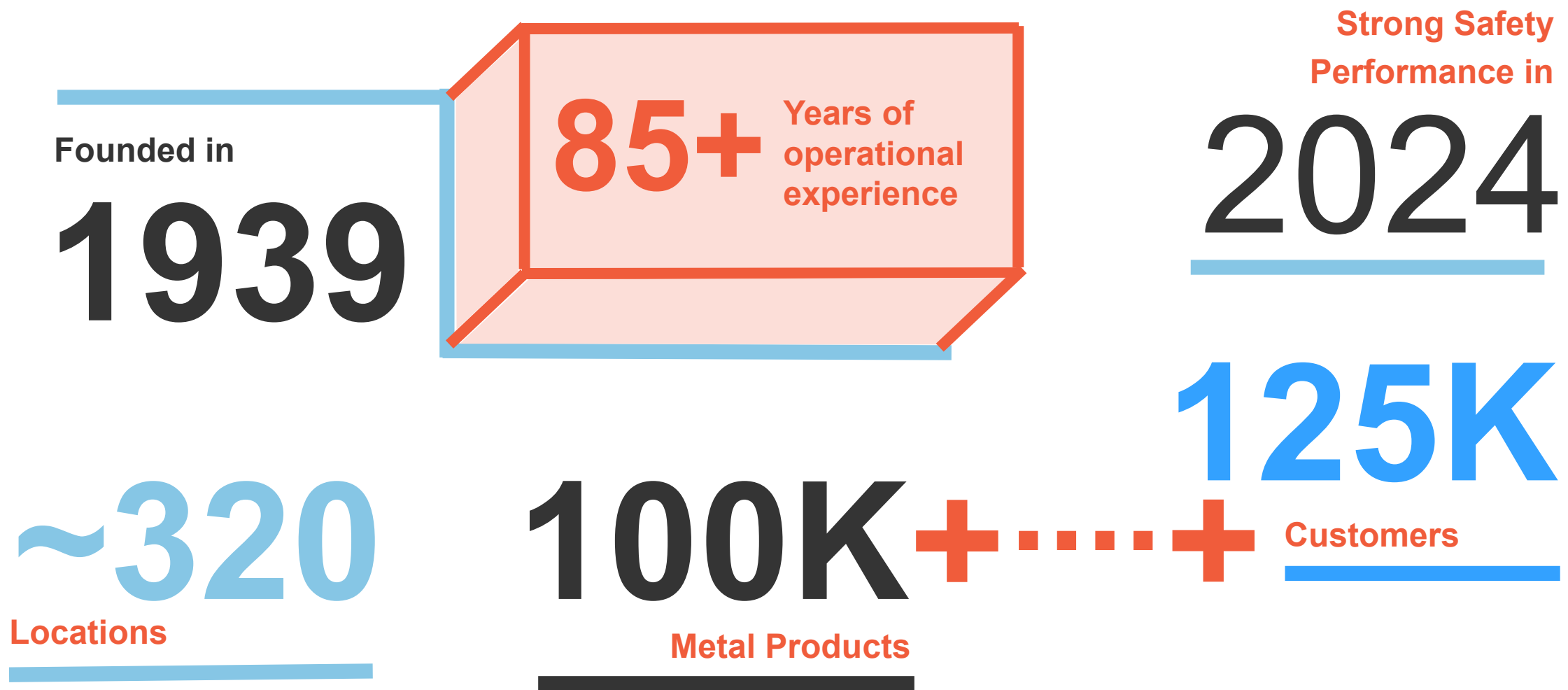
# Forward-Looking Statements

This presentation contains certain statements that are, or may be deemed to be, forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements may include, but are not limited to, discussions of Reliance's industry and end markets, business strategies, acquisitions, and expectations concerning the Company's future growth and profitability and its ability to generate industry leading returns for its stockholders, as well as future demand and metals pricing and the Company's results of operations, margins, profitability, taxes, liquidity, macroeconomic conditions, including inflation and the possibility of an economic recession or slowdown, litigation matters, and capital resources. In some cases, you can identify forward-looking statements by terminology such as "may," "will," "should," "could," "would," "expect," "plan," "anticipate," "believe," "estimate," "predict," "potential," "preliminary," "range," "intend" and "continue," the negative of these terms, and similar expressions.

These forward-looking statements are based on management's estimates, projections and assumptions as of today's date that may not prove to be accurate. Forward-looking statements involve known and unknown risks and uncertainties and are not guarantees of future performance. Actual outcomes and results may differ materially from what is expressed or forecasted in these forward-looking statements as a result of various important factors, including, but not limited to, actions taken by Reliance, as well as developments beyond its control, including, but not limited to, changes in domestic and worldwide political and economic conditions due to, among other factors, U.S. and foreign trade policies and the related impact on economic conditions, inflation, and the likelihood of an economic recession that could materially impact Reliance, our customers and suppliers, metals pricing, and demand for our products and services; U.S. and foreign trade policies specifically affecting metals product markets and pricing; the possibility that the expected benefits of acquisitions and capital expenditures may not materialize as expected; and the impacts of labor constraints and supply chain disruptions. Deteriorations in economic conditions, including as a result of tariffs or trade barriers, economic policies, inflation, economic recession, slowing growth, outbreaks of infectious disease, or geopolitical conflicts such as in Ukraine and the Middle East, could lead to a decline in demand for the Company's products and services and negatively impact its business, and may also impact financial markets and corporate credit markets which could adversely impact the Company's access to financing or the terms of any financing. The Company cannot at this time predict all of the impacts of domestic and foreign tariffs and trade policies, inflation, product price fluctuations, economic recession, outbreaks of infectious disease, or geopolitical conflicts and related economic effects, but these factors, individually or in any combination, could have a material adverse effect on the Company's business, financial position, results of operations and cash flows.

The statements contained in this presentation speak only as of the date hereof, and Reliance disclaims any and all obligations to publicly update or revise any forward-looking statements, whether as a result of new information, future events or for any other reason, except as may be required by law. Important risks and uncertainties about Reliance's business can be found in "Item 1A. Risk Factors" of the Company's Annual Report on Form 10-K for the year ended December 31, 2024 and in other documents Reliance files or furnishes with the United States Securities and Exchange Commission.

# *Reliance is a leading global diversified metal solutions provider*



# A Family of Companies



# Unique & Sustainable Business Model

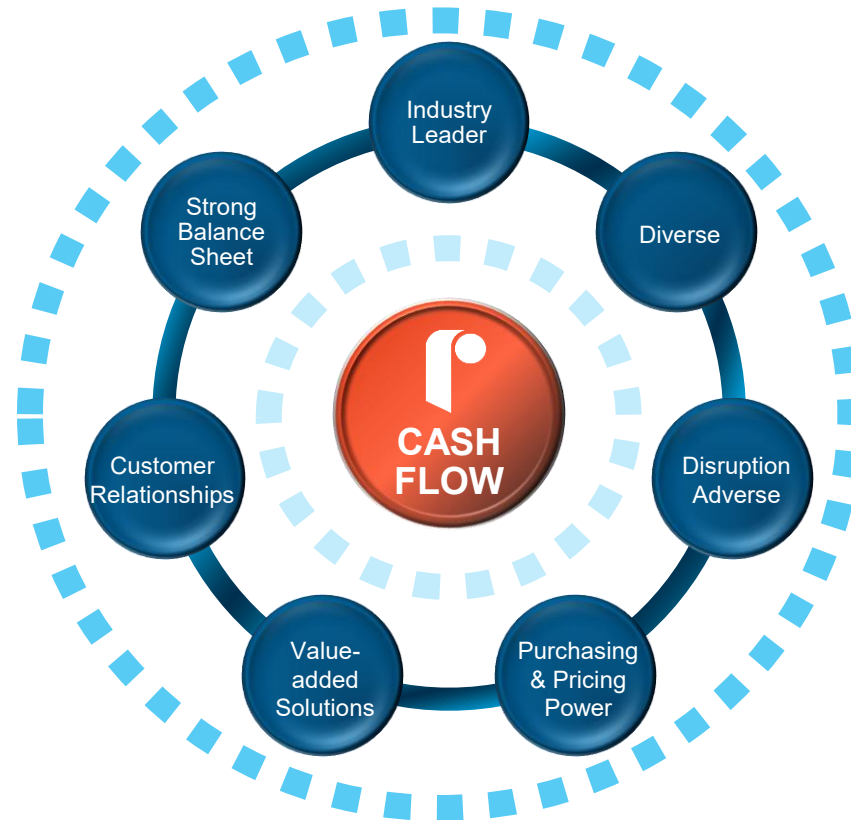
Reliance's strong and consistent cash flows are supported by its deep and wide economic moat, driven by profitable operations and effective working capital management.

