

## Employee Stock Purchase Highlights

### General Plan Description

The Worthington Steel, Inc. Employee Stock Purchase Plan (ESPP) enables employees to purchase shares of Worthington Steel common stock through payroll deduction and provides employees an opportunity to share financially in the future of Worthington Steel.

### Who is eligible to participate?

All regular full-time employees of the Company with at least six months of service and part-time employees with one year of service are eligible.

### How do I participate?

Complete the Employee Stock Purchase Plan Election Form to authorize deductions from your paycheck. You can make separate elections for your regular base pay and supplemental pay (i.e., profit sharing, bonus, etc.). Your payroll deductions will be delivered to Broadridge and they will purchase as many shares of Worthington Steel, Inc. common stock as your total deductions make possible. The shares will be allocated to your account and held in custody for you by Broadridge. Stock purchase dates will correspond with Worthington Steel bi-weekly check dates.

### Are my contributions after-tax?

Yes, your contribution will be deducted after taxes are withheld from your paycheck.

### Can I change or cancel my contributions?

Yes, eligible employees may change or cancel a contribution election at any time.

### How will I know how much stock has been purchased for my account?

A record of stock purchased will be maintained by Broadridge. You will receive a quarterly statement reflecting full and partial shares purchased. For information on your account, call Broadridge at 877.830.4936 or visit [shareholder.broadridge.com/ws](http://shareholder.broadridge.com/ws).

### How can I access my Broadridge account online?

See below for steps to register your account.

1. Go to our website: <https://www.shareholder.broadridge.com/ws/>
2. At the top right of the homepage, click "Login" button.
3. On the login page, click "Create Profile."
4. Complete ALL fields and then click Request PIN to complete the request.
5. Once the information has been authenticated, a PIN will be mailed to the address on record. PIN delivery may take up to 10 business days due to processing and delivery via USPS first class mail.
6. Once you receive the PIN in the mail, follow the instructions in the letter to access your account online.
7. If you do not receive a PIN within 10 business days, contact Broadridge at 877.830.4936

### What rights will I have as a shareholder?

Once the shares have been credited to your account, you will have the rights and privileges afforded to all other Worthington Steel shareholders.

### Can I request a stock certificate?

No, Worthington Steel does not offer certificates.

### How do I notify Broadridge of an address change?

You may change your address online at [shareholder.broadridge.com/ws](http://shareholder.broadridge.com/ws) or by calling 877.830.4936.