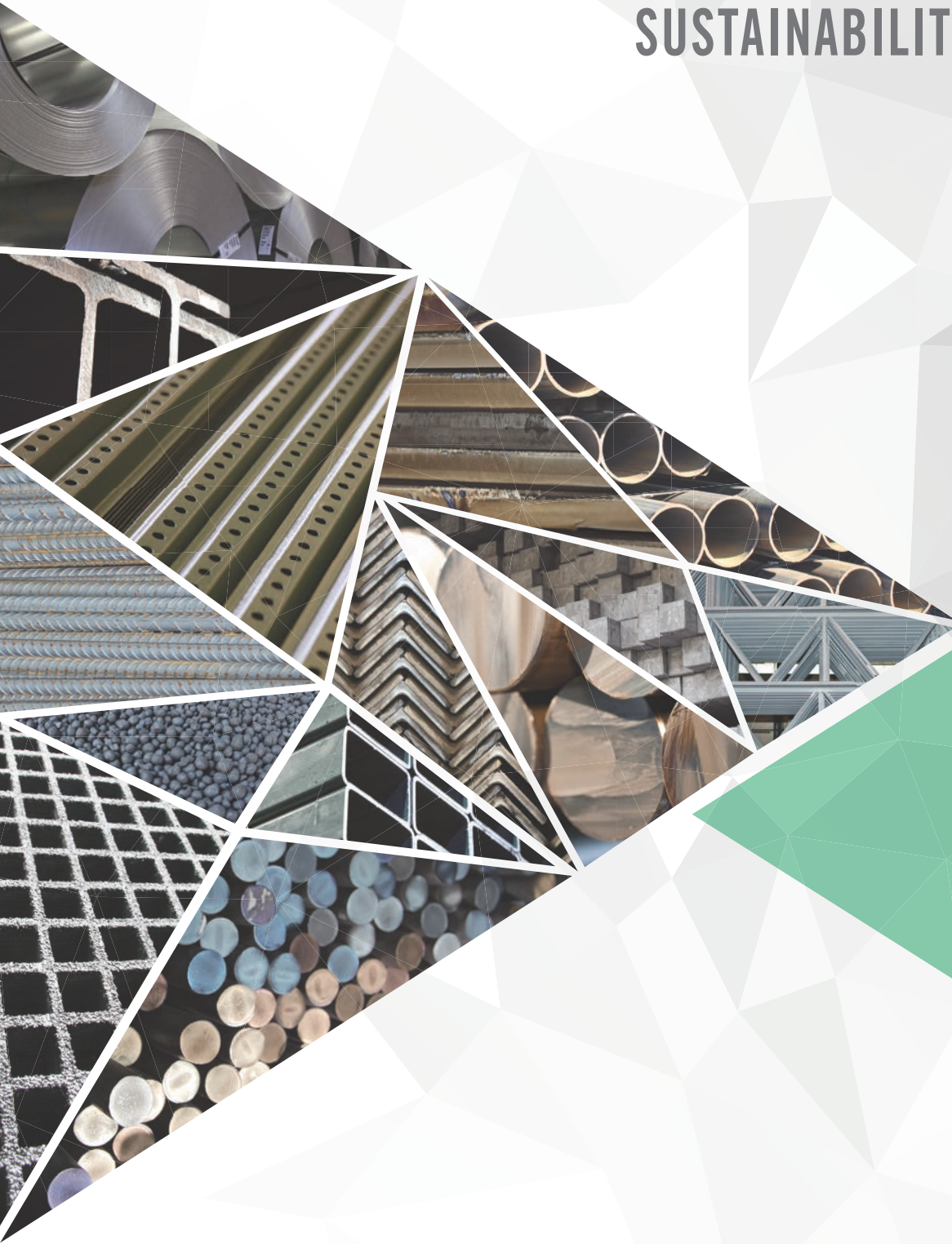


# NUCOR® 17

## SUSTAINABILITY REPORT



INTEGRITY • CAN-DO ATTITUDE • PRIDE • RESPONSIBILITY  
OPTIMISM • TEAMWORK • COMMUNICATIONS • WORK ETHIC • RESPECT





This report is dedicated to the more than 25,000 teammates of Nucor Corporation and our subsidiaries. Your dedication to excellence is making Nucor the world's most sustainable steel company.



# ABOUT THIS REPORT

Nucor’s sustainability is the result of our pursuit of commercial excellence at all levels of our organization. This report covers our Nucor mills and product facilities, and our subsidiaries including the David J. Joseph Company and Harris Steel Group. This report was developed to reflect the Global Reporting Initiative (GRI) G4 Sustainability Reporting guidelines, which provide a standard framework for organizations to report on social, environmental, governance, and economic performance. At the end of this report, we have included a GRI index referencing this report’s applicable GRI indicators. Where metrics recommended in GRI are relevant to Nucor Corporation and data was available, we have included this information, but we have not endeavored to report in accordance with GRI.

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# LETTER FROM THE CHAIRMAN, CEO & PRESIDENT

Nucor Teammate Since 1991



## A SUSTAINABLE STRATEGY

For more than 50 years, Nucor has steadily grown from a single joist manufacturer into North America’s largest recycler and producer of steel and steel products. This isn’t by accident. It is the result of a sustainable strategy, driven by long-term vision since we entered the steel industry. Today, we are as committed as ever to continually investing in our facilities, innovating and diversifying our product line to meet the ever-growing demands of the market, and supporting our more than 25,000 dedicated teammates.

Looking back on 2017, we are encouraged but never satisfied. Our team effectively implemented our Five Drivers to Profitable Growth strategy, which you will read about later in this report. In so doing, our teammates had tremendous impact on both our business strength and the strength of the communities in which we operate. As we head into 2018, we look forward to capitalizing on our strategic momentum and adding even greater value to those who come in contact with our business.

### The stories in this report demonstrate what it means for Nucor to be committed to sustainability.

*Safety First* continues to be the cornerstone of our operational success. In 2017, we saw 31 Nucor divisions recognized for safety performance, and 22 certified with Voluntary Protection Program status through our ongoing voluntary partnership with the Occupational Safety and Health Administration. More importantly, our teammates are making safety a way of life, both on and off the job.

Guided by The Nucor Way, our more than 25,000 teammates remain our most valuable asset, and we work hard to take care of them through industry-leading pay and benefits, including educational opportunities for their families.

From 100 percent process water recycling to our first energy-independent solar-powered facility in Lathrop, California, we never stop investing in environmental performance at our steelmaking and fabrication facilities.

Our teammates prove year after year that they truly care about the communities where they live and work. Thousands of hours were devoted to projects ranging from educational partnerships with local schools, to raising money to fight cancer, to supporting U.S. veterans who have given so much for our freedom.

Taking care of our customers remains the heart of our mission. Our 1Nucor project management approach is streamlining the sales process and adding value to our customers’ experience on large-scale projects. We also continue grow in key areas of demand. Our automotive steel group has achieved tremendous growth and customer recognition. Our newly acquired tubular products divisions are broadening our product offerings. And we look forward to off ering our rebar customers unprecedented flexibility with the announcement of two new rebar micro mills in Missouri and Florida.

Guided by our Corporate Governance Principles, Nucor’s Board of Directors and executive leadership team is committed to leading our organization according to the highest ethical standards. From enforcing our supplier code of conduct to maximizing shareholder return, our leadership team remains vigilant when it comes to doing the right things the right way.

**On behalf of the entire Nucor team, thank you for taking the time to read this report and discover how we are addressing head-on the sustainability challenges facing our company and our industry.**

  
John J. Ferriola



## AWARDS

A Selection of our Sustainability Awards 2016-2017

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► **2017 ANNUAL SAFETY AWARDS, NORTH CAROLINA DEPARTMENT OF LABOR & AHOSKIE CHAMBER OF COMMERCE (15TH CONSECUTIVE YEAR)**

Nucor Steel – Hertford

► **RIVER FRIENDS' 2016 BUSINESS OF THE YEAR**

Vulcraft of New York, Inc.

► **2016 STEELMAKER OF THE YEAR, ASSOCIATION FOR IRON & STEEL TECHNOLOGY**

John Ferriola, Nucor Corporation

► **2016 JOHN DEERE INNOVATION AWARD**

Castrip LLC

► **2017 HEALTHY ARIZONA WORKSITE AWARD, COPPER LEVEL**

Nucor Steel Kingman, LLC

► **2017 JOHN DEERE EXCELLENCE PROGRAM**

Castrip LLC

► **2017 HONDA NORTH AMERICA, ENVIRONMENTAL RECOGNITION RECIPIENT**

Nucor Automotive Team

► **2017 VOLKSWAGEN GROUP AWARD**

Nucor Automotive Team

► **2017 WINNING COMPANY, 2020 WOMEN ON BOARDS**

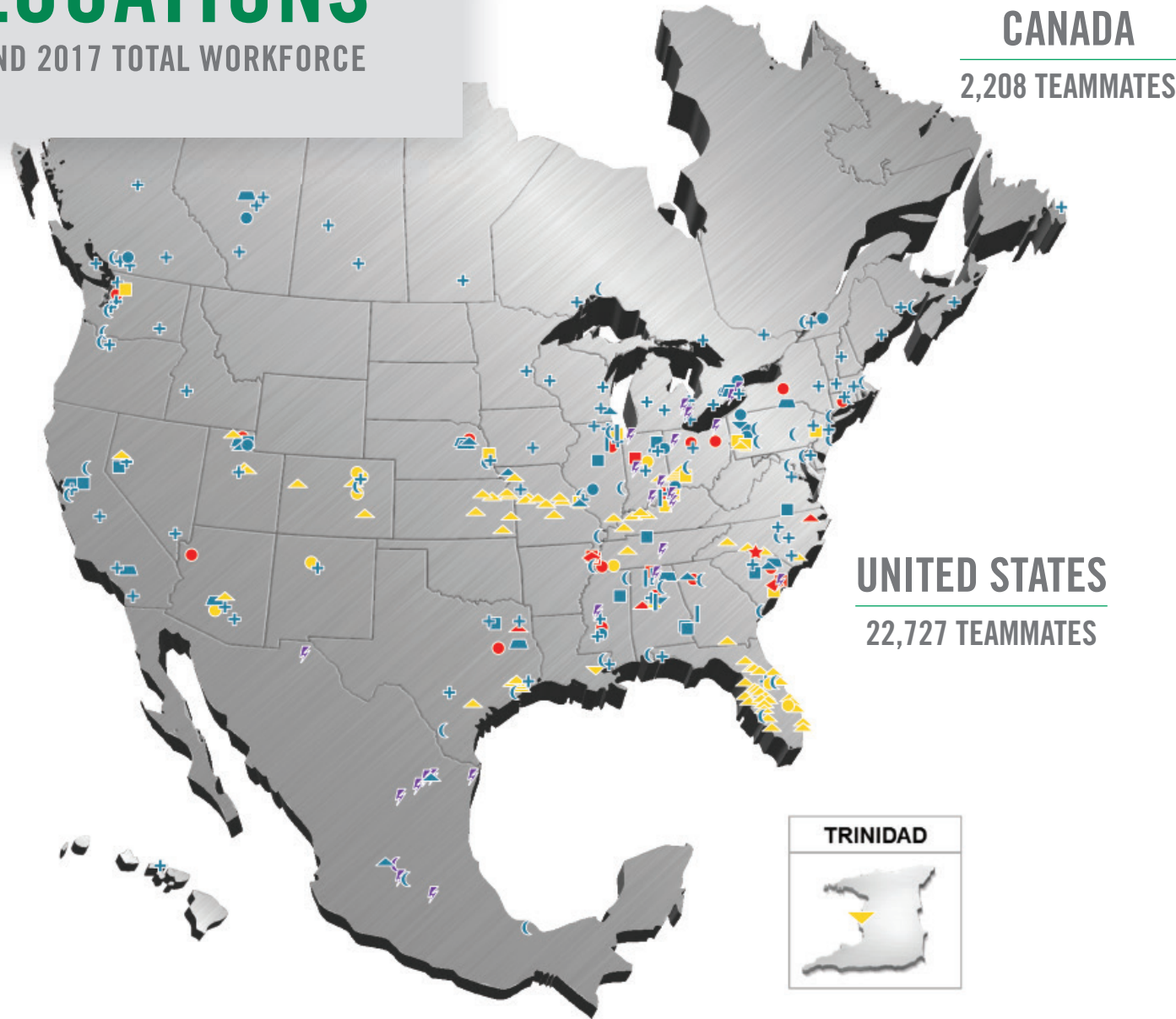
Nucor Corporation





# LOCATIONS

AND 2017 TOTAL WORKFORCE



MEXICO & OTHER  
INTERNATIONAL LOCATIONS  
347 TEAMMATES

TRINIDAD  
150 TEAMMATES

STEEL MILLS	STEEL PRODUCTS	RAW MATERIALS	STEEL PRODUCTS JOINT VENTURE
<ul style="list-style-type: none"><li>● BAR MILLS</li><li>■ SHEET MILLS</li><li>▲ CASTRIP® SHEET MILLS</li><li>◆ BEAM MILLS</li><li>▲ PLATE MILLS</li><li>★ NUCOR CORPORATE OFFICE</li></ul>	<ul style="list-style-type: none"><li>⊕ REINFORCING PRODUCTS</li><li>■ BUILDINGS GROUP</li><li>▲ VULCRAFT &amp; VERCO</li><li>▲ COLD FINISH</li><li>● STEEL MESH, GRATING, &amp; FASTENERS</li><li>⌒ SKYLINE FACILITIES</li><li>▼ ASTRALLOY FACILITIES</li><li>▮ TUBULAR PRODUCTS</li></ul>	<ul style="list-style-type: none"><li>▲ SCRAP PROCESSING</li><li>■ BROKERAGE OFFICE</li><li>▼ DRI PLANTS</li><li>● OTHER</li></ul>	<ul style="list-style-type: none"><li>⚡ STEEL TECHNOLOGIES</li><li>⌒ NUCOR-JFE STEEL MEXICO (2019)</li></ul>

# OUR MISSION

NUCOR IS MADE UP OF MORE THAN 25,000 TEAMMATES WHOSE GOAL IS TO TAKE CARE OF OUR CUSTOMERS.

WE ARE ACCOMPLISHING THIS BY BEING

THE SAFEST,  
HIGHEST QUALITY,  
LOWEST COST,  
MOST PRODUCTIVE,

AND

MOST PROFITABLE  
STEEL AND STEEL PRODUCTS  
COMPANY IN THE WORLD.

WE ARE COMMITTED TO DOING THIS WHILE BEING CULTURAL AND ENVIRONMENTAL STEWARDS IN OUR COMMUNITIES WHERE WE LIVE AND WORK.

WE ARE SUCCEEDING BY  
WORKING TOGETHER.



OUR MILLS HAVE A PRODUCTION CAPACITY OF APPROXIMATELY 29 MILLION TONS. NUCOR IS THE LARGEST PRODUCER OF STEEL, JOIST, AND DECK IN THE UNITED STATES. WE ARE NORTH AMERICA'S LARGEST RECYCLER.





# HEALTH & SAFETY PERFORMANCE

“Our focus and commitment to a culture where safety is not only our first priority, but a core value, is life-changing or perhaps even life-saving. It ensures that safety is inherent to who we are and part of every decision we make, whether at work, home or wherever the day may take us.”

**Johnny Jacobs**  
General Manager, Nucor Steel Kankakee, Inc.

– IT’S OUR –  
RESPONSIBILITY







# SAFETY IS A CORE VALUE

At Nucor, safety is a core cultural value; the motto *Safety First* guides everything we do. We believe safe business is also smart business, and that taking care of our customers begins with taking care of the team serving them. That is why safety is built into everything we do and every product we manufacture.

While we’ve always enjoyed strong safety performance, we also believe in continual improvement. To facilitate safety, growth, and innovation, every Nucor facility employs a safety coordinator or safety director. These teammates gather from across the nation twice a year to share best practices and implement new and successful ideas. In addition, our divisions routinely share safety information and participate in peer audits in order to monitor and promote industry-leading safety practices. As a result, our teammates are setting new standards for industrial safety excellence.

But *Safety First* isn’t just a job description; it is a way of life. From safety awareness campaigns to health fairs, Nucor teammates are actively engaged in promoting health and safety in their homes and communities.

## STRENGTH IN SAFETY

While it is common to view safety as a corporate and regulatory obligation, we believe safety is foundational to our strength as a business. That’s why we encourage fresh ideas and innovative thinking about safety at all levels of our organization.



**STRONG SAFETY PERFORMANCE**  
Safety performance is the foundation of our business. Our team constantly evaluates and seeks to improve the safety of every aspect of our operations.



**STRONG TEAM**  
Strong safety performance ensures a strong team at work, at home, and in the community.



**STRONG BUSINESS PERFORMANCE**  
A strong team is essential to strong business performance. Keeping our team safe empowers them to take care of our customers.

## NUCOR’S INJURY RATE IS CONSISTENTLY LOWER THAN THE NATIONAL AVERAGE







# TAKING THE LEAD FOR PORT SECURITY

In the United States, port security is a crucial aspect of national security, requiring extensive measures to safeguard our shipping ports from terrorism and other unlawful activity. For that reason, operating an industrial facility on the waterfront adds complexity to plant operations, especially when it comes to combining security with industrial safety. And because Nucor has several facilities sitting along the Mississippi River, these concerns are always top of mind for us.

In response to the need for innovative port security, several of our facilities on the Mississippi River — Nucor-Yamato Steel, Nucor Steel – Arkansas, Nucor Steel Memphis, Inc., and Nucor Steel Louisiana, LLC — have taken the lead and helped form the Port Safety Initiative Program. The inaugural forum for this program was held in 2017 at Arkansas Northeastern College. Law enforcement, customers, and suppliers came together to talk about community safety, workforce safety and infrastructure protection. Attendees included the Federal Bureau of Investigation, the U.S. Coast Guard, the Occupational Safety and Health Administration, and senior officials from the Arkansas Department of Labor. In total there were more than 200 attendees, including representatives from industry up and down the Mississippi River.

The forum was a valuable opportunity to coordinate security efforts, and was a success on many fronts. It gave industrial citizens like Nucor an opportunity to educate federal, state and local officials about challenges we face. It was also an opportunity to discuss safety and security concerns that extend beyond Nucor to the community members in the municipalities where they live and work. The new program is building relationships that will streamline the future of port security.

# SAFETY BY DESIGN

If *Safety First* is the most important job we do, *Continual Improvement* is the mindset that drives our culture and operations forward. Typically this means implementing a new safety program or developing more efficient ways to make steel. But sometimes a special project comes along and we get to do both.

Nucor Steel – Auburn, Inc., located in the Finger Lakes region of New York State, recently redesigned and rebuilt their roll mill finishing equipment. The original equipment was constructed decades ago. So when the Auburn team saw an opportunity for both increased efficiency and improved safety, Nucor made the project a top priority.