**Industry Leader:** Largest metals service center company in North America

**Strong Balance Sheet:** Strong liquidity to execute capital allocation strategy while maintaining investment grade ratings

**Customer Relationships:** 95%+ repeat base; smaller, more frequent ordering often requiring quick delivery

**Value-Added Solutions Provider:** ~50% of orders in 2024 included value-added processing



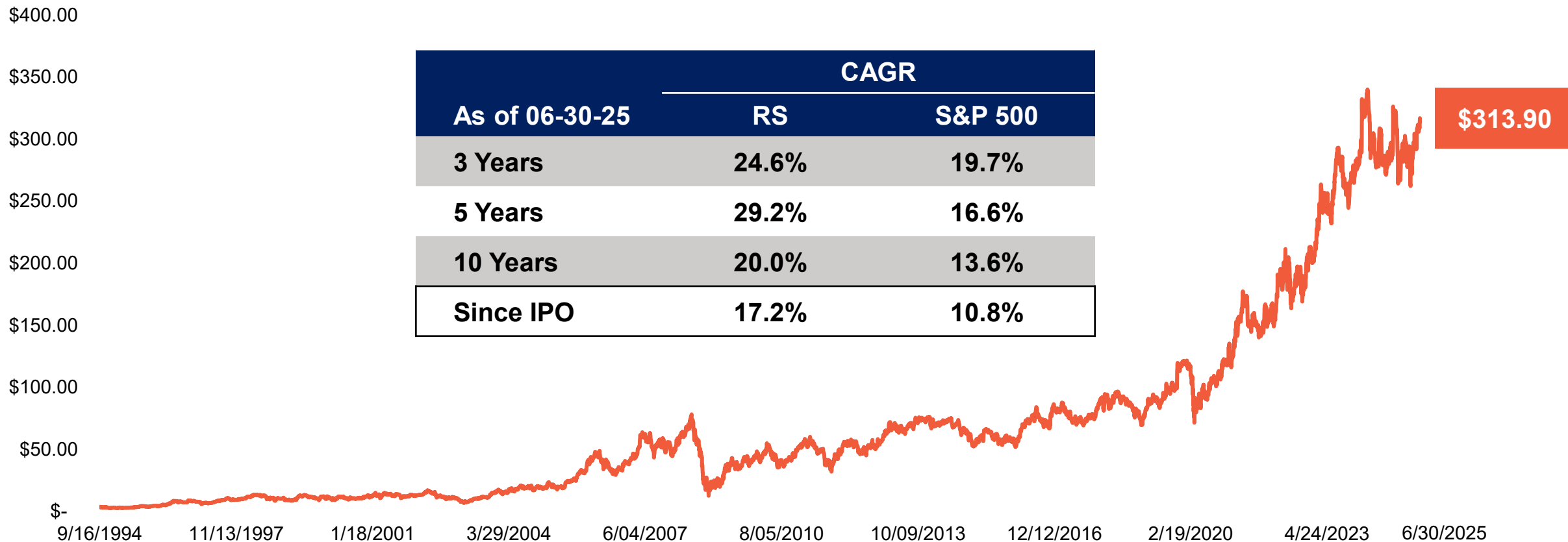
**Diverse:** Mitigates volatility with 100,000+ metal products to 125,000+ customers in diverse end markets

**Disruption Adverse:** Maintain profitable operations throughout industry cycles

**Purchasing & Pricing Power:** "Buy domestic" philosophy drives purchasing power and product availability

# ~31-Year Trading History

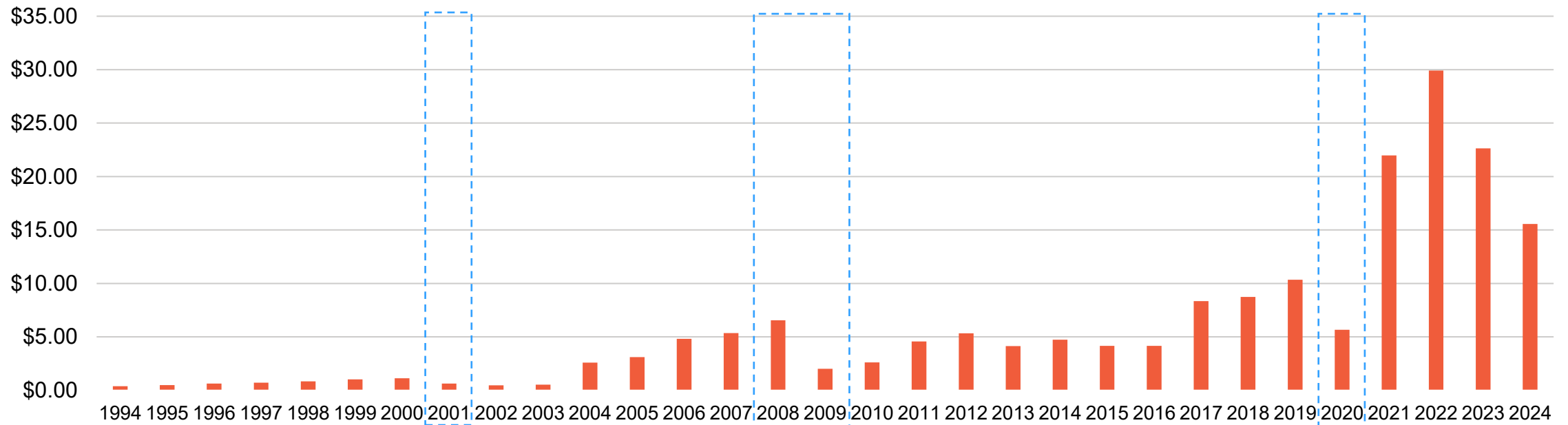
Reliance's unique and sustainable business model has resulted in compounded annual stockholder returns that have outpaced the S&P 500 since the 1994 IPO.



# Resilience Through Economic Cycles: Consistent Profitability

We've remained profitable every year, even during recessionary periods and a global pandemic<sup>(1)</sup>, and achieved EPS of \$15.56 in 2024, the 4<sup>th</sup> highest level in our history.

Diluted Earnings per Share

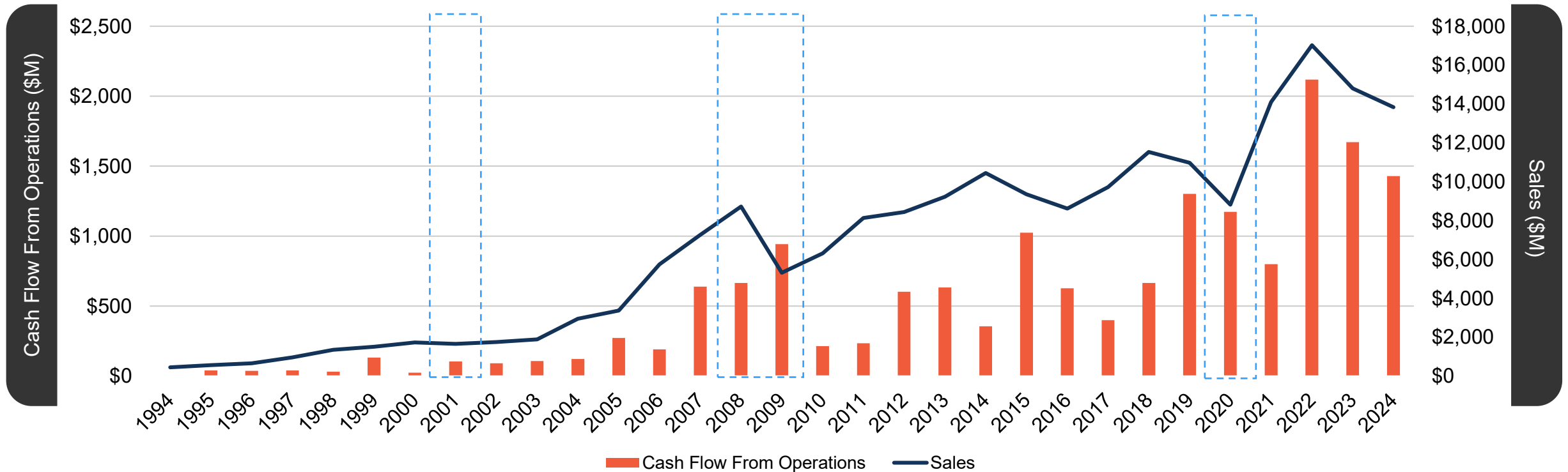


(1) RECESSIONARY PERIODS IN 2001 AND 2008-2009, GLOBAL PANDEMIC IN 2020, AS DENOTED IN BLUE.



# Consistent, Strong and Countercyclical Cash Flow Generation Through Economic Cycles

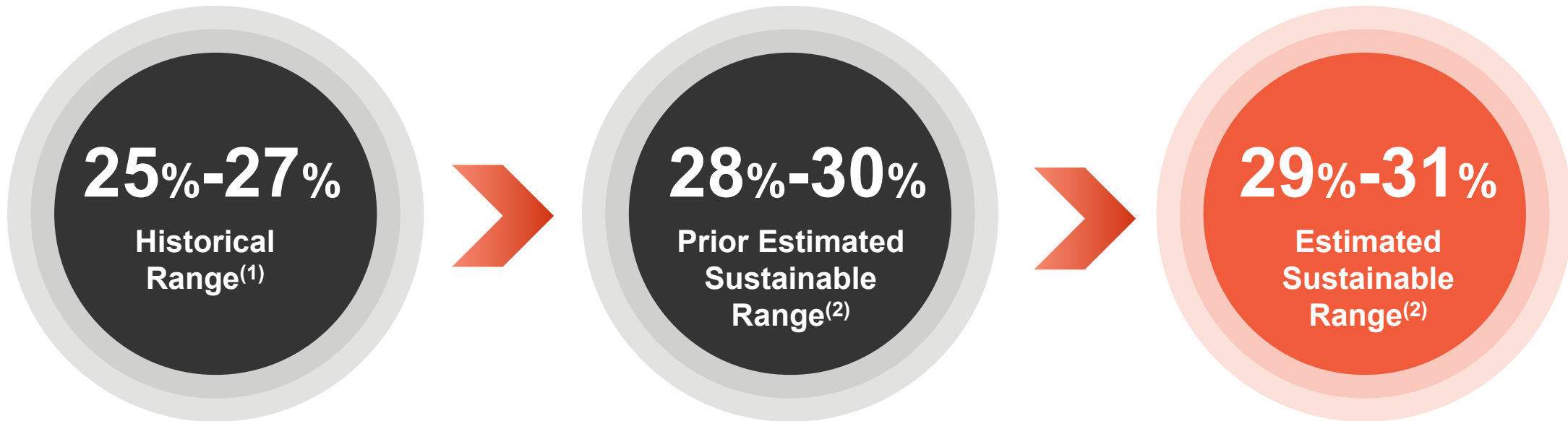
Consistent, strong cash flows help fuel our growth and longstanding history of stockholder returns throughout all cycles<sup>(1)</sup>. In 2024, we reported the 3<sup>rd</sup> highest cash flow from operations in our history of \$1.43 billion driven from our strong earnings. Countercyclical cash flow generation provides additional resiliency through recessionary periods.



