

ORION STEEL

Chief Information Officer

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ABOUT ORION STEEL

Orion Steel is a North American steelmaker built on more than 150 years of industrial history. The company formed in 2025 when Atlas Holdings acquired three business units, InterPro, Oregon Steel Mills, and Rocky Mountain Steel Mills, from EVRAZ North America. Formerly under a Russian parent, cut off from customers and capital once U.S. and Canadian sanctions took hold in 2022, these businesses, with genuinely differentiated positions in their respective markets, remain well positioned for success. The sanctions were gone, but their impact lingered, and Atlas moved decisively to resolve it, pairing significant capital investment with a deliberate focus on bringing in the right leaders and developing the best talent. That combination is now expanding capacity across roughly 3.5 million tons of annual steel production across the United States and Canada, with combined revenue projected to approach two billion dollars with an infrastructure to scale further.

Today Orion employs close to 3,500 people across more than 25 manufacturing and recycling locations in the U.S. and Canada, including a network of scrapyards across Canada that currently supplies the mills internally. That recycling network is being developed into its own profitable line of business, an entrepreneurial opportunity layered on top of Orion's three core steel businesses.

Orion is also transforming the highly centralized governance structure of its former ownership into three independent, autonomous, and fully empowered business units, each with its own leadership and P&L, building an operating model that puts decision making at the local level. That same philosophy will define how Orion's technology organization operates.

150+
YEARS OF INDUSTRIAL HISTORY

~3,500
EMPLOYEES ACROSS THE U.S. AND CANADA

25+
MANUFACTURING AND RECYCLING LOCATIONS

3.5M
TONS OF ANNUAL STEEL PRODUCTION

~$2B
PROJECTED COMBINED REVENUE

ABOUT ATLAS HOLDINGS

Atlas Holdings is a private investment firm and holding company specializing in acquiring and building manufacturing and distribution businesses, with deep expertise across industrial sectors including automotive, building materials, energy, and metals. The firm partners with experienced operating leaders to support long-term performance across its portfolio, and with over 300 transactions, the firm has a strong track record of unlocking value, integrating acquisitions and completing successful business transformations. With an active portfolio of 30+ companies with 75,000+ employees worldwide generating more than $26B in annual revenue, Atlas brings substantial capital and industry experience to support sustained growth across its portfolio companies.



THE OPPORTUNITY

This is a builder's mandate. Orion is hiring an executive to design and establish the next iteration of its technology strategy and lead a team that has capably kept operations running through roughly 55 people distributed mostly across the plants and recycling centers. That team supports three operationally distinct business units, different in size, geography, and manufacturing processes, each of which has run largely on its own. The charge now is to build on that foundation with a strong cybersecurity and network infrastructure, modern application capability, and real data and AI capability. That same commitment to local autonomy that defines Orion's business units extends to how its technology organization is meant to operate.

Part of building that next chapter is developing the leadership bench required to sustain it. As Orion extends ownership to each business unit, this executive will establish dedicated technology leadership across Rocky Mountain Steel, Oregon Steel Mills, InterPro enterprises, as well as its scrapyards. Some of that bench will emerge from developing talent already within the organization, and some will require external hires. Determining which is central to this opportunity.

This CIO will have a direct hand in shaping Orion's technology direction alongside the executive team. The role is expected to be based in Alberta on site at InterPro, Orion's largest and most operationally complex business.