In a rolling mill, the finishing end is where steel bars exit the mill after being hot rolled into their final product. Once cooled, a stacker groups the bars into marketable packages which are bundled for shipping. This part of the production process has a lot of moving parts and can be challenging to maintain.

When it was time to design the new finishing equipment, Nucor engineered out as many safety hazards as possible. The new design was significantly more efficient and safe due to a streamlined lockout system, rerouted teammate travel paths, improved walkways and handrail systems, and relocated monitoring locations. Additionally, the new equipment has improved product quality and scheduling while increasing automation, thus improving reliability. As a result, production has increased for some products by as much as 42 percent.

It's been said that you can't have it both ways. We beg to differ.

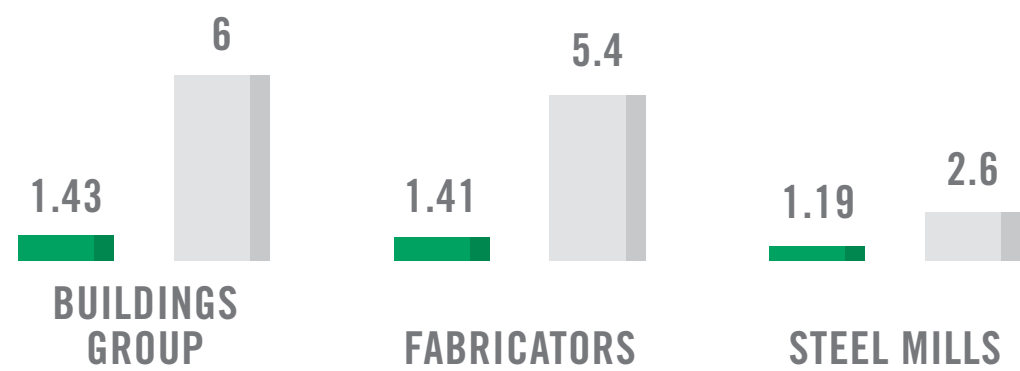






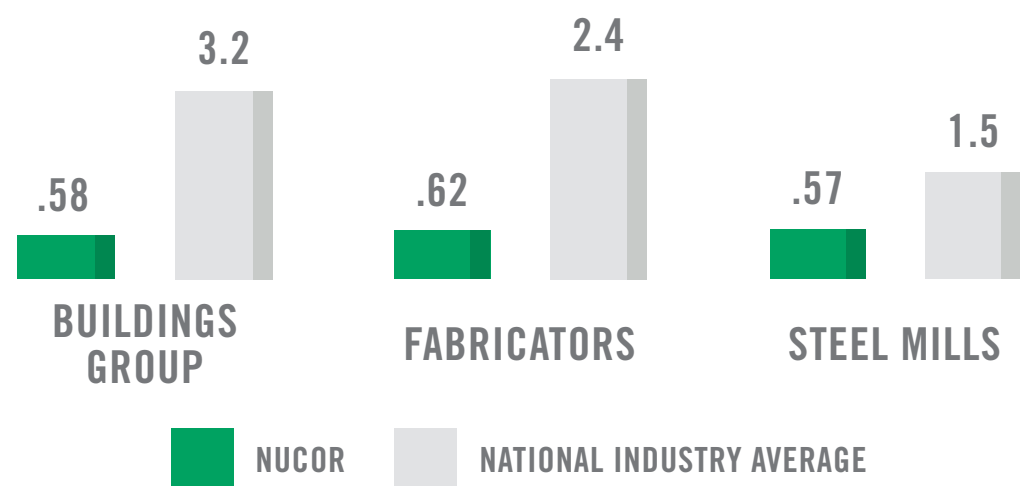
## 2017 TOTAL OCCUPATIONAL INJURY & ILLNESS RATES

PER 100 WORKERS/200,000 HOURS PER YEAR



## 2017 TOTAL DAYS AWAY, RESTRICTED & TRANSFER CASE RATES

PER 100 WORKERS/200,000 HOURS PER YEAR



# RISING STARS

## How Nucor Teammates Are Taking Safety to New Heights

The Occupational Safety and Health Administration’s Voluntary Protection Program (VPP) recognizes companies that voluntarily meet safety standards beyond what is required by law. Considered the highest bar for industrial safety excellence, this program requires on-site evaluations and the implementation of a rigorous safety and health management system.

Since 2005, we have been working hard to expand the number of our divisions that are recognized by the VPP, several of which have achieved VPP Star status, the highest level of voluntary safety achievement. These achievements have been driven primarily by our teammates, with the full support of management. VPP evaluation involves a meticulous on-site evaluation of literally every aspect of day-to-day operations. From general housekeeping to confined space management to procedures for locking down machines, candidates must demonstrate that safety is built into every task of every job of every department.

### VOLUNTARY PROTECTION PROGRAM (VPP)

American Buildings Company – South  
Kirby Building Systems  
Nucor Building Systems – Indiana  
Nucor Building Systems – South Carolina  
Nucor Building Systems – Texas  
Nucor Cold Finish – Nebraska  
Nucor Fastener – Indiana  
Nucor Steel – Arkansas

Nucor Steel – Berkeley  
Nucor Steel Decatur, LLC  
Nucor Steel – Hertford  
Nucor Steel – Indiana  
Nucor Steel Jackson, Inc.  
Nucor Steel Kankakee, Inc.  
Nucor Steel Marion, Inc.  
Nucor Steel – Nebraska

Nucor Steel Seattle, Inc.  
Nucor Steel – Texas  
Nucor Steel Tuscaloosa, Inc.  
Vulcraft – Alabama  
Vulcraft – Indiana  
Vulcraft – Nebraska  
Vulcraft – Texas

### AMERICAN NATIONAL STANDARDS INSTITUTE (ANSI) Z10-OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS (OHSMS) DIVISIONS

ANSI-Z10 is an occupational health and safety management system that goes beyond compliance to OSHA and is audited to best practices in safety and health.

Nucor Steel – Berkeley  
Nucor Steel Connecticut, Inc.  
Nucor Steel Decatur, LLC  
Nucor Steel – Indiana

### OCCUPATIONAL HEALTH AND SAFETY ASSESSMENT SERIES (OHSAS) 18001 DIVISIONS

OHSAS 18001 is an international safety and health system that provides a framework to promote better safety and health programs.

Nucor Steel – Berkeley  
Nucor Steel Connecticut, Inc.  
Nucor Steel Decatur, LLC  
Nucor Steel – Indiana







# DIVISIONS RECEIVE ANNUAL HONORS FOR SAFETY PERFORMANCE



Thirty-one divisions were honored by Nucor for their outstanding safety performance in 2017. Twenty-one earned the President's Safety Award. The remaining 10 divisions, which are part of the national Voluntary Protection Program (VPP), received CEO Recognition. A special congratulation goes out to Vulcraft – Texas, which became the first division to earn the President's Safety Award for the 20th consecutive time.

Nucor started the President's Safety Award in 1998, basing the award on challenging, objective performance measurements. To earn the award, divisions originally had to meet two standards:

- Post an injury and illness rate less than half the national average for comparable facilities.
- Post a Days Away, Restricted or Transferred (DART) rate of less than half the national average for comparable facilities.

In 2004, Nucor toughened the standards, reducing the threshold rates to less than one-third the national average. In 2013, Nucor began providing separate recognition for divisions that had achieved VPP status, while maintaining the President's Award for other divisions working toward VPP recognition.

**Below are this year's recipients, along with the number of years (in parenthesis) each has won the safety award.**

## 2017 PRESIDENT'S SAFETY AWARD RECIPIENTS

American Buildings Company – East (7)  
DJJ Advantage Metals Recycling (3)  
DJJ Metal Recycling Services (1)  
DJJ River Metals Recycling (6)  
DJJ Texas Port Recycling (4)  
General Recycling Mississippi (10)  
General Recycling Washington (6)  
Independence Tube Corp. Trinity (1)

Laurel Cold Finish (3)  
Nucor Cold Finish – Orrville (1)  
Nucor Cold Finish – Wisconsin (4)  
Nucor Steel Birmingham, Inc. (6)  
Nucor Steel Connecticut, Inc. (4)  
Nucor Steel Decatur, LLC (16)  
Nucor Steel – Nebraska (12)  
Nucor Steel – Tuscaloosa (12)

Nu-Iron Unlimited (7)  
Southland Tube (1)  
Verco Decking, Inc. (6)  
Vulcraft South Carolina (14)  
Vulcraft – Utah (11)

## 2017 CEO RECOGNITION

The CEO recognition is given to VPP divisions with outstanding safety performance in 2017.

Nucor Steel – Berkeley (11)  
Nucor Steel – Texas (14)  
Vulcraft – Nebraska (16)  
Vulcraft – Alabama (14)

Vulcraft – Texas (20)  
Vulcraft – Indiana (15)  
Nucor Building Systems – Indiana (14)  
Nucor Building Systems – South Carolina (16)

American Buildings Company – South (10)  
Nucor Fastener – Indiana (10)



Several Nucor divisions participated in the Occupational Safety and Health Administration's (OSHA) 2017 National Safety Stand-Down to Prevent Falls in Construction:

### NUCOR-YAMATO STEEL

While partnering with OSHA on our mutual safety goals, Nucor-Yamato hosted the 2017 National Safety Stand-Down. The division hosted a scheduled special event each day with contractors, visitors, and Nucor-Yamato teammates. Visitor invitations included the local sheriff's department, city police, mayor, and state representatives, as well as teammates from Nucor Castrip Arkansas, LLC and Nucor Steel – Arkansas.

Nucor-Yamato's goal was both to focus on the personal fall arrest equipment, which is very important, and to show methods of eliminating the hazards altogether. There were refreshments served each day with drawings for fall protection items at each of the lunch-and-learn events. Attendance was strong, starting with approximately 450 people for Monday's kickoff event and about 80 for each of the lunch-and-learn activities. All activities were free to the participants.

### NUCOR STEEL KANKAKEE, INC.

Nucor Steel Kankakee participated in the 2017 National Stand-Down by leading an on-site fall protection refresher and demonstration on May 8 and May 22. Local teams from Harris Rebar and Nucor Grating were also invited to participate and observe the demonstration and training events.

Capital Safety, a safety supply company, brought out one of its fall protection demonstration trucks to show the team the importance of proper fall protection. The demonstration truck was full of fall protection equipment like self-retracting lifelines, lanyards, anchors, harnesses, lifelines, and various other tools to help protect teammates working at height. The demonstration culminated in the presenter dropping a 220-pound weight with two different restraining lanyards - one with a shock absorber, and one without. Without a shock absorber, the lanyard generated 3,500 pounds of arresting force from only four feet above the ground. In contrast, the shock-absorbed lanyard generated only 700 pounds of arresting force from 18 feet above the ground – one fifth the force.

### NUCOR STEEL GALLATIN, LLC

The 2017 Stand-Down was Nucor Steel Gallatin's biggest yet. Fastenal Supply Company was on site with a ladder display and freebies for attending teammates. Fastenal also performed the mill's annual ladder inspection that week. Guardian Safety had its Little Giant ladder trailer with several ladders on display. Brady Corporation was also on site with lockout and labeling solutions. The division's technical rescue trailer was open and on display along with a harness fitting station.

### CBC STEEL BUILDINGS

For the fourth consecutive year CBC Steel Buildings participated in the National Stand-Down. CBC adapted its campaign to raise awareness and train teammates. During the week-long activities CBC used materials found on the OSHA website to supplement teammate trainings, and provided handouts for them to share with their friends and family at home. On May 11 the division hosted an interactive training experience focused on safety at work and at home for approximately 120 guests, including teammates, local builders and the fire department.

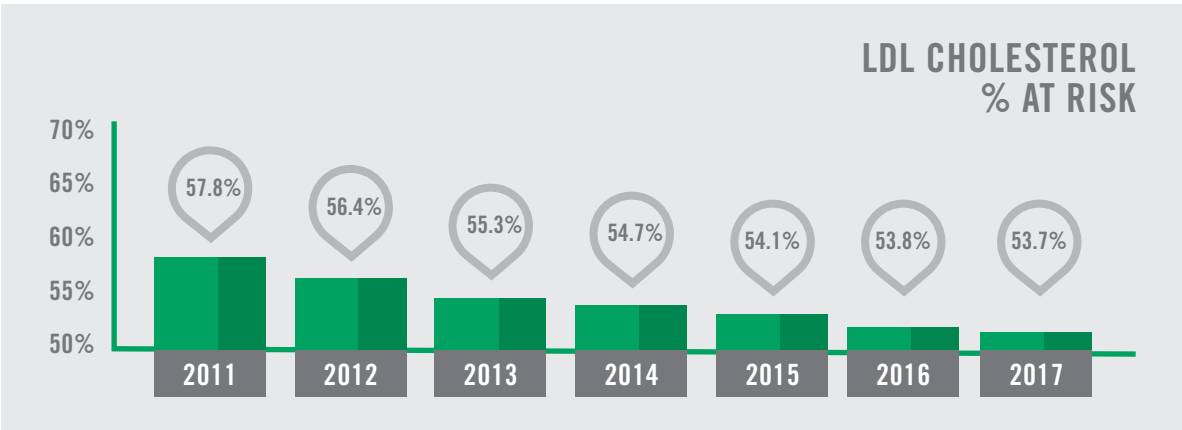
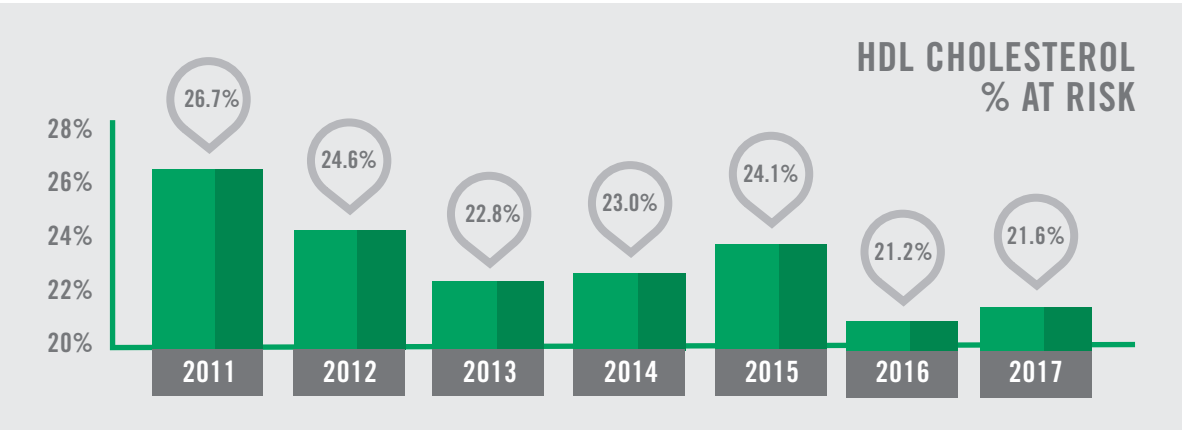
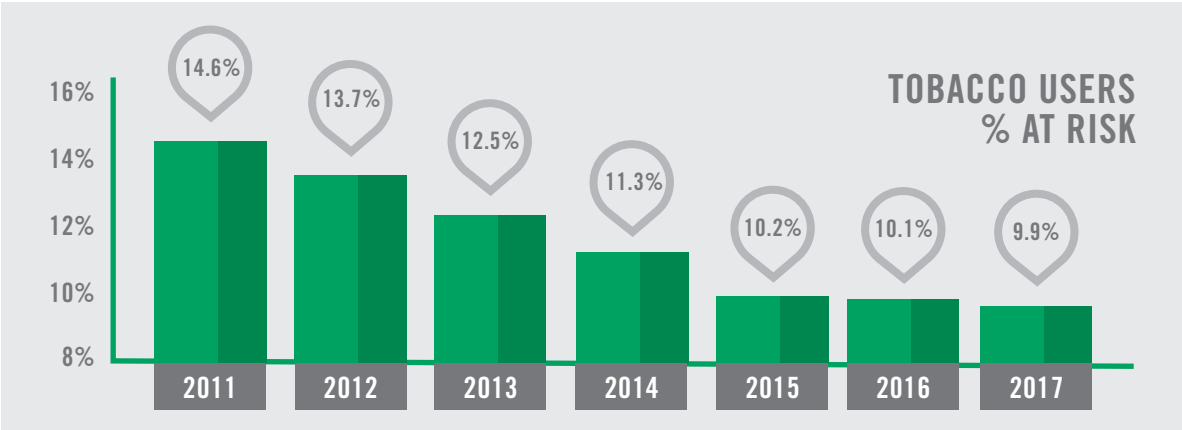




# NUYOU

Teammate Wellness Program

In 2005, we began the NuYou health and wellness program to help all Nucor teammates make better healthcare decisions. As part of the program, we have tracked the percentage of teammates who are considered “at risk” in certain health categories. In the seven years we have tracked results, we have seen a decline in the percentage of teammates at risk in every category.







# SAFETY RECOGNITION

## Nucor Steel – Hertford Awarded Gold

For Nucor teammates, safety is the highest achievement of teamwork. When our teammates work safely as a team, they take care of each other while taking care of our customers. And like all of our mills, Nucor Steel – Hertford is focused on team safety. But in 2017, the mill achieved a special milestone in safety performance.

For several years, the North Carolina Department of Labor has led a statewide initiative designed to encourage companies in the state to make safety a top priority. The program compares the safety performance of thousands of North Carolina companies, and awards qualifying companies with either Gold or Silver level awards.

To qualify for the annual award, a company must record no fatal incidents and keep its incident rates 50 percent below the average rate for that particular industry. To receive the Gold award, a company must maintain a specified Days Away, Restricted or Transferred rate, which takes into account days spent away from work, restricted activity and job transfers.

2017 was a special year for Nucor Steel – Hertford. Not only did the mill receive its 15th consecutive annual safety award from the state, but it received the Gold award. During the May 2017 awards event, North Carolina Labor Commissioner Cherie Berry explained that illness rates and injury cases have been going down statewide since the inception of the program.

# SAFETY IS A WAY OF LIFE

## Vulcraft – Alabama Supports Local Boy Scouts with Safety Equipment

Recently, our Vulcraft – Alabama teammates went above and beyond to demonstrate their commitment to the safety of both their team and their families.

A teammate’s son and his Boy Scout troop were participating in a building project with the Oakridge Sportsman Association. The teammate contacted the facility’s safety department to inquire about safety equipment for the project, which Vulcraft contributed to the troop. The project spanned 323 hours, and was successfully completed with no injuries.

This experience served as a valuable example to the Nucor family that safety is a way of life, not just a work duty. More importantly, it demonstrated to our team that Nucor is serious about supporting and encouraging safety in the communities where we operate.



# NUCOR STEEL GALLATIN TAKES SAFETY HOME

We put *Safety First* because we truly care about our teammates, and we expect them to pass their safety awareness along to everyone around them in the community and in their homes.