(1) RECESSIONARY PERIODS IN 2001 AND 2008-2009, GLOBAL PANDEMIC IN 2020, AS DENOTED IN BLUE.



# Ability to Sustain Growth in Gross Profit Margins Over Time



**Consistent and growing margin profile far surpasses peers due to various factors including:**

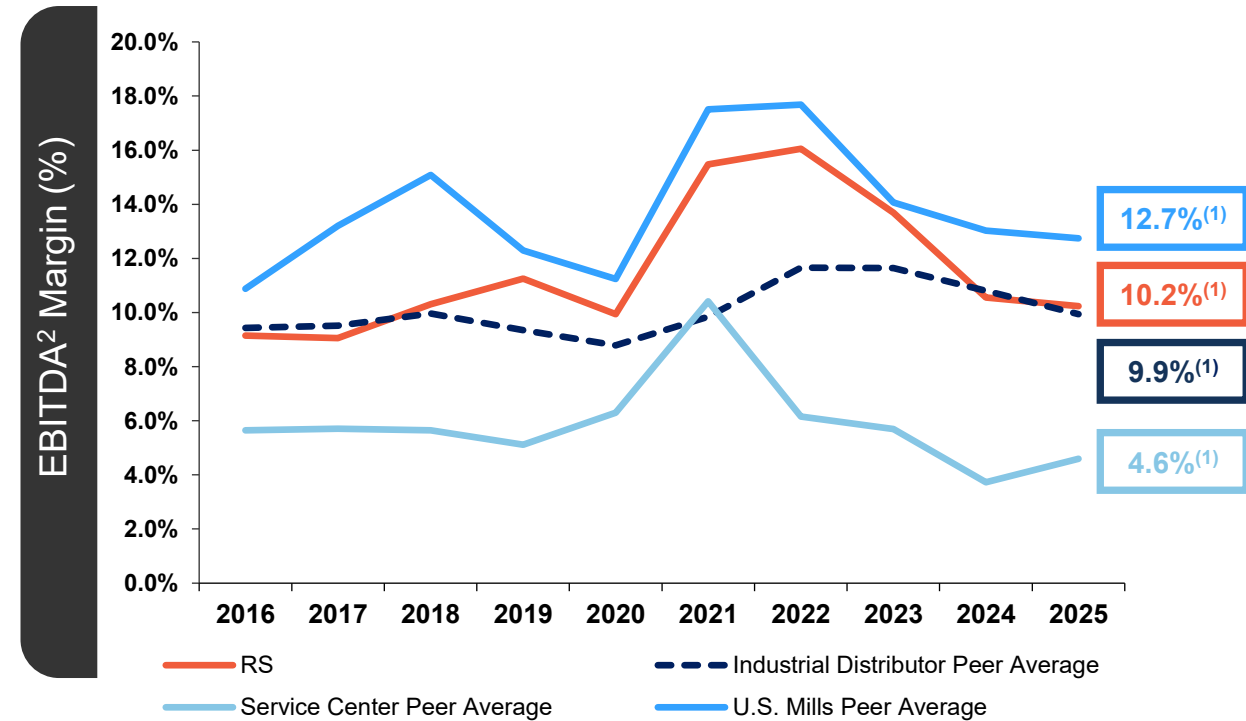
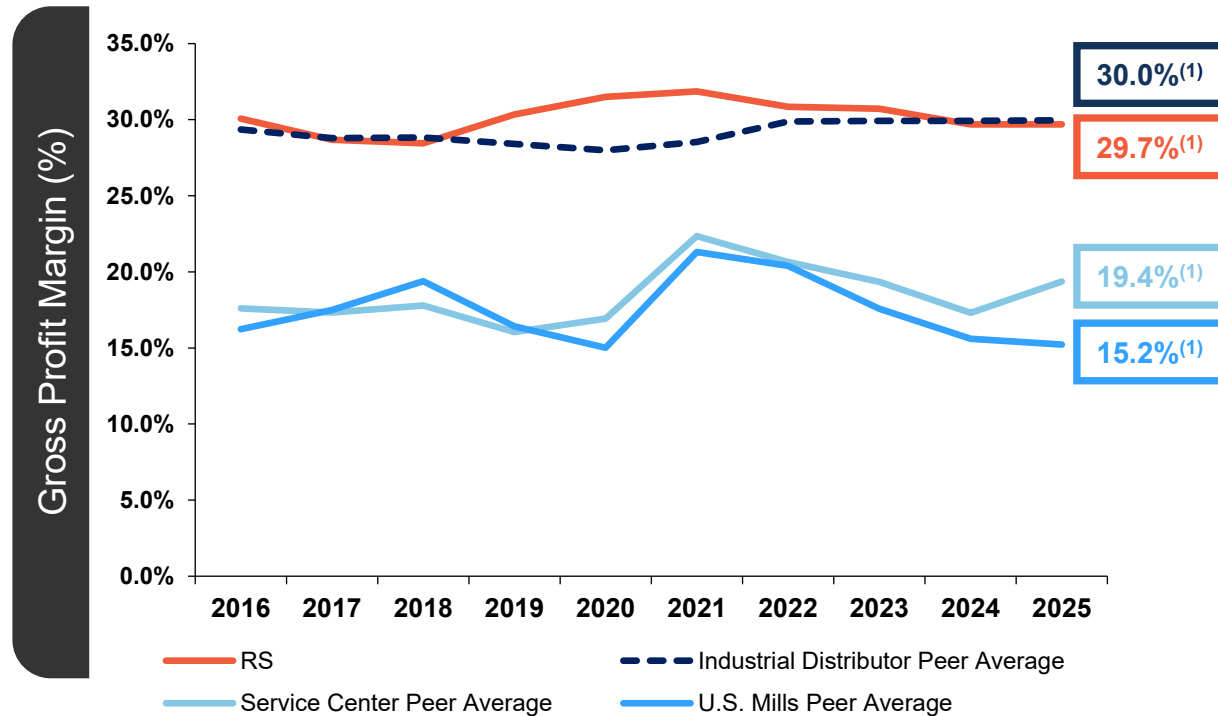
- Performance-based compensation structure
- Rich level of talent at middle management level / entrepreneurial approach
- Semi-annual manager meetings to ensure best practices, reward outstanding performance and set new goals
- Product and end market diversification
- Model of focusing on smaller orders with quick turnaround and high levels of service
- Increased levels of value-added processing due to significant investments in capital expenditures in recent years
- Ensuring the true value we provide our customers is reflected in our price

(1) REPRESENTS HISTORICAL LEVELS THROUGH FISCAL 2015.

(2) RELIANCE FIRST INCREASED ITS ESTIMATED SUSTAINABLE GROSS PROFIT RANGE TO 27% - 29% IN FEBRUARY 2017; INCREASED IT TO 28% - 30% IN FEBRUARY 2020; AND INCREASED IT AGAIN TO 29% - 31% IN JULY 2021.

# Consistently Outperform Peers

Our profitability margins consistently track more closely to industrial distribution companies given business model similarities including diversification, small order sizes, growth in value-added processing and focus on providing value and service to our customers.

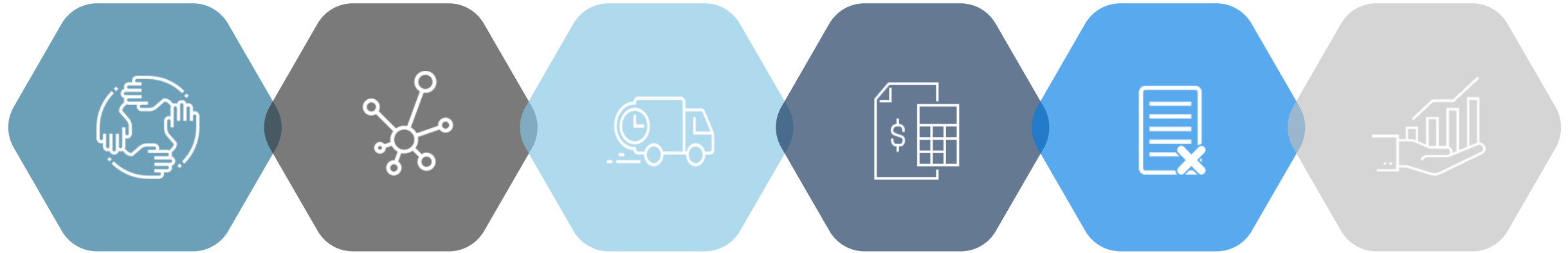


NOTE: INDUSTRIAL DISTRIBUTORS AVERAGE INCLUDES: GWW, MRC, MSM, WCC, AND WSO. METAL SERVICE CENTERS AVERAGE INCLUDES: RUS-T, RYI, WOR (STEEL PROCESSING SEGMENT) FOR THE YEARS 2001-2021, WS 2024-Q2 2025 AND ZEUS. U.S. MILLS AVERAGE INCLUDES: AA, ATI, CMC, KALU, NUE, AND STLD.