> *The plants themselves already operate with real discipline. Safety and quality performance are strong across the enterprise, and defect rates on the floor have declined steadily. What Orion doesn't yet have is a technology foundation that matches that discipline. Building one for the enterprise as a whole, spanning three independent business units with their own leadership and P&L, is the charge of the new CIO.*

CORE RESPONSIBILITIES

- Direct accountability for Orion's technology organization, systems, and people across every US and Canadian location
- Preserve the security, integrity, and availability of information systems across the enterprise
- Establish and uphold clear service levels for Orion's North American user base
- Ensure the company's compliance with its security obligations, including Sarbanes-Oxley Section 404, and maintain a credible disaster recovery plan
- Invest in the professional growth and development of the technology organization's people

THE MANDATE

- **Cybersecurity and the Network.** Cyber modernization stands as the foremost priority for this role. Orion's network still runs on legacy MPLS infrastructure, a holdover from the sanctions era when the company operated within a constrained vendor landscape, and the opportunity is to bring it fully current with robust, consistent perimeter security at every facility. As rebuilding this foundation underpins everything, the right candidate will bring genuine, hands-on depth in networking and security.
- **Building a Modern Application Layer.** Each of Orion's plants developed its own application systems over the years, largely through local staff operating within the constraints of the sanctions period. The need is to bring a consistent, modern architecture to that application layer across every site. Application development experience is critical, as this executive will need to assess a legacy application layer largely built in Cobol and managed by tenured employees.
- **Vendor Mix and the Microsoft Transition.** Orion is reassessing its current technology vendors and has committed to a broader modernization initiative that will migrate the company onto the Microsoft suite. The incoming CIO will inherit that transition and will need a well-formed point of view on which vendors and platforms best serve an organization that is intentionally decentralizing.
- **Alberta and the Mainframe.** If a single initiative defines this role, it resides in Alberta. Interpro currently runs on a mainframe supporting core scheduling and order management, and replacing it with a modern platform is expected to take approximately eighteen months. This stands as the most consequential initiative in the portfolio, both for its scale and because Interpro is Orion's largest and longest held business. Adoption of new tools has historically been strong among the team on the ground, and disciplined change management will sustain that momentum through the technical migration.
- **Separating IT and OT.** Separating information technology from the operational technology that governs plant equipment is a significant near-term priority. Establishing a clear boundary between the two will strengthen both security and operational reliability across the plants, and executing this segregation properly lays the groundwork for much of the remaining agenda.
- **Decentralization.** Orion is building toward an operating model in which each business unit, and increasingly each location, functions with its own leadership and accountability. The CIO will help establish local technology leadership, capable of making and executing strategic business unit level decisions.
- **Cost Discipline.** Orion has set a target of removing $4 million in cost from the business by end of fiscal year 2027. SG&A currently represents approximately 18 percent of total company revenue, and technology spend is part of that broader conversation. The objective is to invest wisely, in the network, applications, and in the Alberta initiative, while identifying discipline elsewhere in the organization to fund those investments.
- **AI Governance.** Establishing a governance and compliance framework around artificial intelligence (AI) is part of this mandate and will follow naturally once the foundational priorities above are in place. AI is material to Orion's future, and it will matter most once the underlying systems are reliable enough to support it.
- **Working the Ground Floor.** The best executive will have a desire for, and expect to, spend genuine time at the plants, engaging directly with the people who use these systems daily, before determining what to modernize and how. Orion already delivers strong quality control and safety performance, along with a demonstrated record of reducing errors on the floor. Understanding how success is achieved at the working level is the starting point for determining what technology must evolve, how, and when.

THE IDEAL CANDIDATE

The right candidate has served as an executive technology leader and had a genuine hand in shaping the overall corporate technology strategy. Orion is seeking a leader who has built/rebuilt application, cyber, and network infrastructure and can speak to that experience directly, as a practitioner rather than solely as a policy owner.

This is an entrepreneurial assignment as much as a technical one. The strongest candidates will read a fragmented, under invested environment as a canvas rather than a constraint, bringing the discipline to sequence a multiyear rebuild alongside the patience to see foundational work through while building a strategy for more visible initiatives such as AI. Comfort with ambiguity matters as much as a polished playbook, since much of the organization the next CIO inherits is still being defined.

Equally important is genuine curiosity about the business itself, not only its technology. The strongest candidates will ask about Orion's markets, its customers, and its competitive position as readily as they ask about infrastructure and applications. Orion's culture is direct and plain spoken. The CIO who thrives here will be collegial and approachable, comfortable earning credibility through substance rather than polish.