An example of this can be seen at Nucor Steel Gallatin, LLC. Our Gallatin mill is Voluntary Protection Program (VPP) certified, and has a 14-member VPP team that addresses the topics of home safety and wellness. This team meets weekly, and regularly requires the mill’s teammates to complete safety-related tasks.

For years, Nucor Steel Gallatin has published an “Off-the-Job” teammate safety bulletin offering useful safety tips and data on topics like fall prevention, smoke detector installation, and staying safe as a pedestrian. One 2017 bulletin titled “Taking Slip, Trip and Fall information to help our elderly family members stay independent” was focused on safety at home, and specifically our teammates with aging parents. The bulletin discussed concerns for aging parents – like fall-related injuries – and provided statistics and pointers to help our teammates appropriately address the topic with their families.

On-the-job safety bulletins are nothing new in the industrial world. What makes Nucor Steel Gallatin’s safety bulletins unique is that some of the bulletins focus on safety at home. This demonstrates the far-reaching vision that Nucor has for safety: safety is not just a way to work, it is a way to live.



Examples of Nucor Steel Gallatin’s Off the Job Safety bulletins.





## EMPLOYEE RELATIONS

“Nucor has given us the power to make decisions on the ground level. Each individual teammate can either start this mill up or stop this mill.”

**Ricky Gable**  
Roll Mill Lead, Nucor-Yamato Steel

– IT’S OUR –  
TEAMWORK



# THE NUCOR WAY

A lot has changed in the steelmaking business over the last 50 years. Nucor has been a leader in bringing about many of those changes. But one thing has remained constant since our founding: our culture – the Nucor Way.

Every teammate at Nucor lives and works together by the Nucor Way. These 10 core principles drive and direct our pursuit of continual improvement as a team.

- |   |                         |    |                               |
|---|-------------------------|----|-------------------------------|
| 1 | INTEGRITY               | 6  | PRIDE                         |
| 2 | PERSONAL RESPONSIBILITY | 7  | INNOVATIVE/INTELLIGENT RISKS  |
| 3 | TEAMWORK                | 8  | TREATING PEOPLE THE RIGHT WAY |
| 4 | OPEN COMMUNICATION      | 9  | OPTIMISM                      |
| 5 | WORK ETHIC              | 10 | CAN-DO ATTITUDE               |

Becoming part of the Nucor family means a commitment to each of these core values. The Nucor Way is the cornerstone of our success in the scrap yard, in the steel mill, in the fabrication plant, in the brokerage office, and in every aspect of the hard work our more than 25,000 teammates do every day.

Embracing these 10 values not only attracts the right people, it allows us to keep them. Because at Nucor, we give our teammates the tools they need to succeed and then we get out of their way. This allows Nucor teammates to meet and overcome every challenge that they face. We have proven this time and time again. Our teammates succeed by working together.

We’re doing it the Nucor Way. That’s an advantage that no one else can imitate.



# EMPLOYEE RELATIONS PRINCIPLES

## ► PAY-FOR-PERFORMANCE

At Nucor, everyone’s compensation is based on pay-for-performance. In our mills, that means income is tied directly to the amount of quality steel produced each day. And for management and administration, income is tied to how well the company does overall. In our experience, teammates perform better when they have the opportunity to earn according to their productivity. As a result, Nucor is one of the most productive steel companies in the world, and our teammates are some of the most well-compensated in the industry.

## ► RIGHT TO BE TREATED FAIRLY

Nucor teammates have the right to be treated fairly. We also strive to create an environment where our teammates *know* they will be treated fairly. Our success is driven by teamwork. It is why we call our employees “teammates.”

## ► AVENUE OF APPEAL

Our teammates always have a right to be heard. They can ask for a review of a complaint if they feel a supervisor has not provided a fair hearing. And they can appeal the decision to the general manager or the corporate office.

## ► DO YOUR JOB WELL, HAVE IT TOMORROW

We believe our teammates should feel confident that if they do their jobs properly, they will have a job tomorrow. We strive to provide job security for all of our teammates with our practice of not laying off teammates for lack of work.







# TAKING CARE OF OUR TEAM

Nucor’s most valuable asset is its teammates, which is why we are vigilant about taking care of them through a range of services and benefits designed to help them succeed whether at work or at home.



## HEALTH FAIRS + FITNESS CENTERS

For several decades, many Nucor divisions have hosted annual health fairs, which generally include services like blood screenings and diabetes tests, as well as visits from local health professionals. Nucor health fairs emphasize prevention and have succeeded in providing numerous teammates with life-saving, preventative health insights.

In addition, several Nucor facilities provide ongoing health and wellness opportunities, including medical staff and equipment, and on-site fitness centers that are available to teammates 24 hours a day.



## NUCOR EMPLOYEE CREDIT UNION

The Nucor Employee’s Credit Union is at the heart of what it means to be part of the Nucor family. In the 1960s, a need was recognized for Nucor teammates to have access to reliable and affordable loans. In typical Nucor fashion, the Nucor team decided to create a financial solution to take care of that need themselves, and the credit union was formed.

Today the Nucor Employee’s Credit Union has 12 locations at or near Nucor facilities, but you don’t have to be at one of those locations to be a member. All financial services are offered online and through a user-friendly app. The field of membership of our credit union includes all Nucor employees and their families.



## PROFIT SHARING

Nucor’s profit-sharing program gives teammates ownership in their future. And because Nucor believes in the future, the company likes to further reward its teammates with Nucor stock. Nucor teammates can earn and buy ownership in Nucor through our Employee Monthly Stock Investment Program (EMSIP) and Employee Service Award Program (ESAP) programs.

Our EMSIP is a monthly program available to all teammates after six months of service. Teammates can choose to buy Nucor stock through payroll deduction each pay period, and Nucor will match 10 percent of that investment. Similarly, our ESAP is an appreciation program for ongoing commitment and service at Nucor. At every 5-year anniversary of employment, Nucor teammates receive the equivalent number of Nucor shares.



## EXPANDED JOBS NETWORK

Nucor is always looking for the right people to fill its job openings. To facilitate this goal, Nucor developed the Expanded Jobs Network. The purpose of the Expanded Jobs Network is to provide a portal for sharing open job positions, and to provide widespread opportunities for development throughout the organization. The network ensures the best flow of talent and a strong pipeline throughout the Nucor enterprise.



## EMPLOYEE DISCOUNT PROGRAMS

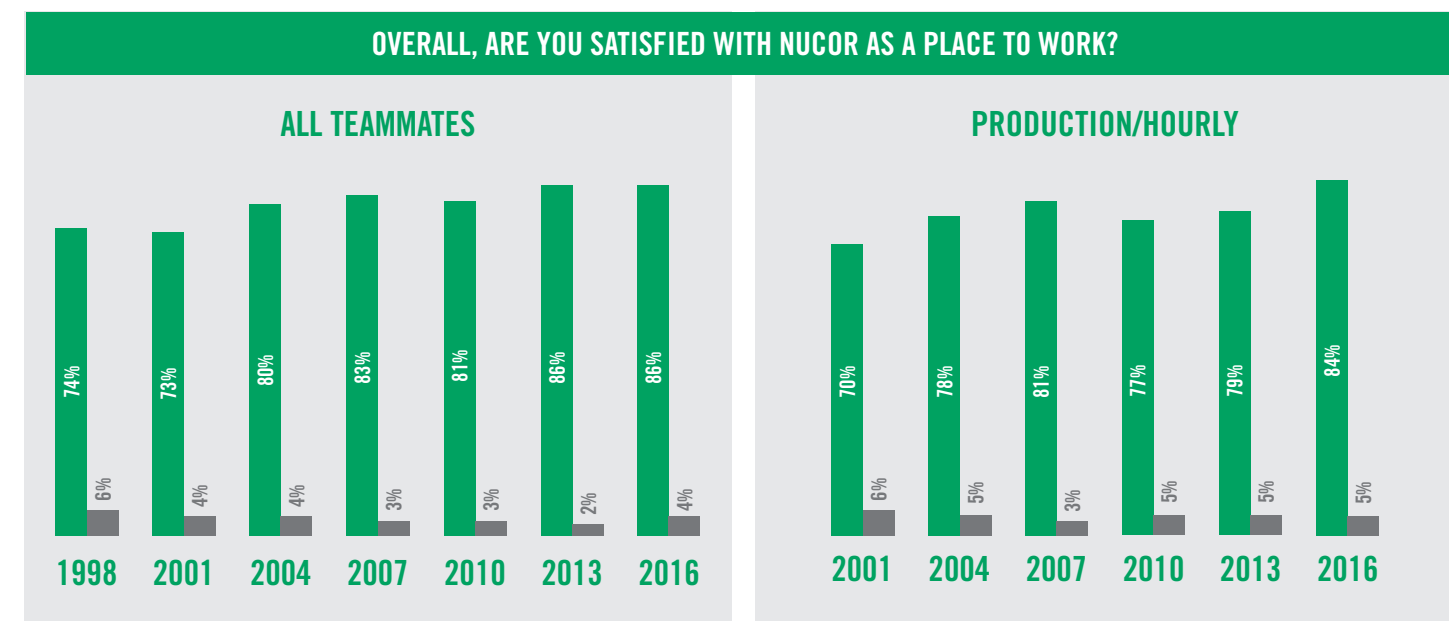
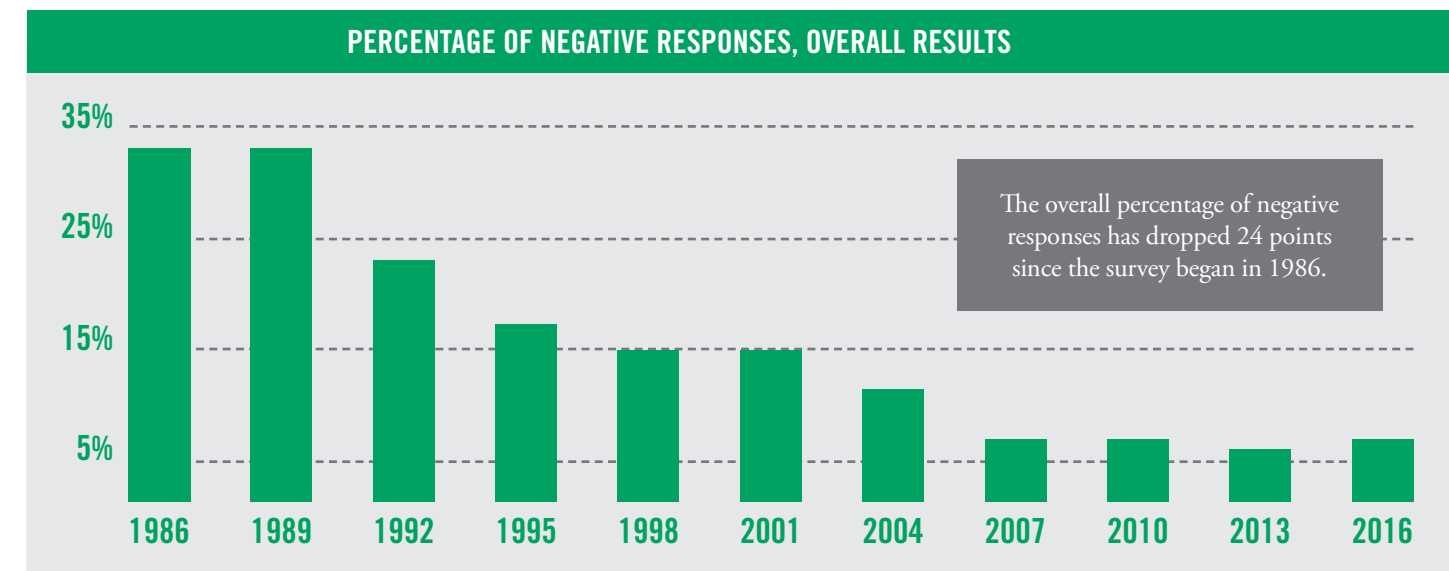
An array of discount programs is available to Nucor teammates and their families. Nucor partners with customers and vendors to extend savings to our team members in their personal lives. All of our discount programs have originated with team members who have seen an opportunity or developed a relationship with a retailer.



## TEAMMATE JOB SATISFACTION

An important part of taking care of our team is listening to our team. For that reason, every three years since 1986 we have asked our teammates to fill out a comprehensive survey in order to gather feedback on things like management in their department and division, their work environment, and their feelings about the direction of the company. The survey is an important tool we use to continually improve our company and ensure our teammates remain highly satisfied.

The latest survey was administered in 2016 and received an 89 percent response rate.



 YES  NO

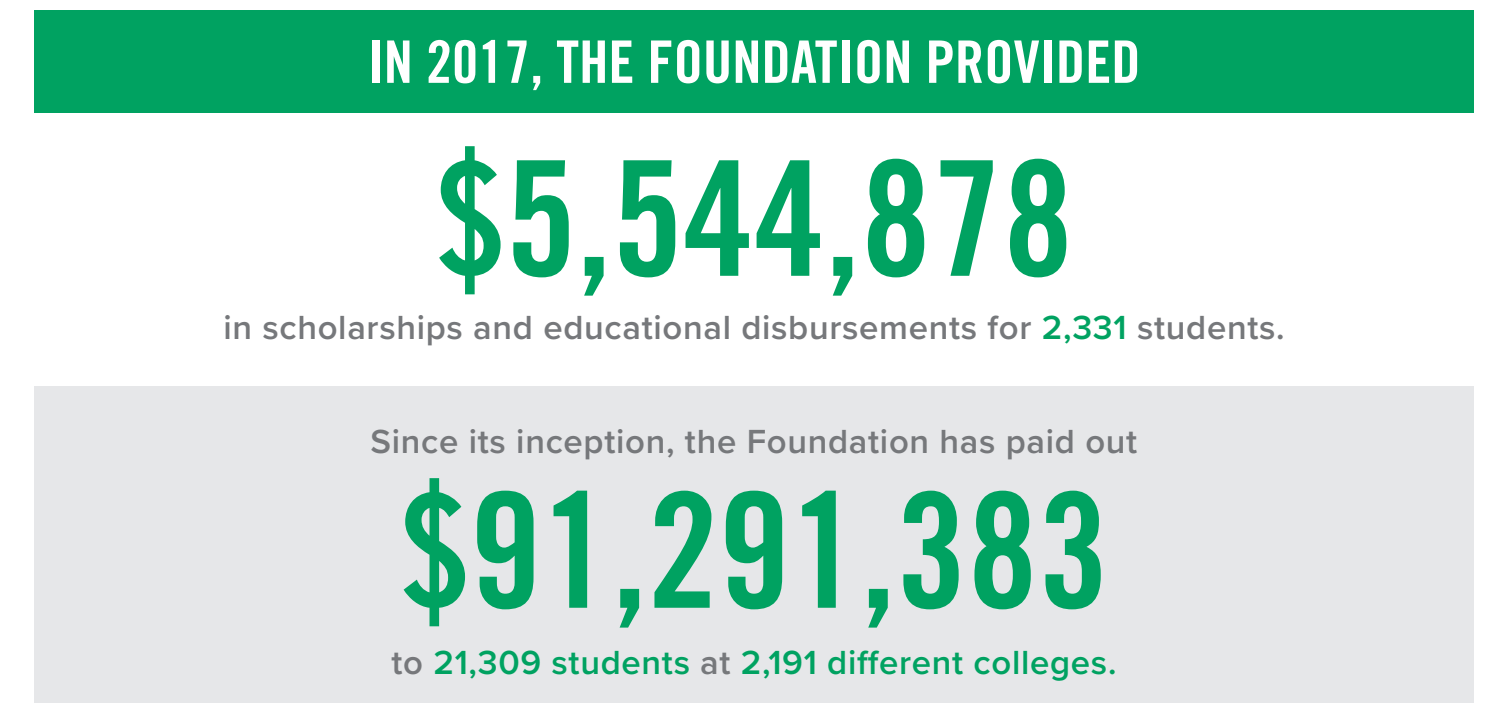


## THE NUCOR FOUNDATION: \$91 MILLION & COUNTING

**We Continue to Invest in Our Most Important Asset – Our Teammates and Their Families**

Investing in our teammates and their families is vital to our goal of building a strong team and an even stronger future for our company. Created in 1974 by Nucor founder Ken Iverson, the Nucor Foundation provides \$3,200 per year in post-secondary educational scholarships to the children of Nucor teammates.

In 2017, the Foundation provided more than \$5.5 million in scholarships and educational disbursements to 2,331 students. Since its inception, the Foundation has paid out more than \$91 million in scholarships.







# MODERNIZING NUCOR STEEL MARION

In 2017, Nucor committed to investing \$85 million to the modernization of Nucor Steel Marion, Inc., in Marion, Ohio. The Marion mill, which produces signpost and rebar, recently celebrated its 100th anniversary. And while the facility has been updated and expanded over the years, Nucor saw an opportunity to significantly improve the productivity and efficiency of the mill, positioning it to lead the competition for years to come.

While it is not uncommon for modernization projects to cut jobs, the Marion project will actually create 15 new jobs. The annual payroll at Nucor Steel Marion is currently \$23 million, which will increase with the creation of more high-paying jobs. And because Nucor operates under a performance-based-pay system, every job at the facility will benefit from a more efficient, productive, and profitable operation.

But the impact on our teammates and community goes beyond paychecks and the typical benefits of employment. In order to serve our customers, we must first take care of our teammates. Modernizing our mill ensures the safest and most sustainable work environment for our team of steelmakers. In other words, our success starts with their success. Furthermore, this modernization project demonstrates our long-term commitment to Marion. As Nucor Steel Marion’s General Manager, Mike Hess, remarked, “We are excited to bring this modernization project to Ohio. We are especially proud to make this investment in the Marion community.”

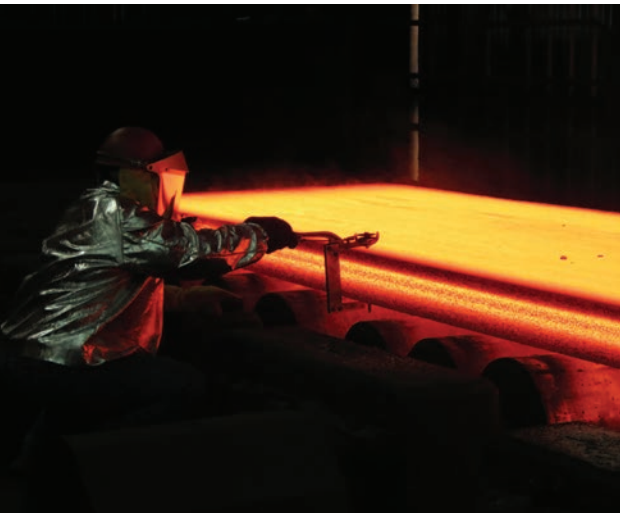
# BUILDING FOR THE LONG-TERM AT LONGVIEW

In mid-2016, Nucor acquired what is now Nucor Steel Longview, LLC, a plate mill located in east Texas. After acquisition, Nucor began to improve and expand the mill’s operations.