(1) FOR THE SIX MONTHS ENDED JUNE 30, 2025. CMC, MSM, AND WS FOR THE SIX MONTHS ENDED MAY 31, 2025. MRC AND RUS FOR THE THREE MONTHS ENDED MARCH 31, 2025. RESULTS UNAVAILABLE FOR WS IN FY 2022 AND 2023. THE STEEL PROCESSING SEGMENT OF WORTHINGTON INDUSTRIES WAS SPLIT FROM WOR INTO WS ON DECEMBER 1, 2023.

(2) EBITDA IS A NON-GAAP FINANCIAL MEASURE. REFER TO SLIDE 22 OF THE PRESENTATION FOR ADDITIONAL DETAILS ON NON-GAAP FINANCIAL INFORMATION.

# Our Differentiated Approach



## DIVERSIFICATION

of products, end markets and geography reduces volatility

## DECENTRALIZED OPERATING MODEL

puts decision making and resources close to the customer

## AS-NEEDED INVENTORY MANAGEMENT

and focus on small customers / orders for higher margins vs. large volume

## STRONG PRICING DISCIPLINE

by managers in the field to appropriately price the value provided to customers

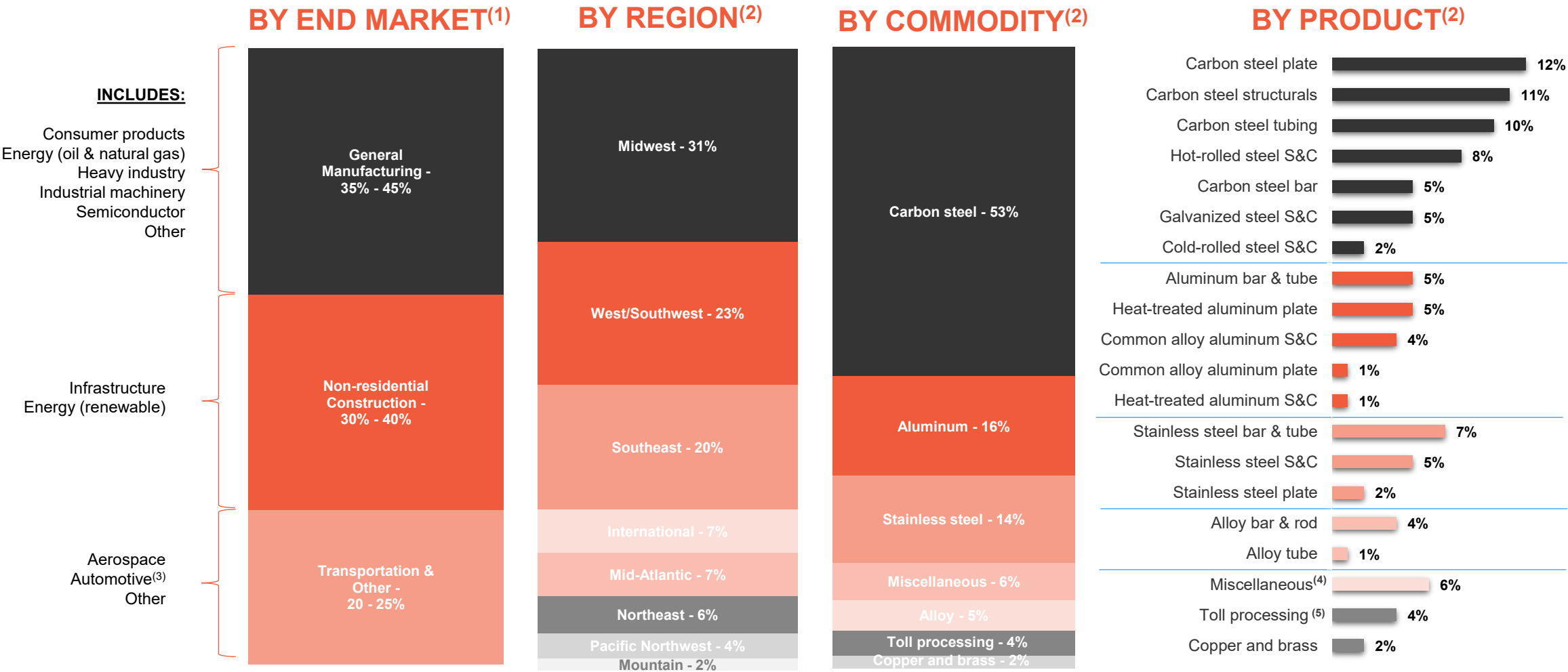
## MINIMAL CONTRACTUAL SALES

helps effectively manage working capital & minimizes impact of changing metal prices

## ORGANIC GROWTH & INNOVATION

through industry-leading investments in state-of-the-art value-added processing equipment

# Diversified Full Year 2024 Sales



(1) APPROXIMATE NET SALES BREAKDOWN BY END MARKET.

(2) FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2024. SALES REPRESENT GROSS SALES DOLLARS, BY PRODUCT TYPE AS A PERCENTAGE OF TOTAL SALES (WHICH INCLUDES INTERCOMPANY SALES THAT ARE EXCLUDED FROM THE NET SALES CAPTION OF THE COMPANY'S INCOME STATEMENT).

(3) PRIMARILY TOLL PROCESSING, WHERE RELIANCE DOES NOT OWN THE METAL BUT PROCESSES FOR A FEE, WITH NO METAL PRICE RISK.

(4) MISCELLANEOUS, INCLUDING TITANIUM, FABRICATED PARTS, PVC PIPE AND SCRAP.

(5) TOLL PROCESSING OF ALUMINUM, CARBON STEEL AND STAINLESS STEEL; INCLUDES REVENUES FOR LOGISTICS SERVICES PROVIDED BY OUR TOLL PROCESSING COMPANIES.

# Best-in-Class Service

Our decentralized operating model enables quick turnaround, high quality services that save our customers significant time, labor, and expense.

**125,000+**  
Customers  
Served

**>95%+**  
Repeat  
Customer Base

**~\$2,980**  
Average  
Order Size

**~40%** Orders Delivered  
in 24 Hours or  
Less

**~50%** Orders Include  
Value-added  
Processing

# Balanced Capital Allocation Philosophy

## Growth

### Organic:

- Open facilities in new markets and expand existing facilities
- Expand capabilities through addition or upgrading of value-added processing equipment

### Acquisitions:

- Continue to be a consolidator in a highly fragmented market through strategic acquisitions of well-managed service centers and processors
- Leverage core competencies that may be applicable to adjacent businesses
- Completed 4 acquisitions in 2024

## Stockholder Returns

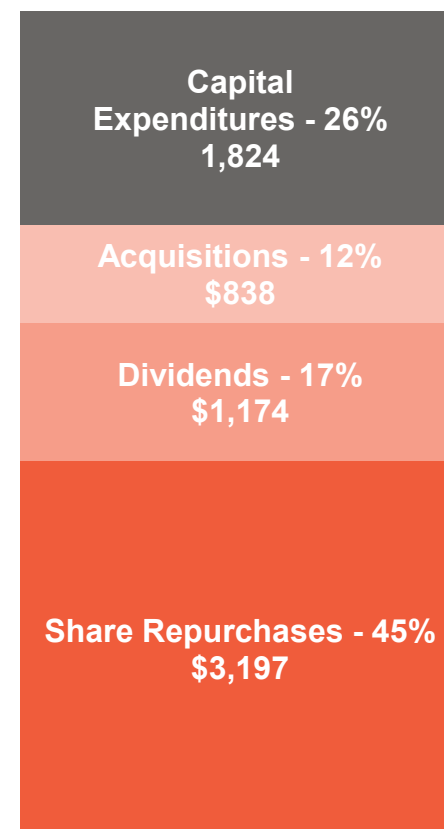
### Dividends:

- Regular quarterly dividends consistent method of returning capital to stockholders
- Most recent increase of 9.1% to \$1.20 per share (\$4.80 annual) of common stock in the first quarter of 2025

### Share Repurchases:

- Opportunistically repurchase shares
- Repurchased \$3.20 billion of Reliance common stock since 2020<sup>(2)</sup>
- \$333.1 million of repurchases year-to-date 2025 resulted in a 2% reduction in outstanding shares
- Replenished existing share repurchase program to \$1.5 billion in October 2024

## Reliance Capital Allocation Breakdown<sup>(1)</sup> (2020 – Q2 2025) (\$M)

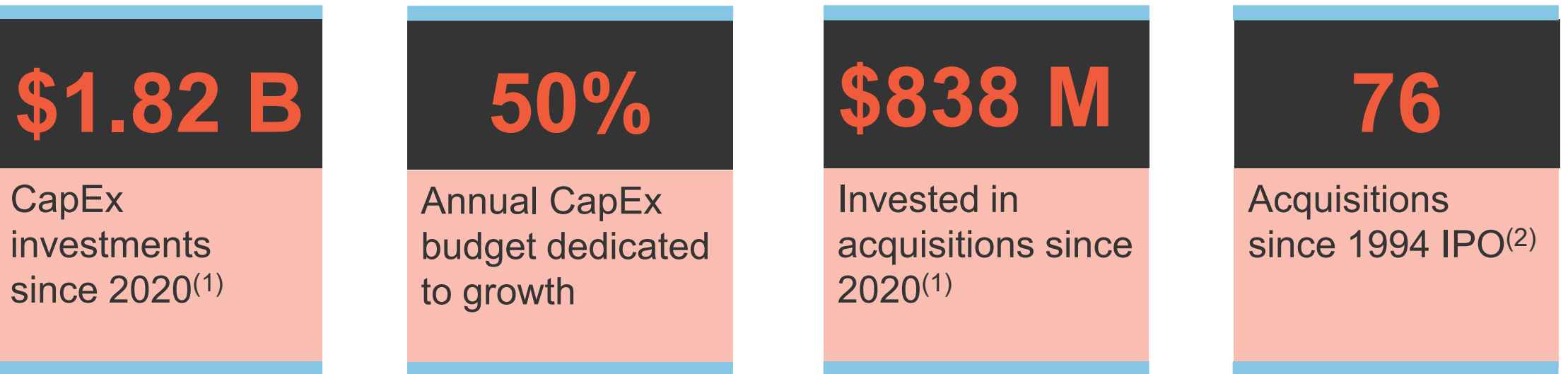


(1) BREAKDOWN AS A PERCENT OF SPEND; ACQUISITION SPEND IS NET OF CASH ACQUIRED.