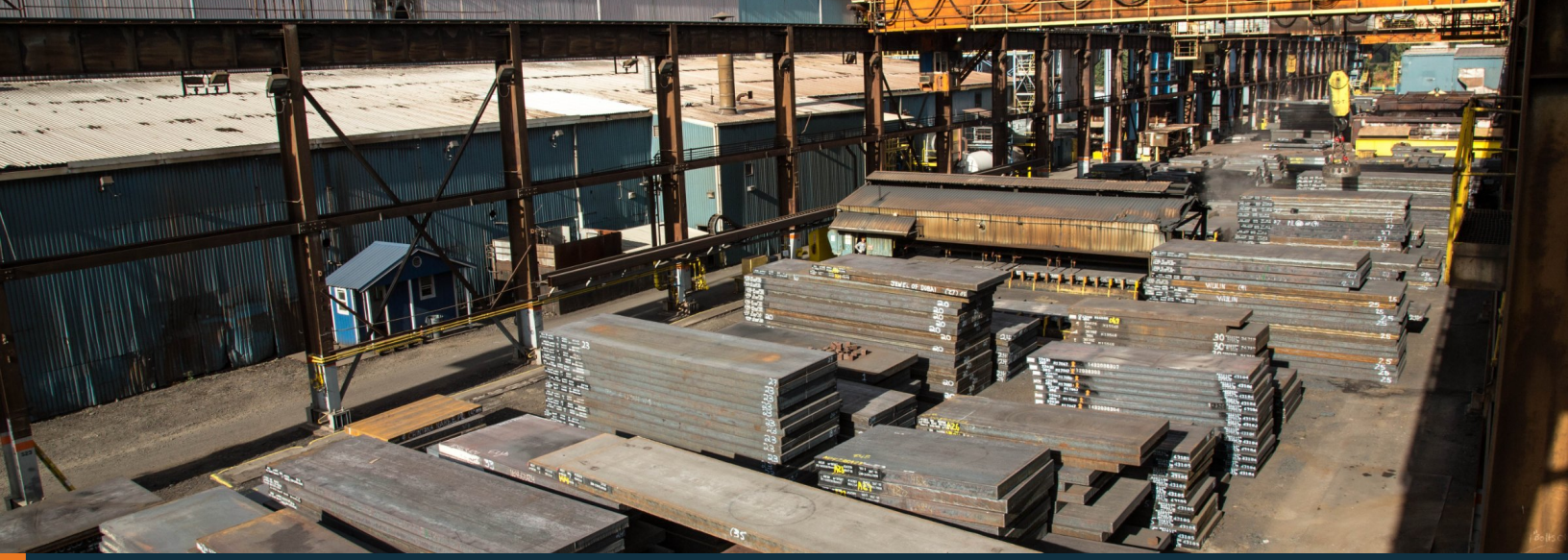
QUALIFICATIONS

PROFESSIONAL

- Demonstrated experience as a CIO or equivalent senior technology executive, with a genuine hand in shaping strategy at the executive level
- A strong technical foundation in networking, cybersecurity, and application development.
- Experience operating across a decentralized organization, ideally with direct involvement in standardizing or building systems across multiple geographies.
- A demonstrated track record of building new capabilities, with a dynamic that is comfortable assuming measured risk and full ownership of outcomes
- Experience leading an organization through a major ERP, mainframe, or legacy system replacement, ideally within a manufacturing or industrial setting
- Progressive IT leadership, with a demonstrated track record of being sought out by, and partnering with, non-IT leadership as a genuine business partner

PERSONAL

- Comfort operating within a decentralized organization, willing to extend technology leadership and decision making to individual business units and locations
- Change management experience, particularly where technical transformation affects people accustomed to established ways of working
- A pragmatic perspective on artificial intelligence, grounded in the understanding that governance and foundational reliability come first
- Willingness to be based in Regina, with meaningful time spent on the plant floor across Orion's enterprise



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