The mill has been a part of the Longview community since the early 1950s. It was built by R.G. LeTourneau, a self-taught engineer and inventor, who is often called “The Dean of Earthmoving.” He was an innovator in earthmoving and offshore drilling machinery, and his machines made up the bulk of the Allies’ engineering vehicles during World War II. Nucor is proud to continue the tradition of innovation for which the Longview mill is known.

The expansion plans at the Longview mill include investments in both the facility and its teammates. When acquired, the mill had 130 teammates. Nucor ramped up recruitment efforts, quickly adding 30 new teammates with plans to grow to 200. We acquired the plant for \$29 million but immediately invested \$10 million more in facility improvements, including a new administration building and training facility. The Longview team has been busy preparing for increased production and the future demands that will be made on the expanded facility. The increased production levels will exceed the mill’s 61,872-ton record. To put it in perspective, the mill will be buying 15,000 tons of scrap steel every month compared to the previous level of 6,000 tons.

Nucor Steel Longview is one of three Nucor mills that makes steel plate used in a variety of products and infrastructure, including mining and earthmoving equipment, bridges, and wind towers. The Longview mill makes Nucor’s widest plate product, and can produce up to 180,000 tons of specialty plate every year.







# ENVIRONMENTAL PERFORMANCE

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“Why I care? I live in this community and it affects my family, my neighbors and myself. Nucor cares because they are good corporate citizens.”

**Mike Reed**  
Environmental Lead, Nucor Steel Marion, Inc.

– IT’S OUR –  
INTEGRITY







# FROM THE GROUND UP

## A Higher Standard of Environmental Responsibility

Nucor has been environmentally sustainable since our first Electric Arc Furnace mini mill went online in 1969. In the years that followed, we reimagined – and then revolutionized – the way steel is recycled.

We aim to lead our industry in embracing environmental responsibility in all aspects of our business. For us, taking care of the environment is more than a corporate policy, it is a cultural responsibility shared by all of our teammates at all levels of the organization. And while this commitment is good for our business, it is even better for the communities where we live and work. That is why each division in the Nucor family has adopted our corporate environmental policy and, in many cases, expanded this commitment to location- and division-specific policies to address the needs of the places we call home.

# NUCOR CORPORATION ENVIRONMENTAL POLICY

As the largest recycling company in North America, Nucor recognizes our role in protecting the environment. We value the environment of the communities in which we operate, and recognize its importance to our teammates, their families, and our continued welfare. Protecting the environment is critical to our operations and the company’s long-term success. To this end, we endorse the following principles:

- PERFORMANCE**  
To continually improve the effectiveness of our ISO 14001:2004 or ISO 14001:2015 Environmental Management System (EMS), Nucor will:
  - Pursue pollution prevention and waste minimization opportunities;
  - Investigate and develop technologies and operations that improve environmental performance;
  - Regularly evaluate the EMS and make appropriate improvements.
- STEWARDSHIP**  
Nucor recognizes our potential for environmental impact on the communities in which we operate. We will continually strive to minimize these effects by evaluating our operations and researching new technologies and opportunities.
- RESPONSIBILITY**  
Environmental protection is the individual obligation of each Nucor teammate and a primary responsibility of management. Nucor also requires contractors, vendors, and suppliers to comply with applicable environmental laws.
- STANDARDS**  
Nucor and its divisions will comply with the laws and regulations governing our operations. Environmental compliance is a priority for Nucor management equal with all other business functions.
- OUTREACH**  
Nucor will strive to foster open dialogue so that we may effectively communicate with our teammates, our neighbors, and other concerned parties.





## NUCOR FACILITIES HOLD EARTH DAY EVENTS

Every spring, Nucor facilities throughout North America celebrate Earth Day by hosting environmental events in their local communities. These events come in many forms – household hazardous waste days, used tire collections, Adopt-a-Highway programs, and waterway clean-ups, to name a few. But they all come from the same place – our commitment to being environmental stewards in the communities where we live and work.

Although we have a common corporate environmental policy, each of our facilities creates a supplemental environmental policy unique to its location. These policies get reflected in each facility's Earth Day events. And our Earth Day events are always conducted in true Nucor fashion, starting with *Safety First*. For example, an Adopt-a-Highway cleanup project always starts with a discussion on roadside and trash-handling safety.

Following are examples of Earth Day events hosted by Nucor in 2017:

### AMERICAN BUILDINGS COMPANY - ATLANTIC

- Facility and entrance road cleanup event
- Tree distribution event at the local farmer's market

### NUCOR STEEL – HERTFORD

- Community scrap and household waste collection event

### NUCOR BUILDING SYSTEMS UTAH, LLC

- Facility and local roadside cleanup event

### VULCRAFT – UTAH

- Earth Day presentation to local elementary schools

### DAVID J. JOSEPH COMPANY (DJJ)

- Cincinnati Earth Day and the DJJ Scrap Showdown
- Cincinnati Zoo Party for the Planet
- 3rd Annual DJJ Scrap Showdown in conjunction with River Metals Recycling and Newport on the Levee

### NUCOR STEEL – NEBRASKA

- Planted 380 trees on site at the Nucor facility
- Facility and local roadside cleanup event

### NUCOR STEEL GALLATIN, LLC

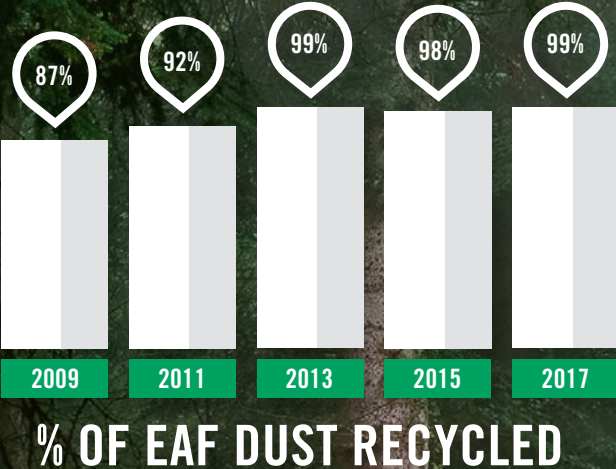
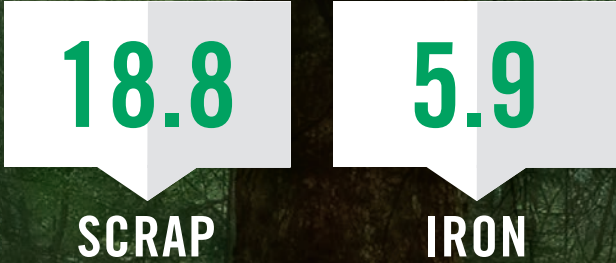
- Hosted a community Earth Day luncheon and tree planting event





# 2016-2017 ENVIRONMENTAL PERFORMANCE

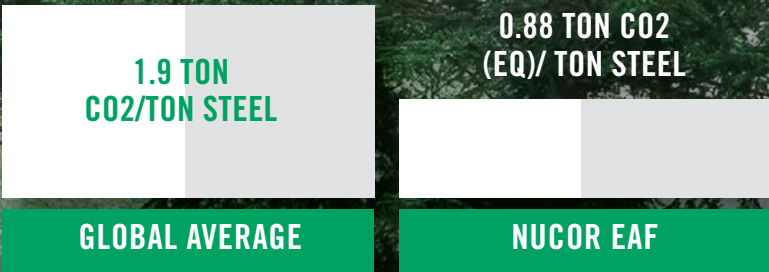
## RAW MATERIAL CONSUMPTION (MILLION TONS)



## CRITERIA POLLUTANTS (LBS PER TON)

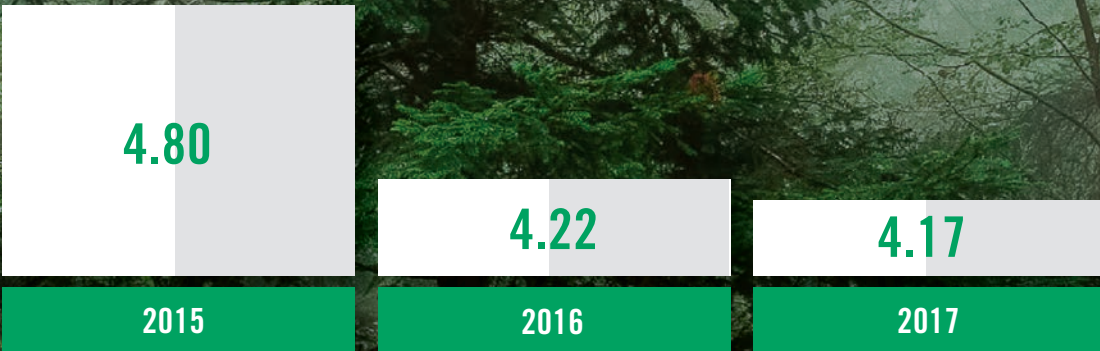
	PARTICULATE MATTER	SULFER OXIDES	NITROGEN OXIDES	CARBON MONOXIDE	VOLATILE ORGANIC COMPOUNDS
RECYCLING MINI MILL	.30	.7	.1	4.0	.4
BLAST FURNACE	39.8	5.0	.5	44.0	1.4

## DIRECT GREENHOUSE GAS EMISSIONS



72.6%  
TOTAL RECYCLED  
CONTENT FOR 2017

## ENERGY INTENSITY (MBTU/TON)



100%  
PROCESS WATER RECYCLED MULTIPLE TIMES

NUCOR BUDGETED OVER \$50 MILLION ON CAPITAL EXPENDITURES ASSOCIATED WITH ENVIRONMENTAL REGULATION COMPLIANCE IN 2017.





# SKY’S THE LIMIT

## How Nucor Divisions are Investing in Sustainability Through Solar Power

Solar energy is among the cleanest and most reliable and sustainable renewable energy sources. Solar power technologies don’t produce emissions or noise, making them among the healthiest solutions for those who use them. This is why Nucor has been investing for years in solar technologies, both in our facilities and in the products we are creating for our customers.

Most recently, our CBC Steel Buildings division in Lathrop, California became Nucor’s first energy-independent facility after installing solar carport systems in its parking lot and solar panels on its manufacturing building. Fully installed and operational, the solar system powers the manufacturing plant and administrative office, and is connected to the local energy grid to distribute excess energy for local consumers.

CBC is no stranger to solar technologies. The company has enjoyed success in the solar carport market since introducing the product in 2015. By 2017, solar structures had increased to over 5 percent of CBC’s sales volume, with tremendous potential for growth. Furthermore, CBC partnered with a solar customer – GE Solar – to create an innovative outdoor showroom. In addition to generating electrical power, the carports serve as marketing displays, demonstrating the designs and technologies that CBC is capable of manufacturing.

CBC is one of many Nucor divisions that is investing in the sustainable value of solar energy. Other examples include Vulcraft of New York, Inc., whose 1.6 megawatt solar system is comprised of nearly 9,000 rooftop solar panels.

Nucor looks forward to continuing its investment in solar as the technology continues to evolve. More importantly, Nucor will continue to actively grow the market by supplying recycled, sustainable steel products for the manufacturing and construction of solar facilities.

# SAVING ENERGY IS EVERYONE’S JOB

We all know that conserving energy is good for the environment as well as our pocketbooks. From the lightbulbs we use to the cars we drive, there are lots of ways to reduce our personal environmental footprint. Nucor approaches energy conservation in the same way. Every opportunity to reduce our footprint is a chance to become a more sustainable company.

At Nucor, the biggest opportunity to reduce energy use is through the installation of cutting-edge manufacturing equipment. But we also look for low-hanging fruit, like changing lighting in our facilities to more energy efficient LED bulbs. Larger projects include: variable speed motors that vary their workload with demand; improved insulation of gas fired furnaces; low-NO<sub>x</sub> burners in our reheat furnaces that save gas, energy and reduce pollution; solar panels where practical; more efficient melting of steel by keeping track of the combustion process in the furnace in real time; and in our rail yards, the installation of start-stop technology to eliminate idling diesel engines.

SELECTED NUCOR ENERGY EFFICIENCY PROJECTS - 2016-2017		
PROJECT	ENERGY/COSTS SAVINGS (WHERE AVAILABLE)	FACILITY
Air Stream Fan Wheels	>11,000 KWHR/day	Nucor Steel – Nebraska
LED Lighting		Nucor Steel Tuscaloosa, Inc.
LED Lighting	670,159 KWHR/year	Nucor Grating – Burlington
LED Lighting		Nucor Grating – Jackson
LED Lighting		Nucor Grating – Wetaskiwin
LED Lighting		Nucor Steel Birmingham, Inc.
Solar Carports		CBC Steel Buildings
Air Compressor Upgrade		CBC Steel Buildings
Ladle Preheaters (Reheat)	\$240,000/year	Nucor Steel Birmingham, Inc.
Air Compressor Upgrade	\$140,000/year 2,817,685 KWHR/year	Nucor Steel Birmingham, Inc.
Variable Speed Motor Drives		Nucor Steel Tuscaloosa, Inc.
Cooling Tower Motors	\$94,000/year	Nucor Steel Tuscaloosa, Inc.
Compressor System	415,819 KWHR/year	Laurel Steel
Baghouse Fan Upgrade		Nucor Steel – Nebraska





# PRESIDENT’S ENVIRONMENTAL AWARD

Nucor's President's Environmental Award (PEA) is designed to highlight Nucor facilities that achieve the highest levels of environmental excellence, while never losing sight of the fact that programs and systems constantly need to evolve and improve as new technologies and methodologies are recognized. Recipient facilities have a track record of implementing new ideas for even better performance.

Metrics measuring environmental sustainability and performance come in many different forms, each with the goal of taking care of our teammates, our environment, and our customers. Compliance, environmental management systems, energy efficiency, waste and byproduct handling are all tracked. It is important to not only measure ourselves against known acceptable standards, but also against our own standard of excellence: an above-and-beyond standard of practices and compliance within our industry. We are emphasizing proactive approaches and forward thinking.

The PEA is earned annually by those facilities that exemplify what it means to have a near-perfect regulatory presence: an active, collaborative relationship with the community, and an environmental system that tracks its performance and has the systems in place to identify and implement improvements while documenting the results.



# 2017 PRESIDENT'S ENVIRONMENTAL AWARD RECIPIENTS

## STEEL MILLS

- |                               |                            |                              |
|-------------------------------|----------------------------|------------------------------|
| Nucor Steel – Arkansas        | Nucor Steel – Hertford     | Nucor Steel Seattle, Inc.    |
| Nucor Steel – Auburn, Inc.    | Nucor Steel – Indiana      | Nucor Steel – South Carolina |
| Nucor Steel – Berkeley        | Nucor Steel Jackson, Inc.  | Nucor Steel Tuscaloosa, Inc. |
| Nucor Steel Birmingham, Inc.  | Nucor Steel Kankakee, Inc. | Nucor Steel – Utah           |
| Nucor Steel Connecticut, Inc. | Nucor Steel Marion, Inc.   | Nucor-Yamato Steel           |
| Nucor Steel Decatur, LLC      | Nucor Steel Memphis, Inc.  | Nu-Iron Unlimited            |
| Nucor Steel Gallatin, LLC     | Nucor Steel – Nebraska     |                              |

## VULCRAFT

- |                     |                            |                 |
|---------------------|----------------------------|-----------------|
| Vulcraft – Alabama  | Vulcraft of New York, Inc. | Vulcraft – Utah |
| Vulcraft – Indiana  | Vulcraft – South Carolina  |                 |
| Vulcraft – Nebraska | Vulcraft – Texas           |                 |

## NUCOR BUILDING SYSTEMS

- |                                       |   |                                  |
|---------------------------------------|---|----------------------------------|
| American Buildings Company – Alabama  | Kirby Buildings Systems                 | Nucor Building Systems Utah, LLC |
| American Buildings Company – Illinois | Nucor Building Systems – Indiana        |                                  |
| American Buildings Company – Virginia | Nucor Building Systems – South Carolina |                                  |
| CBC Steel Buildings                   | Nucor Building Systems – Texas          |                                  |

## COLD FINISH & FASTENER

- |                               |                          |
|-------------------------------|--------------------------|
| Nucor Cold Finish – Nebraska  | Laurel Steel             |
| Nucor Cold Finish – Utah      | Nucor Fastener – Indiana |
| Nucor Cold Finish – Wisconsin | Nucor-LMP, Inc.          |

## THE DAVID J. JOSEPH COMPANY

- |                                |                            |                              |
|--------------------------------|----------------------------|------------------------------|
| Advantage Metals Recycling LLC | Texas Port Recycling LLC   | Western Metals Recycling LLC |
| Metal Recycling Services       | Trademark Metals Recycling |                              |
| River Metals Recycling LLC     | U-Pull-&-Pay LLC           |                              |





# LOCAL RECYCLING CENTER HAS A RIPPLE EFFECT

## Two Nucor Divisions in Arkansas Form a Unique Partnership

One of the major challenges to recycling in rural communities is creating a cost-effective infrastructure for the collection and transport of recyclable materials. In communities like Blytheville, Arkansas, the bottles, cans, paper and cardboard are typically far from markets that can recycle these materials into new products. Household and business recyclables from Blytheville are often transported to points across the state, and even into Georgia.

Seeing an opportunity, Nucor Steel – Arkansas and Nucor-Yamato Steel partnered with Abilities Unlimited (AU), a non-profit organization dedicated to assisting individuals with disabilities. As part of the partnership, the Nucor divisions sponsored the purchase of a recycled cardboard bailer for AU’s local recycling facility, which is staffed by those who find it difficult to work in conventional employment settings. In addition to supporting valuable local jobs, the program provides a channel for Nucor and area residents to inject their recyclables into the stream of commerce, bolstering the region’s recycling program.

Nucor collects its own plant and office recyclables in receptacles provided by AU, and sends them to AU’s local sorting facility for transport and further processing. Typically, both Nucor plants recycle about 60 tons of cardboard a year through the bailer. A recycling trailer is picked up once a month by AU and taken back to their facility for sorting. The contribution by Nucor helps make it cost effective for paper and cardboard to be recycled and shipped to markets outside the area. From 2013 to 2016, Nucor’s two Arkansas plants have recycled 195 tons of cardboard, 21 tons of paper, and 71 tons of mixed plastics through Abilities Unlimited.

# A FIRST FOR SOIL REMEDIATION

## Nucor Steel – Nebraska Successfully Closes a CAMU

Nucor is a company known by many for rewriting industry norms and doing things that have never been done. We believe every good idea is worth exploring, especially when it is good for the environment.

Back in 2002, Nucor worked with the Environmental Protection Agency (EPA) to remediate impacted soils at Nucor Steel – Nebraska in Norfolk, Nebraska. The two-and-a-half-acre site was labeled a Corrected Action Management Unit (CAMU) and required a synthetic cap to protect groundwater, and constant monitoring to ensure resource protection. CAMU’s are typically managed in perpetuity. And until 2016, no one had ever “clean-closed” a CAMU.