(2) REPRESENTS THE TIME PERIOD FROM JANUARY 1, 2020 TO JUNE 30, 2025.

# Industry-Leading Investments

Our investments in innovation drive growth and continuous improvements to our business, far outpacing our peers.



(1) REPRESENTS THE TIME PERIOD JANUARY 1, 2020 – JUNE 30, 2025.

(2) AS OF JUNE 30, 2025.



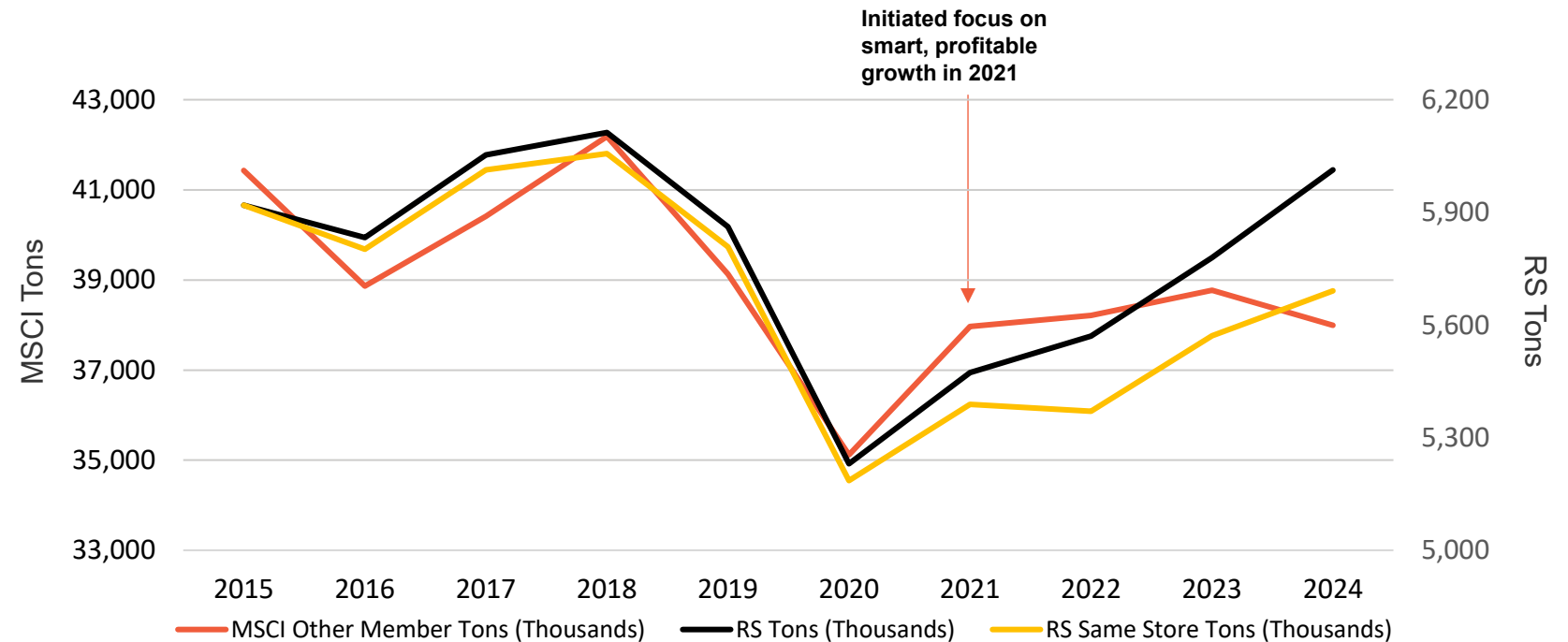
# Smart, Profitable Growth Strategy

Exceeded industry shipment growth by approximately 1%, 2%, and 6% in 2022, 2023 and 2024, respectively.

## Strategy

- Maximize underutilized assets through targeted, profitable volume enhancements
- Improve fixed cost absorption, especially during periods of declining metal pricing, to support profitability
- Maintain pricing discipline and focus on high margin business
  - Gained market share; maintained gross profit margin within sustainable range of 29% to 31%
- Outperformed industry shipments over the last 3 years
  - RS Q2 2025 YOY growth in shipments outperformed MSCI by more than 7%

## RS Annual Tons Sold vs. MSCI Industry Shipments



# Longstanding Commitment to Stockholder Returns

Cash dividends and share repurchases are core to our capital allocation philosophy.

**66**

Consecutive  
years of quarterly  
dividend

**32**

Dividend  
increases since  
1994 IPO<sup>(1)</sup>

**21,500%**

Increase in  
quarterly  
dividend since  
1994 IPO

**\$3.20 B**

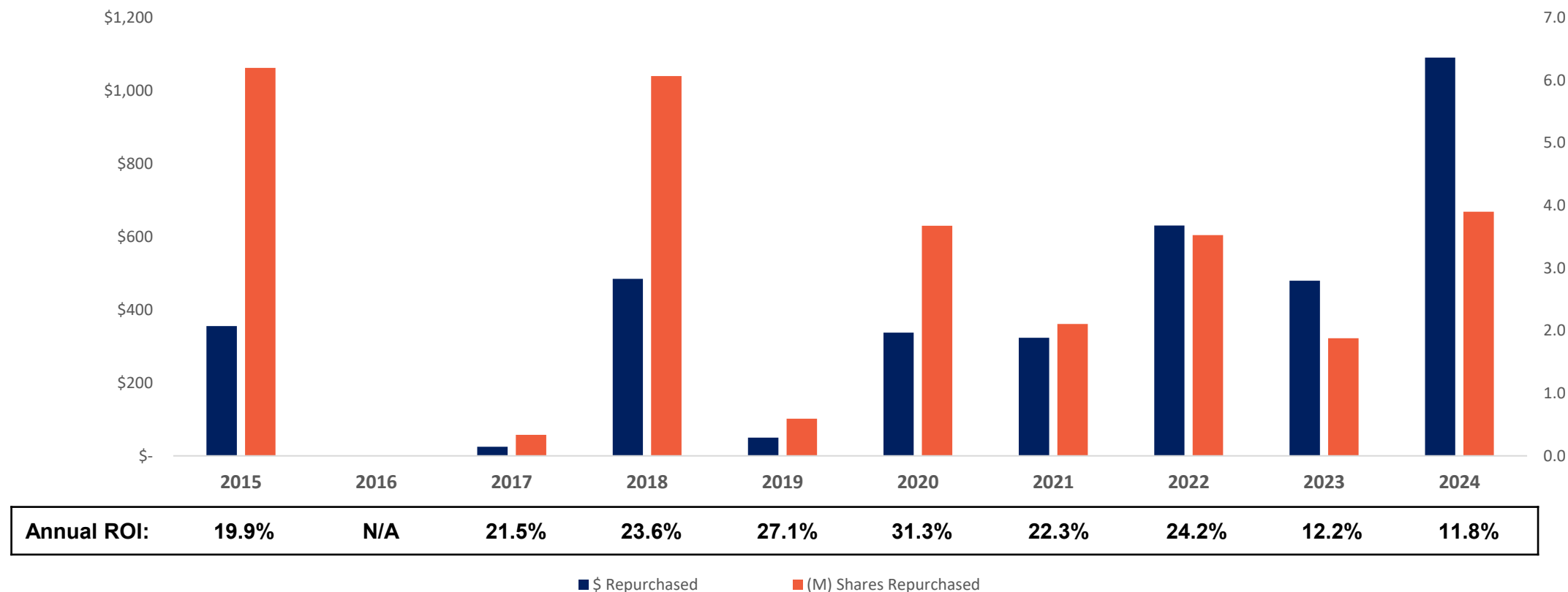
Common stock  
repurchased  
since 2020<sup>(2)</sup>

(1) REPRESENTS THE TIME PERIOD FROM OUR IPO ON SEPTEMBER 16, 1994 TO JUNE 30, 2025.

(2) REPRESENTS THE TIME PERIOD FROM JANUARY 1, 2020 TO JUNE 30, 2025.

# Highly Effective, Opportunistic Repurchases

In the last 10 years, Reliance has generated a 19.1% return<sup>1</sup> on shares repurchased and reduced overall shares outstanding by ~37%.<sup>2</sup>



(1) REPURCHASES FOR THE PERIOD 2015-2024 USING THE WEIGHTED AVERAGE REPURCHASE PRICE AS PUBLISHED IN RELIANCE INC.'S ANNUAL 10-K AND ASSUMING THE REPURCHASES OCCURRED ON JUNE 30<sup>TH</sup> OF EACH YEAR. ANNUAL COMPOUNDED RETURNS WERE CALCULATED USING RELIANCE'S AVERAGE PRICE IN 2024 OF \$297.03 AS THE ENDING VALUE AND WEIGHTED USING THE PERCENTAGE OF EACH YEAR'S REPURCHASE AS A PERCENTAGE OF TOTAL REPURCHASES DURING THE PERIOD. DIVIDENDS SAVED FROM SHARE REPURCHASES FACTORED IN THE OVERALL RETURN AS WELL.