But in 2016, a routine inspection revealed a section of the cap to be deteriorating. Knowing that the cap needed to be replaced, Nucor contacted the EPA to develop an approved path forward. But instead of proposing a repair or replacement of the cap, Nucor offered to completely remove all of the impacted soils and remediate and close the site. This had never been done before, as CAMU sites are usually too big to remediate. But Nucor saw an opportunity for good business and environmental stewardship to work hand-in-hand. Nucor was paying \$40,000 per year to monitor the CAMU. But we knew that if the site were remediated to the EPA’s standards, the project would be a win-win in the long run, even though the up-front costs were significantly more than a standard repair job.

The EPA approved the new plan, making Nucor’s Nebraska site the first attempted CAMU closure in the United States. Before it was all over, 140 rail cars of material were removed totaling 14,000 tons of material. Storm water management projects were completed around the mill to improve drainage to protect both surface and ground waters surrounding the facility, and monitoring wells were installed to show that the source of any impact had been removed.







## ALABAMA ASSISTS WITH ENDANGERED BAT PROJECT

Vulcraft's Fort Payne, Alabama division has something no other Vulcraft facility can claim – an on-site bat cave. Known as Stanley-Carden Cave, the site has long been a hibernation habitat for an endangered species of bat called the Indiana Bat. For well over 20 years, Vulcraft – Alabama has attempted to protect this bat hibernaculum with gates, minimizing human traffic as much as possible while allowing free movement for the bats.

In March 2017, bat researchers and wildlife officials from the southeast gathered at Vulcraft to radio-tag and monitor the bats from the onsite cave, as part of the Indiana Bat Spring Migration Project. This required aerial crews as well as ground support to document migration routes, including where the bats stop to roost after exiting the cave following winter hibernation, and how far they travel. Scientists also evaluated the overall health of the colony, which included counting their numbers and evaluating for disease.

Scientists determined that overall, the health of the colony was good, and found colony numbers higher than expected. They were also able to gather key information from the bats' routes, and were encouraged by how far out some traveled. In November 2017, the Alabama Bat Working Group recognized Vulcraft for its contribution and on-site assistance to this project.



## PEREGRINE FALCONS MAKE THEIR HOME AT NUCOR STEEL GALLATIN

During the mid-20th century, there was a steep decline in the North American peregrine falcon population due to the widespread use of chemical pesticides. Since the banning of these chemical agents, conservation efforts and captive release programs have largely restored the falcon population in the United States and Canada. While their natural habitat usually consists of rocky cliff faces along coastal regions and river valleys, peregrine falcons have adapted well to humans, with many now residing on tall structures in cities and industrial locations.

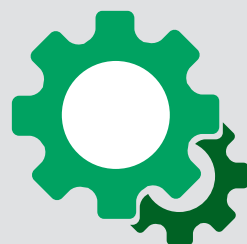
Seeing an opportunity to participate in Kentucky's conversation efforts, Nucor Steel Gallatin, LLC installed a nest box on a support structure in 2013. And in 2017, the first pair of falcons took up residence in the nest, producing three fledglings. While several other local companies have also installed nest boxes similar to Nucor's, there are only 14 known nesting pairs in the state, making peregrine falcons extremely rare in Kentucky.

Aside from aiding conservation efforts, having falcons on-site is actually beneficial to Nucor Steel Gallatin's steel operations as well. Peregrine falcons are avid hunters and are the fastest animals on earth, reaching speeds of over 200 mph during their signature dives. They prey on many smaller species of birds, most notably pigeons. Pigeons have posed a problem for the Gallatin mill in the past due to the mess they create. The presence of the falcons should dramatically reduce the pigeon population in the immediate area, thereby helping the mill maintain cleaner equipment. The peregrine falcons in this area are considered to be non-migratory, so with any luck our Gallatin teammates will be seeing these birds for years to come.





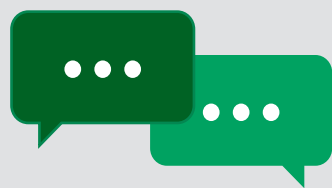
## PLAN



## DO



## CHECK



## ACT

# THE ROAD MAP TO CONTINUAL IMPROVEMENT: AN EFFECTIVE EMS

Plan. Do. Check. Act. It is this kind of dynamic process that enables Nucor to produce a top-notch Environmental Management System (EMS). At Nucor, the EMS process sets a course for planning goals, designing action plans, checking for effectiveness, detailing documentation, and reviewing the results. Nucor's EMS is anchored by processes already in place to ensure compliance with environmental regulations and environmental training. Yet it remains innovative through our commitment to continual improvement and our goal of going above and beyond compliance.

There are two distinct aspects to running a successful environmental program: staying compliant with the required federal, state, and local regulations; and fostering continual improvement in the way the business interacts with the environment. A robust EMS like Nucor's tracks the desired progress and provides a path for innovation, empowering leaders to find new and creative ways to steward the process.

Nucor's EMS also serves as a guide for how the company builds upon its environmental record and plans future capital improvements. As a result, the EMS process ensures more than just compliance with regulations. It identifies ways Nucor can lower emissions, save energy, reduce pollution-prevention equipment downtime, and conduct environmental training more efficiently.

A key strength of our EMS is that it both outlines and requires a method for identifying environmental or regulatory challenges and developing action plans to address them. For example, many of our mills have used this framework to develop innovative ways to recycle different waste streams within the steelmaking process, often engaging new technologies in order to have a real, positive impact on the environment. Once a plan like this has been executed, our team reviews its effectiveness and adjusts the process as needed. Then the process starts over again.

All of Nucor's existing steel mills have an EMS that has been independently certified to ISO 14001:2004 or ISO 14001:2015 standards, and newly acquired mills are on schedule to get EMS programs in place. An EMS program pushes Nucor to new levels, setting the standard for the industry.

## ISO 14001:2004 OR ISO 14001:2015 CERTIFICATIONS

American Buildings Company – Atlantic  
American Buildings Company – Midwest  
American Buildings Company – South  
American Buildings Company – West  
CBC Steel Buildings  
General Recycling, LLC  
Gulf States Manufacturers  
Kirby Building Systems  
Laurel Steel  
Nucor Building Systems – Indiana  
Nucor Building Systems – South Carolina  
Nucor Building Systems – Texas  
Nucor Building Systems Utah, LLC  
Nucor Castrip Arkansas, LLC  
Nucor Cold Finish – Nebraska  
Nucor Cold Finish – South Carolina  
Nucor Cold Finish – Utah

Nucor Cold Finish Wisconsin, Inc.  
Nucor Fastener  
Nucor-LMP, Inc.  
Nucor Steel – Arkansas  
Nucor Steel – Auburn, Inc.  
Nucor Steel – Berkeley  
Nucor Steel Birmingham, Inc.  
Nucor Steel Connecticut, Inc.  
Nucor Steel Decatur, LLC  
Nucor Steel Gallatin, LLC  
Nucor Steel – Hertford  
Nucor Steel – Indiana  
Nucor Steel Jackson, Inc.  
Nucor Steel Kankakee, Inc.  
Nucor Steel Kingman, LLC  
Nucor Steel Marion, Inc.  
Nucor Steel Memphis, Inc.

Nucor Steel – Nebraska  
Nucor Steel Seattle, Inc.  
Nucor Steel – South Carolina  
Nucor Steel – Texas  
Nucor Steel Tuscaloosa, Inc.  
Nucor Steel – Utah  
Nucor Wire Products – Utah  
Nucor-Yamato Steel  
Verco Decking, Inc.  
Vulcraft – Alabama  
Vulcraft – Indiana  
Vulcraft – Nebraska  
Vulcraft of New York, Inc.  
Vulcraft – South Carolina  
Vulcraft – Texas  
Vulcraft – Utah

“Why I care? I live in this community and it affects my family, my neighbors and myself. Nucor cares because they are good corporate citizens.”

**Mike Reed**  
Environmental Lead, Nucor Steel Marion, Inc.







# NUCOR STEEL SEATTLE & SOUND TRANSIT

## Nucor Makes Mass Transit More Sustainable

According to Seattle-area residents, mass transit’s time has come. And for more than two decades, Sound Transit (ST) has been building what will one day be more than 100 miles of commuter railway connecting the neighborhoods of one of America’s fastest-growing cities. Known locally as ST1, ST2, and ST3, Seattle’s long-term transit plan was approved by voters on three separate occasions, stemming from a desire to connect people in a West Coast region traditionally dependent on automobiles.

Executing on such a massive infrastructure plan is no small task, requiring tons of steel and concrete to complete. Building something of this magnitude by sourcing the construction materials locally ensures the project has one of the lowest carbon footprints for its building materials of any recent mass transit project in the United States. And this is precisely where Nucor Steel Seattle, Inc. provides incredible value to Sound Transit.

Nucor’s Seattle plant is situated in the heart of the city, about 3.5 miles from the downtown core. The mill uses 98 percent less water than the global average for steel manufacturing by using recycled process water and storm water runoff in its manufacturing process. By doing so, the mill saves five billion gallons of Seattle drinking water

annually. Furthermore, the mill effectively uses 74 percent less energy than the average steel mill, leaving more power for other industries and residential customers and reducing the need to create new power plants. A recent installation of a variable speed motor on a melt shop fan saves enough energy to power 160 electric cars in Seattle for a year. Washington state drivers are the third-largest buyer of electric cars in the United States.

Nucor Steel Seattle isn’t just environmentally efficient, it’s local. And sourcing local steel for local projects reduces the carbon footprint related to transport and delivery of materials, with a savings ranging between 700 pounds and 2,700 pounds of carbon per truckload. Furthermore, Nucor Steel Seattle is powered by zero-carbon hydropower, giving its products one of the lowest carbon footprints available.

Since the project began, ST1, which is nearly complete, has utilized about 60,000 tons of Nucor steel. ST2 is currently in process and is utilizing rebar fabricated through Nucor’s Harris Rebar, which is also located in the Puget Sound Region. ST3 has been approved by voters and the initial planning is under way. When the plan is complete, Sound Transit’s commuter system will represent one of the most environmentally friendly infrastructure projects in our nation’s history.

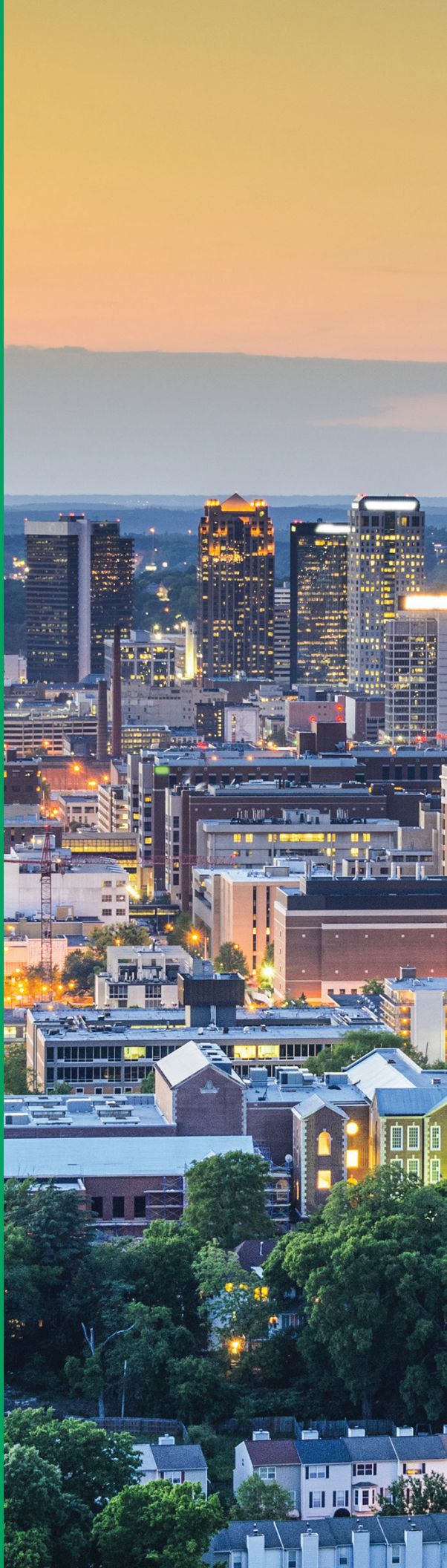
# NUCOR STEEL BIRMINGHAM PARTNERS WITH THE COMMUNITY ON ENVIRONMENTAL PROJECTS

Nucor Steel Birmingham, Inc., our bar mill in Birmingham, Alabama, has been an active participant in promoting environmental values in the local community. Recently the facility partnered with The Southern Environmental Center and Birmingham Southern University to produce a video on Alabama’s role in recycling. The movie, shown in an IMAX-like setting, gives visitors to the Center a birds-eye view of the process of making rebar from recycled steel. The film production was one of the inaugural presentations for the refurbished theater in the Center’s transition from a planetarium.

The video highlights the city of Birmingham’s contribution to the recycling world and its importance as a major recycling center in the United States. Birmingham recycles 80,000 cars a year into rebar, and the city is home to crushers that can process 150 scrapped cars an hour. Twenty thousand cars alone were recycled into rebar for the recent Birmingham interstate replacement project.

In another community-oriented project, Nucor Birmingham participated in the Village Creek strategic planning process. Village Creek runs through Birmingham and, as in many urban environments, the creek has suffered the neglect that coincides with development, growing populations and other pressing needs that can plague cities in the United States. To reverse this trend, in 2013 the city put together a group of environmental stakeholders and business leaders to develop the Village Creek Watershed Improvement Strategy Plan, with the goal to improve water quality and reduce storm water flooding.

Nucor Steel Birmingham played an important role in the strategic planning process. Village Creek runs right by the plant, so by improving the quality of the creek, the facility directly impacts the surrounding neighborhood. The resulting report was published in August 2017 and states that the plan, which covers 63,500 acres, will reduce peak storm flows in the creek by 29 percent and reduce pollutant loads by 51 percent. Nucor’s local environmental department provided important environmental and engineering expertise for designing the recommended course of action. The plan implementation is a partnership between municipal agencies, private interests and environmental groups with everyone working together for the good of the community.







# NU-IRON’S POLISHER IS A WIN-WIN FOR ENVIRONMENT AND BUSINESS

Nucor teammates are known for their willingness to think outside the box and take action to improve our process and product.

Nucor supplies its own Direct Reduced Iron (DRI) to our steelmaking facilities. This gives us the capability of making changes to our raw materials at their source, reducing our costs and enabling us to optimize the environmental benefits of our products.

In 2017, our teammates at Nu-Iron Unlimited in Trinidad saw an opportunity to reduce the dust from our process. The idea not only made environmental sense, but it also made economic sense. To capitalize on the idea, the facility installed a polisher to tumble the plant’s DRI product in order to remove extra dust that would otherwise be shaken off during transport or at downstream facilities. Once shaken, the dust is recaptured and formed into briquettes for subsequent use as DRI.

As a result of the upgraded process, our Nu-Iron facility is able to minimize its environmental impact while increasing the yield and efficiency of its operations.

# MAKING GREEN CONSTRUCTION GREENER

“Green construction” has become a catch phrase in the last few years, and a selling point to building owners and tenants who are looking to increase the sustainability of all their operations, including their buildings.

When we think of a green building, we think of things like efficient heating and cooling, solar panels and motion-controlled lighting. But what about the environmental footprint of the structure itself? No amount of energy efficient technologies can compensate for a building that was sourced from unsustainable materials. Nucor’s recycled steel is the perfect solution for those looking to make their building “green,” all the way down to the foundation.

Nucor is North America’s largest recycler, using approximately 18.8 million tons of scrap steel in 2017 alone. Nucor tracks the origin of scrap shipments to our mills, and can approximate the amount of scrap recovered from any project site region. This gives Nucor an advantage when it comes to participating in green design and construction, which focuses on optimizing the balance between high-quality construction and low environmental impact.

During construction, building code officials are often charged with verifying the compliance of a new building with jurisdictional requirements or rating systems such as Leadership in Energy and Environmental Design (LEED). All of Nucor’s structural steel is produced using recycled steel as its primary feedstock, resulting in the highest recycled content of any construction material available. Because Nucor’s steel is produced to precise tolerances and consistent strength levels, we are able to provide builders and contractors with precise recycled content figures for both pre- and post-consumer material making up the scrap stream of our structural steel. Further, Nucor has a designated LEED representative\* at many of its facilities.

We recently had the opportunity to produce steel for the Comcast Technology Center, a remarkable green building rising more than 1,100 feet over the heart of Philadelphia. From late 2014 through 2015, Nucor produced structural steel, plate, deck fasteners and miscellaneous angles for the tower’s construction. In November 2017, the tower was finished, officially topping out at 1,146 feet, 11 ¾ inches. The building earned LEED Gold status from the US Green Building Council, and is one of the tallest LEED-certified buildings in the country.

Nucor is uniquely situated not just for the structural materials we can provide, but for the geographic reach of the company. Because Nucor operates steel and steel products manufacturing facilities throughout the United States, we can often source a project from within 500 miles of any site in the country.

Nucor makes a promise to be environmentally conscious to the communities where our mills are located. That environmental consciousness permeates our company, our products and the way we do business.

**\*Nucor LEED representative contact information can be found online at: [http://nucor.com/media/Nucor\\_LEED\\_CONTACTS.pdf](http://nucor.com/media/Nucor_LEED_CONTACTS.pdf)**







## SHEDDING NEW LIGHT ON AUTOMOTIVE STEELS

In 1975, Congress established the Corporate Average Fuel Economy (CAFE) standards for U.S. vehicles in order to reduce fuel consumption and related air emissions. In order to comply, automakers have had to find ways to reduce the fuel consumption of their vehicles, often through reducing their overall mass. But one shortcoming of CAFE standards is that they only measure environmental impact terms of the driving cycle, or use phase, of the vehicle. The regulations fail to account for emissions during the entire life cycle of a vehicle, including its manufacturing phase.

In November 2017, the Steel Recycling Institute (SRI) published a peer-reviewed report entitled Life Cycle Greenhouse Gas Emissions and Energy Study of Automotive Lightweighting. The report was designed to evaluate the life cycle air emissions and energy consumption of vehicles based on the material they were made of. Automobiles have historically been built with steel. But in recent years, automakers have substituted traditional steels with both aluminum and advanced high strength steel (AHSS), in what is known as “lightweighting,” in order to meet CAFE standards.

Until the publishing of SRI’s report, the general assumption has been that all lightweighting materials provide equivalent performance and environmental benefits with regard to the CAFE standards. But by accounting for the entire life cycle of the materials, the report clearly demonstrated that – due to the high emissions of aluminum during the manufacturing phase – lightweighting with AHSS results in less total life cycle greenhouse gas emissions than with aluminum. Energy consumption results similarly pointed to the benefits of lightweighting using AHSS.

As a leading North American supplier of AHSS, Nucor is proud to be driving the future of automotive sustainability.

**For more information visit [www.steelsustainability.org/automotive](http://www.steelsustainability.org/automotive)**



## INCREASED NUCOR STEEL PRODUCTION: WHY IT’S A WIN FOR THE ENVIRONMENT

Since opening our first mini mill in 1969, Nucor has experienced significant growth. Today, we are North America’s largest producer of steel and steel products, with more than 200 facilities across the continent. We are also North America’s largest recycler and have a decades-long track record of environmental leadership in our industry. And inevitably, as we’ve grown, so has our environmental footprint.

While our environmental footprint has increased, the growth in steel production is actually a net gain for the global environment. Nucor’s steel facilities are remarkably efficient compared to global averages for steel. Consider that since we began our practice of sustainability reporting in 2009, our capacity has increased from approximately 26 million tons to approximately 29 million tons per year. Yet during this same time period, Nucor’s energy intensity has decreased from 4.74 MBTU per ton to 4.17 MBTU per ton, less than one fourth the global average of 19.3 MBTU per ton. And Nucor’s direct GHG emissions are 0.88 tons of CO<sub>2</sub> per ton of steel, less than half the global average of 1.9 tons of CO<sub>2</sub> per ton of steel. In other words, Nucor’s growth and efficiency contributes to a net global reduction in energy consumption and GHG emissions for the same amount of steel produced.

Furthermore, Nucor’s strategic locations and focus on maximizing production capacities at our mills reduces our overall environmental

impact. Our coast-to-coast network of scrap suppliers, steel mills and fabrication facilities means that our raw materials and finished products have less distance to travel, with less environmental impact from the burning of transportation fuels. And by maximizing production at our mills, we take advantage of economies of scale, producing steel more efficiently and with less environmental impact per ton.

Nucor is also committed to finding other ways to ensure its process is environmentally friendly. Since 2007, Nucor’s percentage of EAF dust recycled has increased from 59 percent to 98 percent. And since 2013, 100 percent of our process water has been recycled multiple times, resulting in a water consumption rate 98 percent less than the average steel mill. Numerous Nucor facilities have installed solar panels to power everything from gyms, to irrigation systems, to entire manufacturing facilities. Our bar mill in Jewett, Texas, is even a registered tree farm.

As Nucor continues to grow, we look forward to continuing our track record of environmental leadership, and contributing to a stronger, greener future.





# COMMUNITY RELATIONS

“We have worked very hard to dig in and be good neighbors where we work and where we live. Because of that, we really have strengthened the community.”

**Aleatra Heyward**  
Human Resources Administrator, Nucor Steel – Berkeley

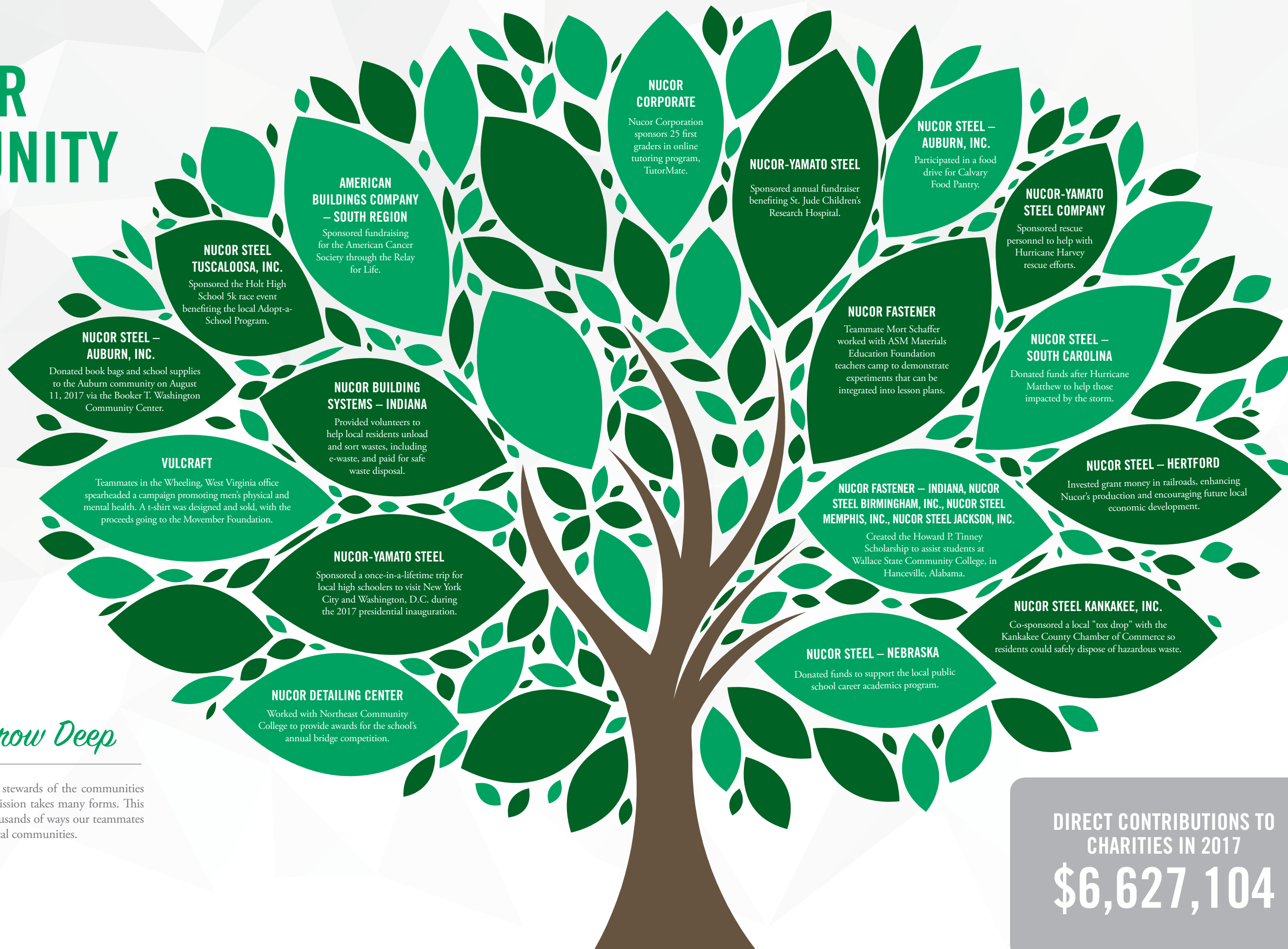
– IT’S OUR –  
PRIDE



# IT'S OUR COMMUNITY

## Our Roots Grow Deep

Part of Nucor's mission is to be stewards of the communities where we live and work. That mission takes many forms. This is a collection of a few of the thousands of ways our teammates give back to and connect with local communities.



DIRECT CONTRIBUTIONS TO CHARITIES IN 2017  
**\$6,627,104**





## ABC SOUTH HELPS LOUISIANA FLOOD VICTIMS

Nucor teammates are leaders in their communities. When disaster strikes, Nucor teammates can be found generously using their skills and resources to serve their neighbors.

From August 12-18, 2016, parts of Louisiana experienced disastrous flooding. “The Great Flood,” as it became known locally, was caused by a weather system similar to an inland tropical depression, resulting in tremendous downpours.

This catastrophe damaged over 60,000 homes and thousands of businesses, hospitals, churches, government buildings, and other facilities. Thousands of vehicles were lost, along with countless other possessions, and many residents were out of work while businesses were rebuilt.

Amidst this chaos, American Buildings Company – South teammates came together and gave what they could. Many teammates individually donated money to relief organizations, or donated building supply store gift cards or building supplies.

Chris Tinen, a teammate with national accounts at the time of the flood, drove a pallet of water from Dallas, Texas to Baton Rouge,

Louisiana, which took him about nine hours. Chris had another pallet on reserve as well, since every supermarket was empty. He said, “It’s no trouble at all, I am happy to help.”

The ABC South division also donated more than 30,000 square feet of wall and soffit panel, along with fasteners and tape mastic. The items were distributed from the driveway of, and using the forklift of, one of ABC South’s customers. Matt Davidson, the district manager for south Louisiana, oversaw the distribution of materials. He made sure the recipients’ intended use matched with the intended use of the materials, which was for exterior or interior sheeting of buildings. One recipient of the building materials was one of ABC’s builders who had flooding at his office, his home, his camp, and his daughter’s home. They lost personal and work vehicles and countless materials and tools from the flooding. He was very grateful, as were the rest of the people who received materials.

Nucor is proud of its teammates and their dedication to the communities that they call home.

## ALL IN THE FAMILY: VULCRAFT

Back in the 1960s, Nucor first entered the steel industry through the acquisition of Vulcraft – a single steel joist manufacturer in Florence, South Carolina. More than 50 years later, Vulcraft is still a vibrant part of the Nucor family, sharing the same mission, culture and values. So like their steel mill cousins, Vulcraft divisions are highly engaged in the communities where their teammates live and work. Located mostly in smaller towns and cities, Vulcraft facilities are committed to being good neighbors.

### VULCRAFT OF NEW YORK, INC.

Vulcraft of New York is a big part of the small town of Chemung, New York, a community of 2,500 people. Being situated in a small town means that Vulcraft teammates have a close relationship with their neighbors and are involved with local civic, cultural and non-profit organizations. The list of community projects includes installing swings along the local river walk, stuffing backpacks with school supplies for local elementary school children, and rebuilding area ball field dugouts. During the holiday season, teammates conduct an annual food drive where they fill a holiday sleigh with donated items for the local food bank to distribute, collect donations for men’s health initiatives during the national “Movember” campaign, and sponsor an “Angel Tree,” for which team members join the community in collecting gifts for needy children.

Vulcraft of New York has also had the privilege of partnering with Warrior Salute in support of our nation’s veterans through sponsorship of the Nucor House. Since opening in 2012, this 14-bed facility has provided aid to veterans as they work to get back on their feet and regain their lives after military service.

### VULCRAFT – NEBRASKA

Vulcraft Nebraska sits across the way from its big brother, Nucor – Nebraska, in Norfolk. In a joint project, the two divisions teamed up to assist with “Clean The Fork,” an annual effort to pick up litter throughout the Norfolk area. In addition to joining the effort, the facility donated work gloves and safety gear for other volunteers to use. Another joint project involved raising over \$100,000 for the Cancer Center at Faith Regional Health Services through the Nucor Charity Golf Tournament.

### VULCRAFT – TEXAS

Located in Grapeland, Texas, Vulcraft Texas is all about small town values and finding ways to bring friends and neighbors together. Accordingly, the Vulcraft Texas team is a leading supporter of the Palestine Community Theater group that performs in the historic Texas Theatre in nearby Palestine – built in 1930 with Spanish Colonial architecture.







## A LEVEL PLAYING FIELD

Nucor teammates believe community resources are for everyone in the community. To that end, Nucor Steel Tuscaloosa, Inc. was the main contributor to the construction of the Nucor United Community Park, a neighborhood playground designed to be fully accessible to children with disabilities. The playground was built so that children with and without disabilities could play in the same area at the same time, and was designed to include wheelchair-accessible picnic tables and swings, and play equipment with extra handlebars and cushioned grounds. The park was a coordinated effort with Nucor, United Cerebral Palsy (UCP) of West Alabama, and the rest of the Tuscaloosa community. Since its installation, Nucor teammates have helped maintain the site.

When it was recently learned that the park's centerpiece had been vandalized, Nucor Steel Tuscaloosa's engineering department jumped into action and designed a new centerpiece. The new design consisted of a butterfly fountain with a water wheel that flapped the sculpture's wings. The new structure is currently on display in the park for the whole community to enjoy.

## RUNNING TOGETHER

### Nucor Divisions Support Relay for Life

Relay For Life is the signature fundraiser for the American Cancer Society. During Relay for Life events, team members take turns walking around a track for a designated number of hours, in remembrance of loved ones lost to cancer and in honor of survivors of all cancers. Relay for Life is staffed and coordinated by volunteers in more than 5,200 communities and 27 countries, and many Nucor divisions provide enthusiastic teams to raise money in their respective communities.

## NUCOR STEEL—INDIANA

In 2017, the Nucor Steel Indiana Relay for Life Team raised over \$53,000. Led by Maintenance Supervisor Ron Barnett, the team had about 30 members from all over the plant. Barnett explains that Nucor Steel Indiana supports the American Cancer Society because, "We all know someone affected by cancer."

Two of the more notable fundraisers in 2017 were a vacation raffle and a golf outing. The vacation raffle raised approximately \$3,000, with a prize of a condominium stay and \$1,000 cash. The golf outing was held on May 20, 2017 and raised approximately \$50,000. About 130 people participated. Prizes for the winners of the golf scramble included baseball tickets, coolers, restaurant certificates, gift cards, hotel stays and golf-related items.

## AMERICAN BUILDINGS COMPANY—SOUTH

The American Buildings Company (ABC) South Relay for Life Team raised over \$7,500 in late 2016. Six teammates were nominated and asked to compete and represent ABC South as the division's "Men in Pink" for the month of October 2016. Throughout the month-long competition, the teammates held auctions for items like lunch with a manager, turkey fryers, Yeti coolers, homemade cookies, and other great prizes to raise money. The fundraising started the ABC Relay for Life Team's effort, in anticipation of the Relay for Life event on April 29, 2017.

Other Nucor locations including Nucor Steel Decatur, LLC in Decatur, Alabama, also have Relay for Life teams. Money raised for the American Cancer Society is used for research, direct patient services, and other outreach in the battle against cancer in the surrounding communities and farther afield.





## TOMORROW STARTS TODAY

### How Nucor Steel Memphis is Investing in Local High School Students

Like the broader Nucor family, the Nucor Steel Memphis, Inc. team believes that investing in today's youth is the key to building a successful tomorrow. And in similar fashion, the Memphis team is a strong supporter of local schools and has established numerous special programs supporting the youth of low-income households in the facility's ZIP code.

One such initiative was launched in 2012 when the Memphis team "adopted" nearby Mitchell High School through a local high school adoption program. Since that time, the Memphis teammates have been actively involved with the school's students through tutoring, mentoring, and classroom proctoring. Volunteers from the mill have even chaperoned the school's prom. The team also sponsors a back-to-school event every fall. In addition to providing much-needed school supplies, the event provides free health and dental screenings to address health care needs that can, if unattended, get in the way of student learning and attendance.

But the Memphis team's vision goes beyond the students' high school years. Mitchell High, along with its entire school district, is constantly burdened by a lack of resources. As a result, creating opportunities for graduating seniors is very challenging. To answer this challenge, the program began hosting a professional development week, creating a pathway for students to pursue careers in science, technology, engineering, math, and robotics, as well as industrial careers with companies like Nucor.

The High School Adoption program has proven so successful that it has expanded to the three other local district high schools and a middle school. In addition, local colleges have gotten involved in order to provide higher-level learning opportunities. To support the local colleges' engagement, Nucor Steel Memphis provides co-op positions for students, some of whom have gone on to permanent employment at Nucor.

As an enhancement to the program, Nucor Steel Memphis has partnered with the community-focused Memphis Grizzlies Foundation, run by the local professional basketball franchise. The partnership has expanded the original adoption program by providing Nucor teammates with additional training and networking opportunities, and by providing access to additional programs and partnerships. These include a partnership with a local grocery store to provide needy families with holiday turkeys and hams, a Coats-for-Kids program, a partnership with a local daycare to provide services for working families, and opportunities for individual Nucor teammates to provide wish list needs for local households.

Nucor Steel Memphis, along with the greater Nucor family, is grateful for the opportunity to help build a stronger tomorrow by meeting the needs of our communities today.

## TEAMING UP FOR CHARITY

### The Nucor Charity Golf Classic for Children's Hospital of Alabama

For more than a decade, several of Nucor's Alabama divisions – Nucor Steel Birmingham, Inc., Nucor Steel Decatur, LLC, Nucor Steel Tuscaloosa, Inc., American Building Company – South and Vulcraft – Alabama – have come together to host the Nucor Charity Golf Classic for Children's Hospital of Alabama. The 105-year-old hospital is the only medical center in the state dedicated solely to the care and treatment of children and serves as the primary site for University of Alabama at Birmingham pediatric care. The 2017 tournament was held in October at Oxmoor Valley, a 54-hole club in Birmingham that is part of the Robert Trent Jones Golf Trail. The event raised more than \$325,000 with approximately 270 golfers participating, including Nucor teammates, customers and vendors.

The idea for the tournament was born when James Huff, melt shop manager at Nucor Birmingham, began speaking with teammates from other Alabama divisions. Huff explained: "Franky Griggs – former Vice President and General Manager of Nucor Birmingham – gave me the idea to start the process." Nucor general managers had wanted to collaborate on a charitable project, and fully supported the concept. More than a decade later, these divisions still hold friendly competitions over who can raise the most money, and the effort utilizes a team of about 20 Nucor teammates. "The GMs have been very enthusiastic," Huff said. "Without their support, this never could have happened."

Since the first tournament, the annual charity drive has raised nearly \$3 million for Children's Hospital of Alabama. "We just finished our 11th year with Nucor, and their partnership is very, very important," said Mindy Wald, Community Development Coordinator at Children's of

Alabama. "This has become one of our biggest fundraising events of the year. Nucor has a great committee that involves each of the different plants in Alabama, which connects people from all over the state."

In light of the golf tournament's success, Nucor has begun pairing the event with an annual Charity Auction. A few years ago, Nucor started partnering with the University of Alabama Department of Art and Art History to auction off sculptures made by members from the department, often using our steel as the medium. "For several years, we've partnered with the University of Alabama, whose students [and others affiliated with the Art Department] provide the sculptures and those are the live auction items," Wald said. "The Nucor steel is what they sculpt in, and students present to the guests and auction them off."

In 2016, sculptures at a Nucor Charity Auction benefiting the Children's Hospital of Alabama broke a three-year auction record, raising \$78,000 from works created by an undergraduate art major, an alumnus staff member of the Department of Art and Art History, and a professor. The high bid of \$25,000 went to a steel version of "Simon the Lion," the Children's of Alabama mascot. "We can't do a lot without Nucor and companies like them," Wald said. "They not only support our hospital with the event money, they support different departments that provide kids with different services."

“THIS HAS BECOME ONE OF  
OUR BIGGEST FUNDRAISING  
EVENTS OF THE YEAR.”





## MY BROTHER'S KEEPER

In a collaboration with the Space and Naval Warfare Systems Command (SPAWAR) of the United States Navy, Nucor Steel – Berkeley along with other industry leaders sponsored a “My Brother’s Keeper” camp at Charleston Southern University. Nearly 100 7th, 8th and 9th grade boys attended the two-day camp for an indispensable educational opportunity, engaging with content that is not typically part of mainstream classrooms.

The camp offered a wide array of subjects for the boys ranging from science lessons to discussions about nutritional diets and healthy lifestyles. The camp also taught day-to-day etiquette, such as how to tie a tie – something many of the boys agreed they needed to learn. One of the most important parts of the program was mental training during which the trainers taught boys about their mental skills and how to trust them.

“The purpose of the program is to help them to understand and believe that they can do anything, no matter where they come from,” said Shanda Johnson, the outreach director at SPAWAR, noting that all the boys belonged to communities where these skills are not often available.