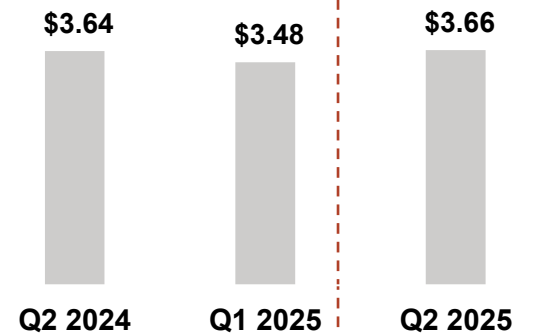
(2) SHARE COUNT BASED ON YEAR-END 2014 SHARES OUTSTANDING OF 77.33 M AND REPURCHASES FOR THE PERIOD 2015-2024.

# Q2 2025 Highlights

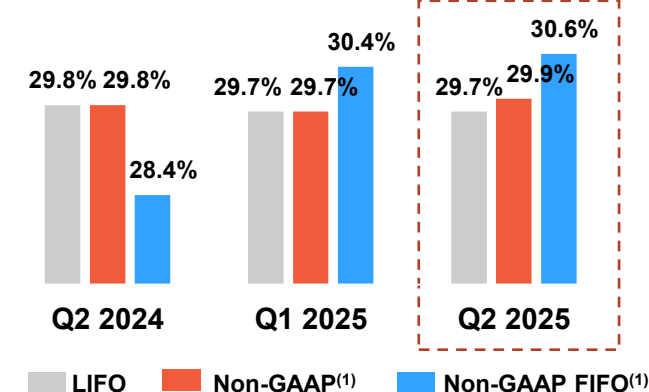
## Performance Summary<sup>(1)</sup>

- **Net sales of \$3.66 billion**
  - Record Q2 tons sold increased 4.0% year-over-year, outpacing the MSCI shipment decline of 3.1%, reflecting market share gains and continued investments in organic growth
  - Tons sold decreased 0.9% sequentially due to modest declines in all product categories, consistent with our expectations, despite some demand pull-forward into Q1 2025
  - Average selling price per ton sold increased 6.1% sequentially due to significantly higher carbon steel pricing in April on tariff-driven momentum
- **Non-GAAP gross profit margin of 29.9%**
  - FIFO gross profit margin of 30.6% increased 20 bps sequentially
- **Pretax income of \$304.3 million and pretax income margin of 8.3%**
- **Non-GAAP EPS of \$4.43, a 17.5% increase from Q1 2025**

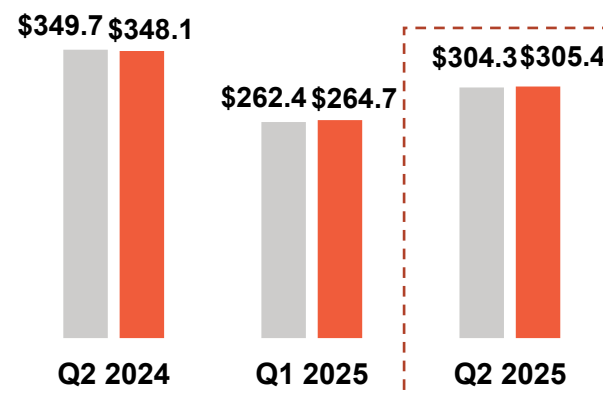
## Net Sales (\$ billions)



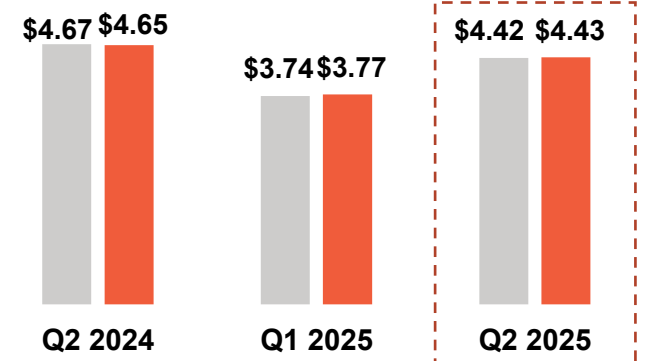
## Gross Profit Margin



## Pretax Income (\$ millions)



## EPS



# Strong Balance Sheet Provides Financial Flexibility

- Industry-leading profitability and effective working capital management contribute to consistent, strong free cash flow generation
- On September 10, 2024, entered into an amended and restated \$1.5 billion five-year unsecured revolving credit facility
  - \$1.46 billion total liquidity<sup>(1)</sup> as of June 30, 2025
- Investment grade credit ratings
  - Moody's: Baa1 (stable outlook)
  - S&P: BBB+ (stable outlook)
  - Fitch: BBB+ (stable outlook)

(\$ in millions)	As of December 31, 2024	As of June 30, 2025
<b>Cash &amp; Cash Equivalents</b>	<b>\$318.1</b>	<b>\$239.5</b>
Unsecured revolving credit facility (maturing 9/10/2029)	\$—	\$282.0
Senior unsecured notes (due 8/15/2025)	\$400.0	\$400.0
Senior unsecured notes (due 8/15/2030)	\$500.0	\$500.0
Senior unsecured notes (due 11/15/2036)	\$250.0	\$250.0
Other notes and foreign revolving credit facility	\$1.1	\$1.1
<b>Total Debt</b>	<b>\$1,151.1</b>	<b>\$1,433.1</b>
<b>Net Debt-to-Total Capital<sup>(2)</sup></b>	<b>10.2%</b>	<b>14.1%</b>
<b>Net Debt-to-EBITDA<sup>(3)</sup></b>	<b>0.6x</b>	<b>0.9x</b>
<b>Total Debt-to-EBITDA<sup>(3)</sup></b>	<b>0.8x</b>	<b>1.1x</b>

(1) AVAILABLE LIQUIDITY COMPRISED OF CASH AND CASH EQUIVALENTS AND \$1.22 BILLION AVAILABLE FOR BORROWING ON OUR REVOLVING CREDIT FACILITY AS OF JUNE 30, 2025.

(2) NET DEBT-TO-TOTAL CAPITAL IS CALCULATED AS CARRYING AMOUNT OF DEBT (NET OF CASH) DIVIDED BY TOTAL RELIANCE STOCKHOLDERS' EQUITY PLUS CARRYING AMOUNT OF DEBT (NET OF CASH).

(3) NET DEBT- AND TOTAL DEBT-TO-EBITDA ARE CALCULATED AS CARRYING AMOUNT OF DEBT (NET OF CASH) OR TOTAL DEBT DIVIDED BY EARNINGS BEFORE INTEREST, INCOME TAXES, DEPRECIATION, AMORTIZATION AND IMPAIRMENT OF LONG-LIVED ASSETS FOR THE MOST RECENT TWELVE MONTHS.

# Investment Highlights

- ✓ The **health and safety** of our employees, customers, suppliers and communities is our most important core value
- ✓ **Durable and resilient business model** with **consistent profitability** throughout economic cycles
- ✓ **Diversification** of products, customers, end markets and geographies reduces volatility
- ✓ Strategically sourcing vast majority of raw materials from domestic mills enables significant **purchasing power** and **product availability** in all market conditions
- ✓ **Decentralized operating model** enables appropriate pricing of products and services provided while maintaining benefits of Reliance's scale
- ✓ Ability to expand and sustain **industry-leading gross profit margins** directly related to investments in value-added processing capabilities and decentralized operating structure
- ✓ **Strong balance sheet and countercyclical cash flow generation** helps fuel our growth and longstanding history of stockholder returns

# Non-GAAP Information

*In addition to GAAP data, Reliance (RS) may also disclose in this presentation certain non-GAAP financial information (including, without limitation, results of operations, EBITDA and margin, gross profit and margin, free cash flow, net income, diluted earnings per share (EPS), operating expenses, operating income, pretax income, net debt- and total debt-to-EBITDA, financial ratios, operational data, etc.) that includes certain adjustments or excludes certain charges and gains. Management believes that this non-GAAP information provides investors with additional information to assess Reliance's operating performance by making certain adjustments or excluding certain costs or gains and assists investors in comparing our operating performance to prior periods. Management uses this non-GAAP information, along with GAAP information, in evaluating its historical operating performance. The non-GAAP information in the foregoing presentation was not prepared in accordance with GAAP and may not be comparable to non-GAAP information used by other companies. The non-GAAP information should not be viewed as a substitute for, or superior to, other data prepared in accordance with GAAP. A reconciliation of GAAP to non-GAAP financial data can be found in Reliance's second quarter 2025 earnings release issued on July 23, 2025.*