Nucor Steel – Berkeley embraces the opportunity to be a part of a program that aimed to help young individuals and make a difference in their future.



## STEM CAMP FOR GIRLS

In collaboration with SPAWAR and local industry, Nucor Steel – Berkeley sponsored a summer camp for girls in the Charleston, South Carolina area. Now in its 5th year, the free camp was attended by 100 girls and was created to encourage girls toward science, technology, engineering and math (STEM) education.

The two-day camp provided opportunities for girls to learn how to become engineers. Women representing Nucor actively engaged the girls, inspiring them to become engineers by talking about their personal experiences.

“Our goal is to encourage and empower young ladies to consider pursuing college degrees and careers in a STEM field,” explained Berkeley teammate Aleatra Heyward. “The all-girls STEM camp provides campers with an opportunity to explore and discover new subjects and fields. We emphasize no matter what path they choose in life, girls can do anything!”

One of the students, participating in the camp for the second time in two years, noted that the camp had changed her mind about the engineering jobs she has the potential to do.

Nucor is proud to be sponsoring these camps to help young girls realize their potential and identify their talents.



## POSTER CHILD

### Passing Nucor Values On to Future Generations

In 2017, the teammates at American Buildings Company (ABC) – South created a Safety, Environmental, and Wellness Poster contest in order to pass Nucor values on to future generations. Thirty-three children from ABC teammates’ families, ranging from pre-k to 8th grade, submitted their own designs. “We wanted to create conversations in the homes of our team members about the importance of safety, taking care of our environment and taking care of our health,” said Destin Norris, Environmental Coordinator at ABC.

In the kindergarten and younger category, one poster proclaimed, “Always be careful...wear your personal protective equipment!” with photographs of a child wearing a helmet while riding a bicycle, wearing a hard hat and gloves while using tools, and wearing a life jacket before getting into a swimming pool. Another poster declared, “I work safely so I can continue to walk with you!” and showed adult-size and child-size footprints painted side-by-side.

In the older children’s categories, posters explained driving safety rules such as “Wear your seatbelt!” and “Don’t text and drive!” Other posters contained facts on recycling, guidelines for electrical, fire and chemical safety, as well as advice on avoiding slips, trips and falls. The children were very thoughtful and creative, and demonstrated the lessons being learned within Nucor teammate families.

Twelve participants were recognized in each category, while the winners of first, second, and third place received \$30, \$20, and \$10 gift cards respectively.



## TURKEY TIME!

For the past 12 years, teammates with Nucor Steel Hertford have cooked Thanksgiving turkeys for elderly members of the community.

The annual tradition began when the division had leftover turkeys after a Thanksgiving event at the mill. The mill offered the leftover turkeys to the Hertford County Department of the Aging. At that time, the Department was appreciative, but declined because of the potential for injuries if the elderly tried to cook large, frozen birds. The Nucor teammates cooked the turkeys themselves and distributed for the elderly to enjoy on Thanksgiving.

Environmental Manager Terry Hairston said that Nucor Steel Hertford teammates now look forward to the Tuesday before Thanksgiving every year. They fry enough turkeys to provide a half turkey each to 40 elderly families in the area. The Hertford County Department of the Aging picks the turkeys up in the afternoon and delivers them to elderly throughout the community.







## UTAH DIVISIONS PREPARE SPECIAL TRIP FOR VETERANS

All American war veterans deserve to visit our nation’s war memorials in Washington, D.C. That is the thinking behind Honor Flight, a non-profit organization with a mission to transport America’s veterans to our nation’s capital to visit their memorials and find closure. Nucor’s continued focus on supporting veterans – from charities to our hiring practices – makes Honor Flight a perfect fit for our teammates’ dedication to giving back to those who have served.

In September 2017, 108 U.S. veterans took a momentous trip to Washington, D.C., thanks to the joint efforts of teammates from Nucor Steel – Utah, Vulcraft – Utah, Nucor Building Systems Utah, LLC, Nucor Cold Finish – Utah, Nucor Wire Products – Utah, and Rivers Metals Recycling LLC. It is estimated that 640 World War II veterans die each day. The Nucor sponsored Honor Flight allowed for 16 World War II veterans, 20 Korean War veterans, 14 Vietnam War veterans, and one tri-war veteran to visit their memorials. Of the 50 veterans, 33 are Nucor relatives and two are retired Nucor Steel Utah teammates.

The project was initially proposed to the management team at Nucor Steel – Utah in March 2017. The managers liked the idea so much they wanted to give all Utah teammates an opportunity to get involved. Each Utah division donated \$5,000 to the cause, and teammates raised an additional \$22,000 to cover remaining travel expenses by selling Red Friday shirts to represent the support of veterans, working concessions at a local concert, putting on an ATV Poker ride, and raffling off items donated by the local community and vendors.

The Utah team organized a full weekend of festivities for the veterans. Everywhere they went, the Honor Flight veterans were greeted, thanked and cheered. The cheers began even before they departed when volunteers from the Patriot Guard lined the entrance to Salt Lake City International Airport with American flags. Patrons throughout the airport stopped to cheer and thank them for their service. The flight attendants decorated the plane and welcomed the group with open arms and smiles. Upon arrival, the fire department in Baltimore performed a spray over to welcome them.

A touching highlight from the weekend was a special wreath-laying ceremony at the Tomb of the Unknown Soldier at Arlington National Cemetery. The Utah veterans were also given a hero’s banquet Friday evening, where each was honored for their service and presented with a medal.

At the end of two long and emotional days of touring, our veterans received a hero’s welcome upon their return to Utah. Once again, they were greeted and escorted by the Patriot Guard and, as the highway patrol provided escort, the local fire departments saluted from overpasses on the highway. As they passed Vulcraft Utah, one veteran said, “There’s Nucor!” and the bus erupted in cheers. The streets were lined with flags and people holding signs. One veteran said, “Holy Toledo, the whole town came out!” Finally, upon arrival back at the fairgrounds where the trip began, the veterans were presented with a parting gift of a flag and book from their community, receiving the welcome home they so greatly deserved.



## PULLING TOGETHER

Latitude 35 Takes the Nucor Way to New Extremes

What do rowing across the Atlantic Ocean and making steel have in common? As it turns out, quite a lot. Nucor’s culture seeks to empower teammates to take on and overcome great challenges, while working safe. So when Nucor was presented with the opportunity to sponsor the Latitude 35 racing team, we saw an opportunity to connect with our teammates in a unique way.

In 2015, the four-man Latitude 35 rowing team was busy preparing for the 2016 Atlantic Challenge, a unique competition known as “The World’s Toughest Row.” It is one of the most difficult and dangerous races in the world: a 3,000-mile race across the Atlantic Ocean completed with no sail, motor or outside assistance.

Nucor’s support of Latitude 35 was special for a number of reasons. From the outset, our team and theirs shared similar values like teamwork, work ethic, optimism and can-do attitude – the values that define our guiding principles: The Nucor Way. The Latitude 35 team embraced The Nucor Way as a source of inspiration both before and during the race, even posting “The Nucor Way” on the inside of their boat’s cabin. During the race, the team sent periodic updates

and photos from their satellite phone, communicating to the Nucor team what it took to endure such a tremendous physical and mental challenge. In addition, Latitude 35 related back the important focus on safety they took, and how they approached a dangerous activity in the safest way possible.

Even more importantly, we sought to use our sponsorship of Latitude 35 as a way of supporting our nation’s wounded veterans, who courageously face challenges every day, through one of Nucor’s most beloved charities, Warrior Salute. During the race, we raised money for Warrior Salute by selling special “Pulling Together” gear and apparel through a special website launched in support of Latitude 35 and Warrior Salute.

Latitude 35 encountered incredible challenges during the race – rough seas, illness and of course physical and mental exhaustion. But on January 19, 2017, Latitude 35 teammates Jason Caldwell, Mathew Brow, Angus Collins and Alex Simpson arrived in Antigua in a total time of 35 days, 14 hours, and 3 minutes, breaking the world record as the fastest row boat to cross the Atlantic Ocean from East to West.





## CUSTOMER RELATIONS

“We understand the customer takes care of us, so it’s our number one priority to take care of our customers.”

**Reddy Vantari**  
Quality Metallurgist, Nucor Steel – Texas

– IT’S OUR –  
WORK ETHIC







# COMMERCIAL EXCELLENCE: OUR VISION FOR LONG-TERM SUSTAINABILITY

In a marketplace where corporate mission statements abound, Nucor’s mission is quite simple: to take care of our customers. But what does that look like in the real world? At Nucor, our vision for executing our mission is something we call Commercial Excellence.

Commercial Excellence is about more than making the highest-quality steel and steel products, it is about industry-leading customer service. It is about building enduring relationships with the right customers in the right markets. And it is about helping our customers become an extension of our family by building trust and loyalty, and by making it easy for them to do business with us.

The pursuit of this vision represents who we are as a company. This chapter contains examples of how this is a daily objective for every Nucor teammate as we pursue long-term, sustainable results.



## 1NUCOR

### Leveraging Our Strength for Our Construction Customers

For many companies, bigger is considered better. But at Nucor, we believe bigger is only better when it benefits our customers. So as Nucor has grown from a single joist fabricator to North America’s largest steelmaker, we’ve worked hard to stay innovative when it comes to taking care of our customers. That’s why we reimagined our project management approach. The result was 1Nucor.

Many of Nucor’s customers purchase steel from multiple Nucor divisions. In the past, these customers worked with each facility to get the steel products they needed. But our teammates wanted to streamline the process for customers needing a large volume of multiple Nucor products. With the creation of 1Nucor, our customers now have a seamless experience through a dedicated team representing the full breadth of our product ranges and divisions.

1Nucor teams work together with our customers on large projects to optimize the sales and delivery process and ensure our customers get all the products they need on time, every time. 1Nucor teams target projects on which to collaborate based on certain parameters. For conventional construction, the focus is on buildings 30 stories or more utilizing at least 5,000 tons of beams. For pre-engineered buildings, the focus is projects of 300,000 square feet or larger. When a construction project that may fit the criteria is identified by a Nucor teammate, the 1Nucor team is notified.

The 1Nucor team consists of representatives from each product group, including the Vulcraft/Verco, Nucor Buildings, Harris Rebar, Structural, Bar, Skyline, Nucor Grating, Fastener and Plate groups. The team has bi-weekly conference calls to discuss project opportunities and develop strategies for specific projects. Additionally, the team developed an assessment tool for evaluating if 1Nucor is the right approach for potential projects, including metrics to measure success. The 1Nucor team coordinates bids, builds a project team and provides a single point of contact for each project or customer.

Nucor is proud of the success of 1Nucor, and will continue leveraging the strengths of the Nucor family of companies as we take care of our customers.





## NUCOR STEEL SEATTLE GETS AN ENVIRONMENTAL STAMP OF APPROVAL

In May 2017, Nucor Steel – Seattle published its first product-specific Environmental Product Declaration (EPD) for rebar and merchant bar products. An EPD is the equivalent of a nutrition label for a manufactured product. It is a third-party verified declaration of the environmental impact, and it gives insight into a product’s environmental footprint. That insight doesn’t just provide our customers with peace of mind that they are choosing a responsible manufacturing partner. It creates more transparency for our team to explore opportunities to further minimize the environmental footprint of our entire steelmaking process.

The EPD process is not new to Nucor. To obtain an EPD, a rigorous life cycle assessment is performed that examines everything from the raw material extraction to the transportation of materials and everything that goes into the manufacturing and packaging of a product. Our team has participated in life cycle assessments for a

wide range of products that have used either Nucor steel or Nucor products. There are currently more than 23 EPDs published for industry standards. The EPD for rebar out of Seattle is the first of several we intend to produce for Nucor products. We aim to publish EPDs for bar, joist, fasteners, or any downstream Nucor product that could end up on a job site.

Nucor Seattle’s bar product EPD is just one example of how Nucor’s environmental team goes above and beyond to serve our communities, our industry, and our customers. With an increased focus on Leadership in Energy and Environmental Design (LEED) certification in western states, public projects are beginning to require EPDs. By proactively providing a product EPD, Nucor is not only getting an edge on bidding for public projects, we are taking all of our customers one step closer to being awarded LEED certification, all while being better stewards of our natural resources and our environment.

## ABC-SOUTH HELPS BUILD THE “BEST FACILITY IN ALABAMA”

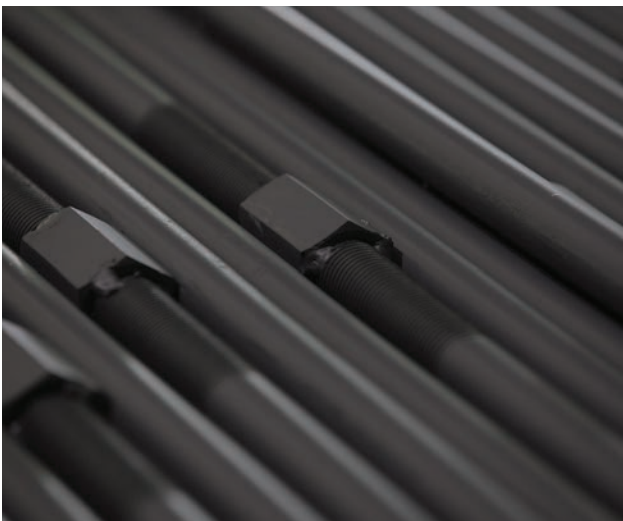
When the Eufaula Tigers needed an updated indoor practice space, American Buildings Company – South stepped in to help make the student athletes’ dreams of a state-of-the-art practice facility a reality.

Like many Nucor facilities, ABC South is in small-town America – Eufaula, Alabama. The nearly 350 teammates at this division are involved in almost every aspect of the community, from sports to civic organizations, including a program known as Leadership Barbour. Through this involvement, and through relationships with both the architect (Blondheim and Mixon, Inc.) and a builder bidding on the project (Anderson Construction), ABC South was made aware of a public bid project to provide an indoor practice facility for the high school.

The \$3.2 million Eufaula High School Multi-Purpose Facility (MPF) features a full football field, batting cages, padded walls, and space for multiple teams to train and practice at the same time. ABC South provided the metal building system, metal roof panels, and metal wall panels for the nearly 80-ton project. According to Design Engineer Quint Robinson, “It was wonderful to not only be a part of the team that brought this building into the world, but I was fortunate enough to be present during the dedication ceremony to see some of the community that it will mean so much to when they saw the finished product. We also brought some of our interns and newer teammates out to the site as a learning experience to see the project as it was being constructed.”

And what a learning experience it was. The order for the MPF was processed, clarified, designed, detailed, downloaded, fabricated and then shipped to the jobsite – all in just about seven weeks! According to ABC South’s General Manager, Ken Nichols, the project’s success was helped along by the other trades involved in the project. “The workout equipment, the turf field, and the retracting batting cages mounted to the structure were not only state-of-the-art for this facility in Eufaula, but state-of-the-art for any facility being built anywhere. We were not only proud to be part of this project because it is part of our community, but we were proud to be part of this project because of what the facility means to our teammates and their children as well!”

Since its opening in December 2016, the facility has been serving approximately 250 student athletes every day. “I think it’s the best facility in the state of Alabama,” said Bryan Moore, athletic director and head football coach at Eufaula High School. “I don’t know if it’s the biggest, but it’s the most functional. We spent hours and hours and hours working on how we wanted it.”







# DRIVING THE FUTURE OF AUTOMOTIVE STEEL

Nucor's history of technological innovation actually began in the automotive industry, when automotive pioneer Ransom E. Olds revolutionized the American automobile. More than a century later, Olds' legacy has come full circle. Today Nucor is driving the future of automotive steel through unprecedented technology and industry-leading sustainability.

## THE BIRTH OF NUCOR AUTOMOTIVE STEEL

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When we first got involved in the automotive space, our tonnage in the sector was what could be termed minor. But as we have further diversified our offerings into grating, pipe and tube and automotive steel, we have not only limited our exposure to economic dips in any one sector, we have excelled and made our mark.

We opened our Nucor Automotive Detroit sales office in late 2015, having seen a 20 percent rise in automotive steel over the previous year. Then in 2017, we announced a 50-50 joint venture with JFE Steel Corporation of Japan to build a galvanized sheet steel mill in central Mexico to serve the growing automotive market in that country. Automotive production in Mexico is predicted to increase from 3.4 million to 5.3 million vehicles by 2020. The mill will cost approximately \$270 million to build and will have an annual capacity of 400,000 tons.

Nucor Automotive Group has a goal of reaching 2 million tons in 2018.





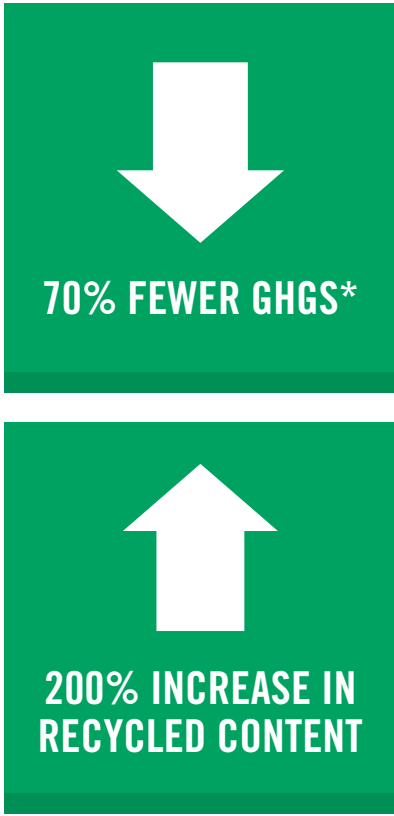
# MAKING THE GRADE

When Nucor’s founder Ken Iverson built the world’s first sheet-producing mini mill in 1989, Nucor gave an aging industry something new to think about, challenging the notion that “the way we’ve always done it” is the way it should be done. Nearly 30 years later, the Compact Strip Process (CSP) has redefined the way the world makes flat-rolled steel, which happens to be the primary type of steel used in automaking.

In recent years, Nucor has emerged as a technological leader in the production of advanced automotive steels. So when Honda approached Nucor in 2017 about making JAC590R – an automotive-grade of steel historically produced by integrated mills – we welcomed an opportunity to change the way things are done.

JAC590R is an advanced, high-strength galvanealed steel sheet with specific properties that make it Honda’s go-to automotive steel. Soon after we began developing our own, we knew we had a game-changing product. Not only did our product meet Honda’s requirements, but our process yielded improved edge stretchability and excellent gauge control compared to similar products made by integrated mills. Furthermore, our CSP process made the grade with 70 percent fewer greenhouse gas emissions and a 200 percent increase in recycled content compared to integrated mills. In other words, we helped Honda exceed its automotive quality goals, while also supporting the automaker’s environmental sustainability goals.

As a result of our work in developing JAC590R grade steel, Nucor was awarded Honda North America Environmental Recognition for 2017. We look forward to continuing to provide Honda and the automotive industry superior-quality, sustainable steel products that will define the future of automaking.