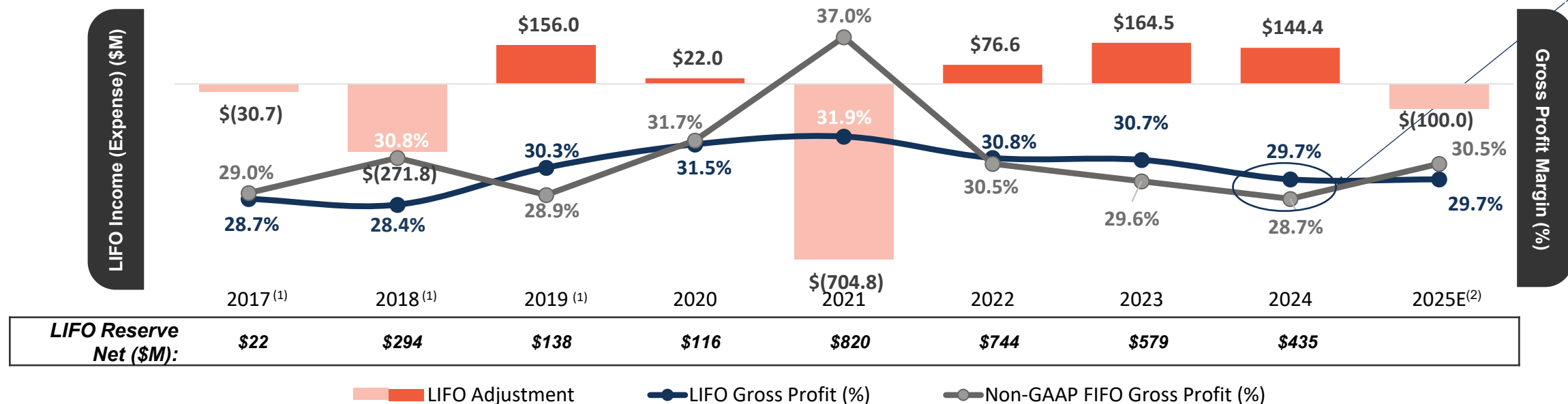
# Appendix

---

# LIFO Inventory Valuation Method

- LIFO adjustments reflect cost of sales at current replacement costs
  - Periods of rising metal prices: removes inventory gains** from results (recognize LIFO expense, a decrease to pretax income)
  - Periods of declining metal prices: removes inventory losses** from results (recognize LIFO income, an increase to pretax income)
- Cost of sales included LIFO income of \$144.4 million, or \$1.93 per diluted share, in 2024
- LIFO reserve of ~\$485 million as of June 30, 2025 can benefit earnings in future periods that include declining metals prices

## HISTORICAL ANNUAL LIFO ADJUSTMENT DETAIL



(1) NET OF LOWER COST OF MARKET (LCM) RESERVE.

(2) LIFO GROSS PROFIT % FOR THE SIX MONTHS ENDED JUNE 30, 2025 INCLUDES THE PRO RATA PORTION OF FULL YEAR LIFO EXPENSE ESTIMATE.





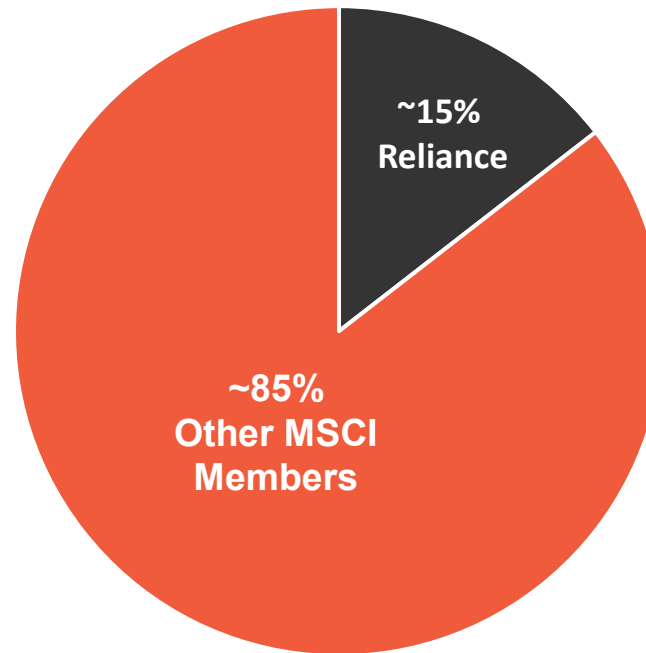
# Reliance's Scale

---

# Industry-Leading Market Position

We believe our relatively low level of market share leaves significant opportunity for further strategic growth within the industry.

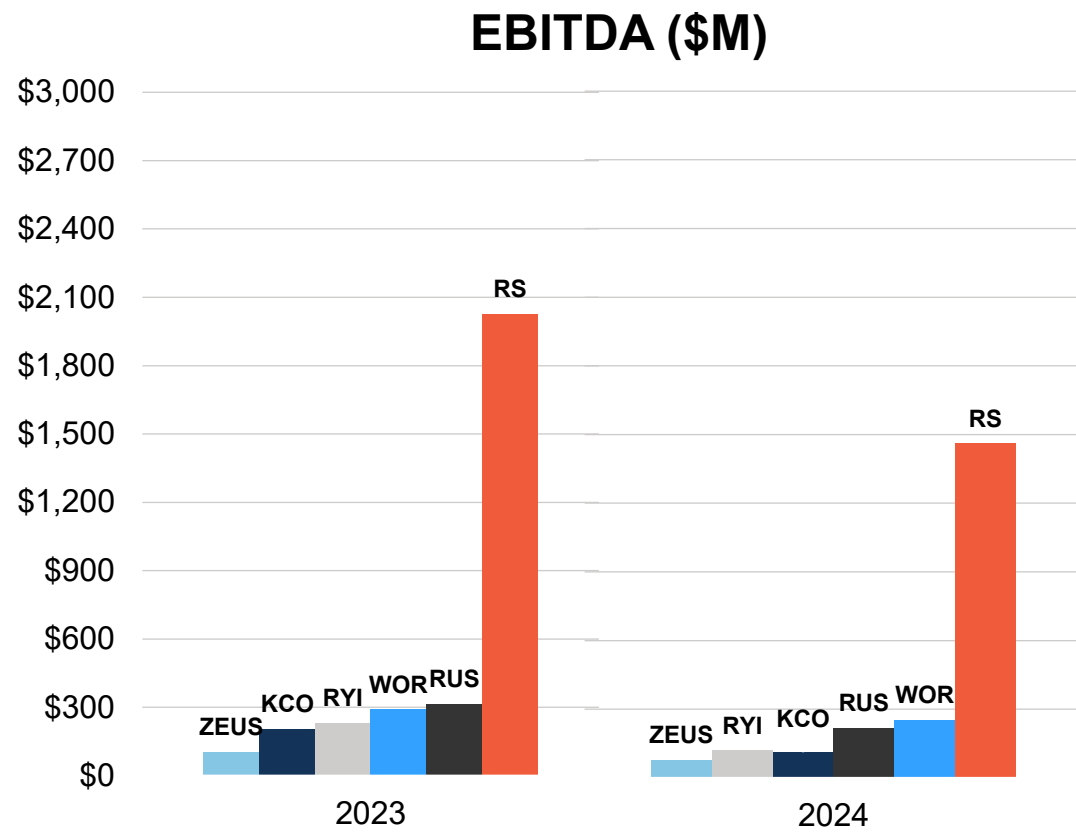
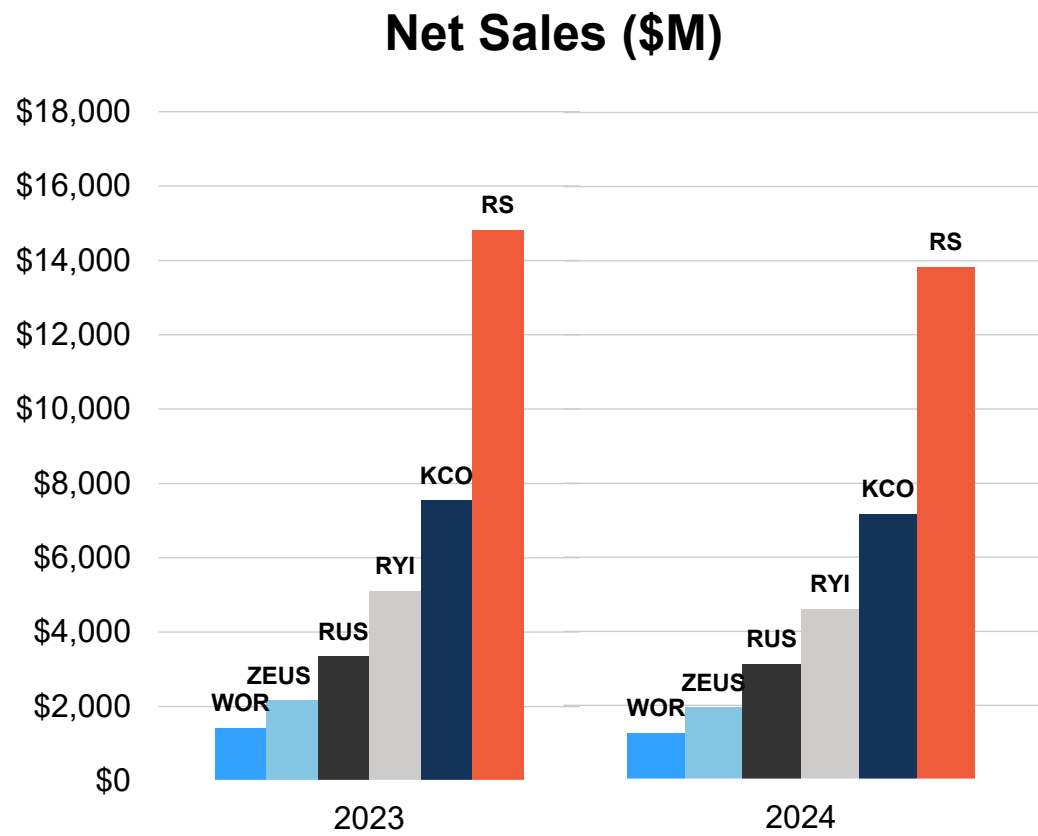
## U.S. METALS SERVICE CENTER INSTITUTE SHIPMENTS (2024<sup>(1)</sup> share based on tons)



- Reliance's U.S. tons sold represented approximately 15% of total Metals Service Center Institute shipments in 2024

(1) FOR THE FULL YEAR ENDED DECEMBER 31, 2024.

# Significant Scale in a Highly Fragmented Market



NOTE: EBITDA IS A NON-GAAP FINANCIAL MEASURE. REFER TO SLIDE 22 OF THE PRESENTATION FOR ADDITIONAL DETAILS ON NON-GAAP FINANCIAL INFORMATION.  
 NOTE: FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2023 AND DECEMBER 31, 2024 FOR KCO, RS, RYI, RUS AND ZEUS. FOR THE LAST TWELVE MONTHS ENDED MAY 31, 2023 AND 2024 FOR WOR. FINANCIALS FOR KCO AND RUS CONVERTED FROM LOCAL REPORTING CURRENCY TO U.S. DOLLARS AT THE AVERAGE EXCHANGE RATE FOR EACH FISCAL YEAR, AS DISCLOSED IN THEIR RESPECTIVE ANNUAL REPORTS.

# The Role of a Service Center

Service centers provide value-added services that lower costs, increase efficiencies and improve quality.



- **Service centers are not producers of metal**
- Purchase products from metals producers (mills) and provide value-added services to process metals to customer specifications
- Utilize specialized equipment to process metals, which requires high-volume production to achieve cost efficiencies
- End customers generally not willing or able to invest in the necessary technology and equipment to process metals
- Customers purchase from service centers to obtain value-added metals processing, readily available inventory, reliable and timely delivery, flexible order size and quality control



# Where We Play

- Strategically located near metals producers (mills) and customers
  - Ensures as-needed logistics and reduced carbon footprint
- ~320 locations in 41 states and 10 countries outside of the U.S.
- Most customers located within a 200-mile radius of our service centers
- Proprietary fleet of approximately 1,800 trucks provides quick turnaround, when-needed deliveries



## Reliance's International Presence

- |           |               |                        |
|-----------|---------------|------------------------|
| • Belgium | • Malaysia    | • United Arab Emirates |
| • Canada  | • Mexico      | • United Kingdom       |
| • China   | • Singapore   |                        |
| • France  | • South Korea |                        |





# Acquisitions

---

# Acquisition Criteria: Quality Over Quantity

- Broadened view on the universe of prospective growth opportunities
- No set targets on the number of acquisitions per year
- Focus on value

## Priorities Include:

- ✓ Immediately accretive to earnings with positive cash flow
- ✓ High quality businesses:
  - Experienced management teams
  - Superior customer service
  - Strong brand equity and reputation
- ✓ Does not compete with our existing customer base

## Disciplined Valuation Methodology

### 5x - 7x Normalized EBITDA

- ✓ Based on normalized EBITDA and pretax income
- ✓ Excludes projected synergies

# 2024 Acquisitions Overview

**2024 acquisitions contributed approximately \$400 million of annualized net sales and broadened our geographic footprint and processing capabilities in new and existing markets.**

- **Cooksey Iron & Metal Company, (Tifton, GA)**
  - Metals service center that processes and distributes finished steel products, including tubing, beams, plates and bars
  - Expansion in the Southeast supports customer, product and geographical diversification strategy
- **American Alloy (Houston, TX)**
  - Leading distributor of specialty carbon and alloy steel plate and round bar, including pressure vessel quality (PVQ) material
  - Adds specialty carbon steel plate to Reliance's product portfolio as well as new fabrication capabilities
- **Midwest Materials (Perry, OH)**
  - A premier flat-rolled steel service center primarily servicing North American OEMs
  - Increases flat-rolled presence in the critical markets in and around Ohio
- **FerrouSouth division of Ferragon Corporation (Iuka, MS)**
  - Acquired certain toll processing assets of this premier toll processing operation
  - Provides logistics services including shipping and warehousing solutions within the rapidly growing Southeastern market



# ESG

---

# Corporate Responsibility & Sustainability

Based on our materiality assessment, the most significant ESG issues for Reliance are: employee health and safety; human capital management; emissions from company-operated trucks; and overall energy usage.

## Employee Health & Safety

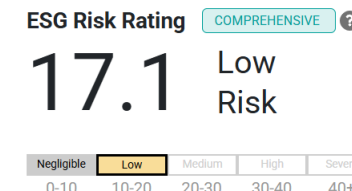
- The health, safety and wellbeing of our employees and communities is our most important core value
- 2024 Total Recordable Incident Rate (TRIR) significantly lower than the 2023 Metals Service Center Institute median of 3.4
- 2024 Average USDOT Recordable Accident Rate<sup>(1)</sup> of 0.46; reflects safe driving practices
- Committed to reducing the number of injuries to **zero**

## Human Capital Management

- Culture focused on safety, wellbeing and economic stability, and opportunities for continued skills development and knowledge building
- Competitive compensation and benefits; over 99% of employees (68% of whom are hourly) are eligible for benefits under health and wellness program
- Funded ~85% of costs associated with U.S. employees' health insurance coverage in 2024
- Women comprised 33% of the directors in 2024 and serve in key executive leadership roles

## Sustainability Ratings

- Sustainalytics ESG rating improved 2.1 to 17.1<sup>(2)</sup> (Low Risk)



- 2024 Morgan Stanley Capital International (MSCI): 'BBB' ESG rating within US trading companies and distributors peer group
- CDP Climate Change: C-, knowledge of climate impacts and issues

NOTE: PLEASE REFER TO THE COMPANY'S WEBSITE AT [RELIANCE.COM/ENVIRONMENTAL-SOCIAL-AND-GOVERNANCE](https://reliance.com/environmental-social-and-governance) FOR ADDITIONAL DETAILS REGARDING ITS CORPORATE RESPONSIBILITY AND SUSTAINABILITY INITIATIVES.

(1) WE HAVE NOT IDENTIFIED A UNIVERSALLY ACCEPTED AND ANNUALLY UPDATED BENCHMARKING STANDARD FOR A DOT RECORDABLE CRASH RATE.

(2) AS OF MAY 30, 2025.

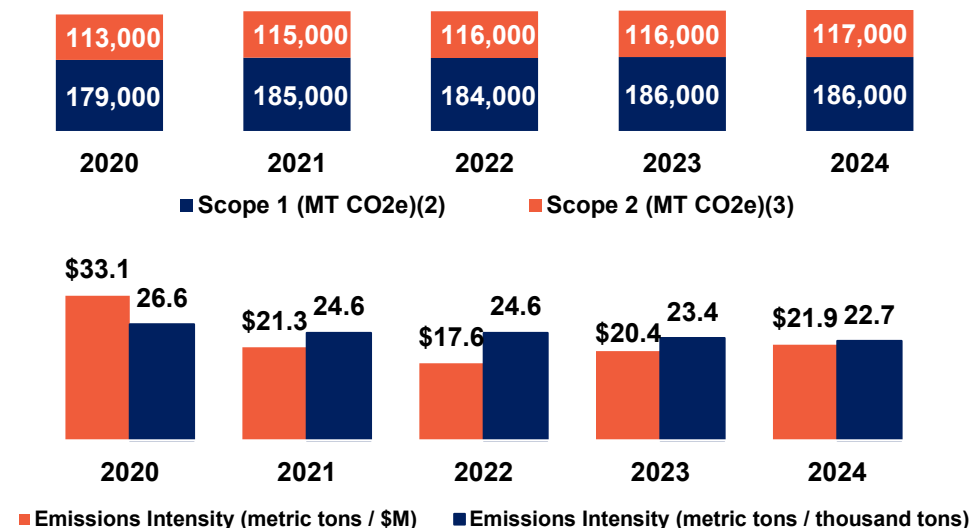
# Corporate Responsibility & Sustainability (Continued)

Our metals distribution and processing operations by nature do not have a significant impact on the environment. We are not a metals producer or mill – we operate metal service centers. Circularity and low emissions are core to Reliance’s business model.

## Environmental Impact

- Aluminum and steel products are inherently sustainable and can be 100% recycled without loss of quality
- Reintroduced 226,000 tons of recycled scrap material into the manufacturing life cycle in 2024
- Scope 1 emissions<sup>(2)</sup> represent direct greenhouse gas (GHG) emissions resulting from fuel consumed to operate our fleet of ~1,800 trucks, ~320 locations and 38.6 million square feet of owned and leased facility square footage
  - As a distributor, roughly 75% of our Scope 1 emissions arise from fuel consumption for product delivery
- Scope 2 emissions<sup>(3)</sup> represent indirect GHG emissions from purchased electricity across our locations

## GHG Emissions & Intensity<sup>(1)</sup>



(1) SALES INTENSITY, REPORTED AS MT CO2E/\$M NET SALES AND VOLUME INTENSITY, REPORTED AT MT CO2E/K TONS SOLD AND TONS TOLL PROCESSED.

(2) SCOPE 1 EMISSIONS (IN MT CO2E) ARE CALCULATED BASED ON FUEL USAGE AND UNITED STATES ENVIRONMENTAL PROTECTION AGENCY'S SEPTEMBER 2023 FUEL EMISSIONS FACTORS.

(3) SCOPE 2 EMISSIONS (IN MT CO2E) ARE CALCULATED BY APPLYING LATEST EGRID EMISSIONS FACTORS TO PURCHASED ELECTRICITY.





# Thank you

---