\*compared to similar products produced by integrated mills

# EXPOSED AUTOMOTIVE PARTS

Nucor Successfully Enters New Automotive Steel Category

At the end of 2015 and early the following year, Nucor Steel Decatur, LLC and a major automaker partnered to do a trial on making an exposed automotive part – that is, a part of the body of the car as opposed to the frame. The trial part identified was the roof for one of the automaker’s popular SUVs. The material Nucor Steel Decatur supplied was a low-carbon, formable grade that’s cast, pickled, cold reduced, annealed, and tempered in Nucor’s Decatur, Alabama sheet mill.

While the product grade and dimensions are within our normal ranges, the surface quality of the sheet steel posed a new challenge. We continued to tweak and improve, and tackling this challenge made us better. After much hard work by the Decatur team, the trial was a success.

Once approved by the automaker to supply exposed automotive cold rolled material, we were awarded the roof for an additional SUV in the third quarter of 2016. Production started in January of last year. This part will run 2,000 tons annually for the life of the model.

# SCRAP FOR STEEL

At Nucor, our drive to innovate goes beyond how we develop steel products. Every day, our team works hard to create added value for our customers by understanding their business and partnering in their success.

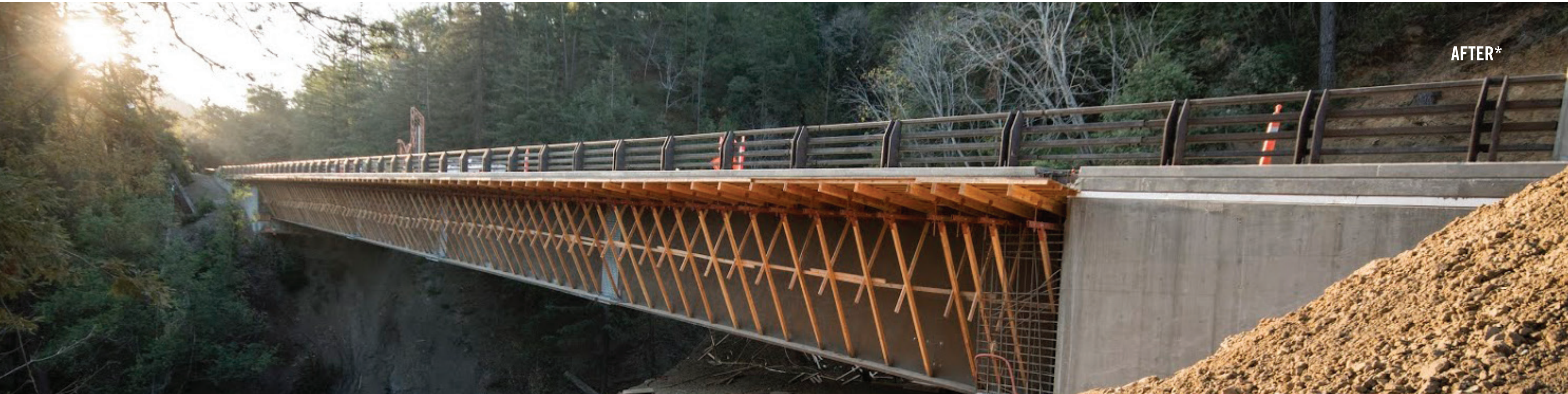
An outstanding result of this customer-focused approach is our *Scrap For Steel* program, which we began with a major automaker in 2017. Under *Scrap For Steel*, the automaker provides Nucor with steel scrap left over from the automaking process. In return, we sell them high-quality automotive steel minus the cost of the scrap they provide. In other words, Nucor has a reliable source of premium automotive steel scrap and recycles it into new, premium-grade automotive steel for the automaker.

In addition, *Scrap For Steel* supports both companies’ sustainability goals. The program reduces the scrap supply chain, resulting in fewer transportation-related GHGs. Furthermore, Nucor’s EAF mini mills recycle three times as much scrap as integrated mills, making Nucor’s products valuable components of the automaker’s green automotive standards.

The success of *Scrap For Steel* has garnered industry-wide attention and demonstrated the value of customer-focused leadership. As our market share continues to grow, we look forward to being a part of a greener, more sustainable automotive industry.







## PFEIFFER CANYON BRIDGE

Taking care of our customers is at the heart of Nucor’s mission statement. We are ready to do whatever it takes to get our customers the products they need when they need them. That is the kind of customer service West Coast fabricators needed when the state of California was looking to accelerate the replacement of a key bridge along the Pacific Coast Highway.

The Pfeiffer Canyon Bridge is a vital link in Big Sur, California. When heavy winter rains washed out concrete columns supporting the bridge, it was closed and ultimately demolished, making life very difficult for area residents and businesses. Big Sur is one of the top tourist destinations in California, and a prolonged period of time without the bridge threatened to have a significant economic impact. Initial estimates put the timeline for bridge replacement at more than a year, too long for the businesses that had to temporarily close and residents who were forced to take a 30 to 45 minute detour on a local bypass connecting the north and south sides of Big Sur.

In order to get a new bridge in place as quickly as possible, the California Department of Transportation decided to use accelerated bridge construction for the first time. This meant only companies that had the capability to move quickly to meet tight deadlines would be able to supply materials for the project. When Nucor Steel – Hertford got the call, they were ready.

“Fabricators on the West Coast came to us and said, this is the situation, what can you do? Once we were contacted about the project, the ball got rolling very quickly. We dropped everything and jockeyed some things around, and we were able to produce the steel plate in about a week and a half,” said Eric Myers, Sales and Marketing Manager for Nucor Steel Plate Group.

“We are a very large provider to the bridge industry. It is a very important part of our business. We are willing to go the extra mile and jump through any and all hoops necessary to make things happen,” said Myers. “For many of our competitors, it would take several weeks to produce steel plate for this project. We are able to go from scrap to final steel plate product in a matter of days.” Nucor Steel – Hertford ended up providing 800 tons of steel for the new Pfeiffer Canyon Bridge.

Construction crews worked around the clock six to seven days a week to complete the new bridge. Instead of taking over a year to build, as originally feared, the new bridge was completed in seven months.







## TRAINING FOR THE FUTURE

### Vulcraft Alabama Supports Customer Training Center

Vulcraft – Alabama recently had a unique opportunity to support its customer Garrison Steel. Founded in 1992, Garrison Steel is a steel erector and fabricator located in Pell City, Alabama. The company specializes in both small and large-scale projects in Alabama and throughout the Southeast, and Vulcraft supplies Garrison with quality steel joist products.

In addition to being a customer, Garrison Steel shares Vulcraft's commitment to education and industry leadership. In 2016, the company launched an ironworker training center designed to prepare high school graduates for promising careers as skilled ironworkers. The program is based on the Steel Erectors Association of America/National Center for Construction Education and Research (SEAA/NCCER) Ironworker Craft Training Program. The curriculum includes eight weeks of classroom instruction followed by eight weeks of workshop training to develop skills like welding, oxy fuel cutting and rigging.

Garrison's program, which is affiliated with the State of Alabama's "Go Build Alabama" campaign, has garnered state and national attention, and has been featured in numerous publications. According to Garrison Steel CEO John Garrison, "Our vision is that one day there will be similar training programs everywhere in this state and we no longer will be saying there are no skilled workers... Young people with skills will rise more quickly in their employer organizations because of their knowledge."

Vulcraft was proud to partner with Garrison Steel by providing Personal Protective Equipment (PPE), essential for safety during tasks like welding and crane operations. Vulcraft provided approximately 50 PPE kits to the program's first class, which graduated in late 2016, and continues to support the program in this way. Vulcraft is excited to contribute to the next generation of American iron and steel workers, starting in Birmingham.







# CERTIFIED PLATINUM

Nucor Steel Memphis Quality Certification

In May 2017, Nucor Steel Memphis, Inc. became the only steel mill in the world to be certified by Caterpillar at the platinum level through its Supplier Quality Excellence Process (SQEP). This certification represents excellence in process control, continual improvement, product quality and delivery to Caterpillar.

Caterpillar is the world’s leading manufacturer of construction and mining equipment, diesel and natural gas engines, industrial gas turbines and diesel-electric locomotives. Nucor Steel Memphis has supplied Caterpillar with engineered long bar in carbon and alloy grades since 2010 for use in track links, sprocket segments, idlers, ground engaging tools, hammer bits, transmission parts, gears and pins.

Caterpillar created the SQEP to recognize those suppliers that demonstrate their commitment to excellence and drive a “zero defects” culture within their organizations. Suppliers can be certified at various levels, including Bronze, Silver, Gold and Platinum, in order of increasing difficulty. Suppliers are certified through SQEP by meeting or exceeding stringent supplier performance standards, such as product quality and shipping performance, which are measured over the course of a year by a team of Caterpillar experts in the areas of engineering, manufacturing, logistics and procurement. Memphis’ certification was awarded in May of 2017, and formally presented to the Memphis team in September.

John Ferriola, Nucor’s Chairman, CEO and President, praised the Nucor Steel Memphis teammates: “This recognition by Caterpillar is a testament to our team’s commitment to continually improve how we serve our customers. I want to congratulate each member of the Nucor Steel Memphis team for their hard work and dedication.”

# THE BENEFITS OF BEING WELL-TEMPERED

## Nucor-Yamato Steel Creates Value Through Newly Installed Quench and Self-Tempering Unit

At Nucor, we don’t just want to make great steel, we want to lead our industry in quality, sustainability and commercial excellence for every product line in our portfolio. This determination requires continuous innovation and investment to drive growth and create value for our customers.

In 2016 Nucor became the only U.S. producer of ASTM A913 – an advanced grade of structural steel – when it commissioned a new \$75 million Quench and Self-Tempering (QST) unit at its Nucor-Yamato Steel division in Blytheville, Arkansas. A913 is a high-strength, low-alloy steel product characterized by good ductility, proven weldability and enhanced toughness. These unique qualities make it a superior choice for structural design and construction applications, including gravity columns, long-span trusses, seismic design and bridge girders.

Nucor-Yamato’s QST unit is ensuring that our North American customers have convenient access to the most advanced and highest-quality structural products, American-made in Arkansas. And because of its exceptional strength, A913 can provide additional economic and environmental benefits to our customers. In fact, engineers have in many cases realized a 10-25 percent weight savings over comparable structural grades, resulting in lower foundation costs, reduced labor and equipment costs, and reduced transportation-related greenhouse gases.



# ISO 9001:2008 OR ISO 9001:2015 CERTIFICATIONS

## Several Nucor Divisions Have Instituted Quality Management Systems (QMS) Meeting the Standards for ISO 9001:2008 Or ISO 9001:2015 Certification.

General Recycling, LLC	Nucor Steel Birmingham, Inc.	Nucor Steel – South Carolina
Laurel Steel	Nucor Steel Connecticut, Inc.	Nucor Steel – Texas
Nucor Cold Finish – Nebraska	Nucor Steel Decatur, LLC	Nucor Steel Tuscaloosa, Inc.
Nucor Cold Finish – South Carolina	Nucor Steel – Hertford	Nucor Steel – Utah
Nucor Cold Finish – Utah	Nucor Steel Jackson, Inc.	Nucor Wire Products – Utah
Nucor Cold Finish – Wisconsin	Nucor Steel Kankakee, Inc.	Nucor-Yamato Steel
Nucor-LMP, Inc.	Nucor Steel Kingman, LLC	Vulcraft Of New York, Inc.
Nucor Steel – Arkansas	Nucor Steel Marion, Inc.	Vulcraft – South Carolina
Nucor Steel – Auburn, Inc	Nucor Steel Memphis, Inc.	Vulcraft – Texas
Nucor Steel – Berkeley	Nucor Steel – Nebraska	Vulcraft – Utah
	Nucor Steel Seattle, Inc	





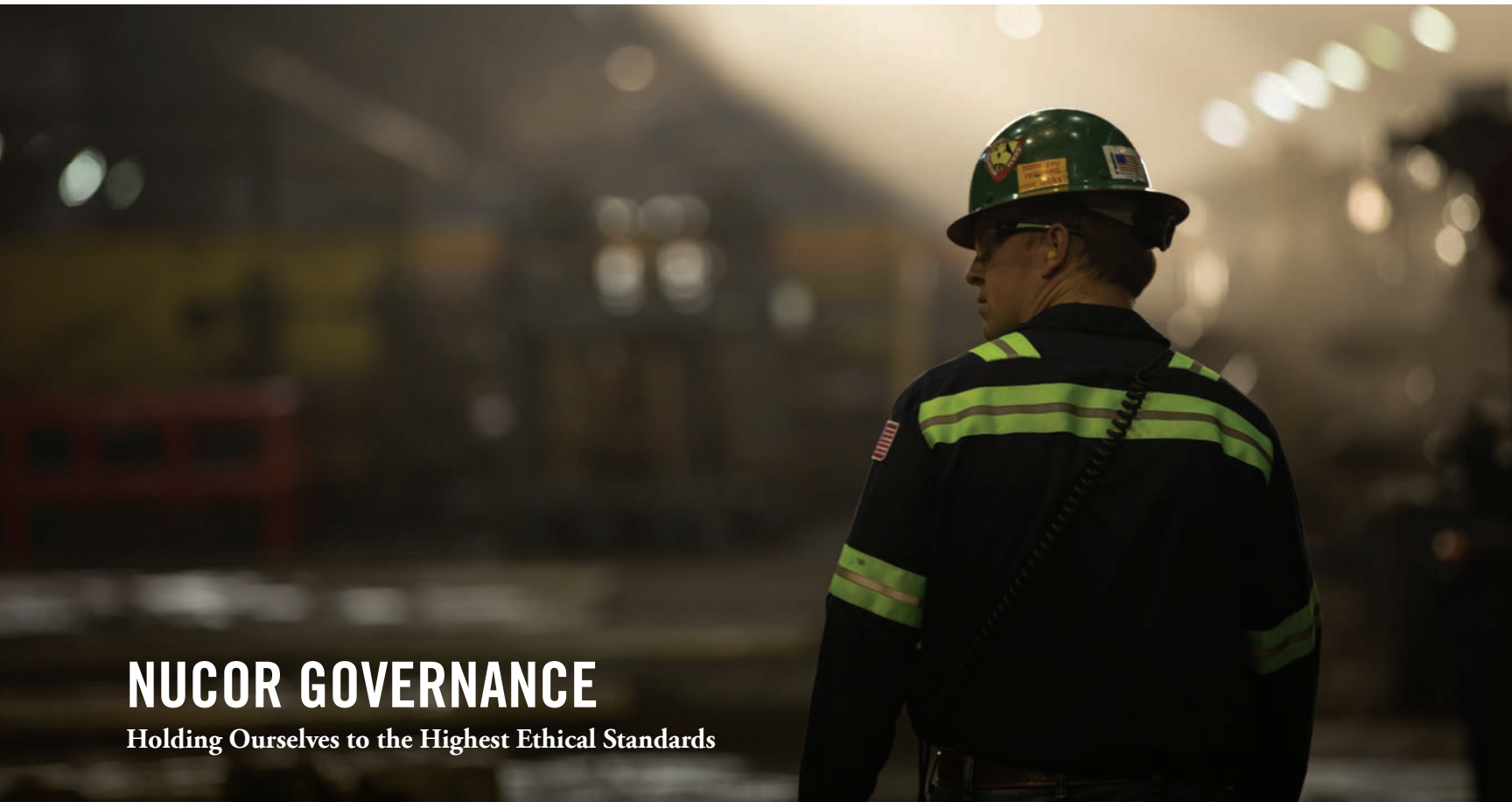
## GOVERNANCE

“One of the goals for us is to make sure Nucor is here for our children and our grandchildren. The only way we can do that is to make sure we are developing the future leaders for Nucor.”

**Randy Spicer**  
Roll Mill Manger, Nucor Steel Gallatin, LLC

– IT’S OUR –  
OPTIMISM





## NUCOR GOVERNANCE

Holding Ourselves to the Highest Ethical Standards

Nucor's culture is one that respects the individual. The open-door policy of all of our locations fosters a culture where all participate and contribute to the progress of the company. Our teammates, neighbors, and shareholders should always be treated fairly, honestly, and respectfully. At the same time, we – that's everyone in our company – should conduct ourselves according to the highest ethical standards. As a result, all of our teammates are accessible and accountable.

**LEARN MORE AT: [WWW.NUCOR.COM/GOVERNANCE](http://WWW.NUCOR.COM/GOVERNANCE)**

### ONE OF NUCOR'S GUIDING PRINCIPLES IS TO ENCOURAGE

our teammates to treat other people the way they would want to be treated. We make sure everyone has the right tools, resources and training to get the job done, and then we get out of their way. And when we make a mistake, we learn from it and move forward. We want people to take ownership of challenges, not fear them.

**WE'RE ALL IN IT TOGETHER AS A TEAM.**



## GOVERNANCE HIGHLIGHTS

Nucor's governance procedures are outlined in a series of documents that guide us in our mission to be the safest, highest quality, lowest cost, most productive, and most profitable steel and steel products company in the world. Our governance procedures are designed to formalize the basic principles upon which Nucor was founded: that steel can be produced in a more efficient and environmentally friendly way; that our employees, neighbors and shareholders should always be treated fairly, honestly and respectfully; that our decisions should be based on securing long-term survival, not a short-term gain; that management should always be accessible and accountable; and that everyone in our company should conduct themselves according to the highest ethical standards.

### BOARD OF DIRECTORS

Our business and affairs are managed under the direction of our Board of Directors. In exercising its fiduciary duties, the Board represents and acts on behalf of the Company's stockholders. The Board of Directors has three standing committees – Audit, Compensation and Executive Development, and Governance and Nominating. These committees operate in accordance with written charters, which have been adopted by the Board of Directors. Stockholders may communicate with the Board of Directors, or any of its independent directors, by sending correspondence to Nucor's corporate office in the care of the corporate secretary.

### CORPORATE GOVERNANCE PRINCIPLES

The Board has adopted Corporate Governance Principles setting forth a framework for our corporate governance with respect to the role and composition of the Board and Nucor's management, responsibilities of directors, director qualification standards, the functioning of the Board and its Committees, the compensation of directors, and annual performance evaluations of the Board and our Chief Executive Officer.

### STANDARDS OF BUSINESS CONDUCT AND ETHICS

Nucor's reputation and success rely on the ethical conduct of our employees, officers, and directors. Our standards include, but are not limited to, abiding by all guidelines to avoid giving or receiving gifts for the improper influence of our business, avoiding and disclosing conflicts of interest, ensuring that political contributions are in compliance with state and federal regulations, ensuring the proper use of company assets, and reporting in a transparent manner.

### CODE OF ETHICS FOR SENIOR FINANCIAL PROFESSIONALS

This code is a supplement to the Standards of Business Conduct and Ethics and is designed to deter wrongdoing and promote honest and ethical conduct by Nucor's senior financial officers and CEO. The code applies specifically to the preparation and oversight of financial information used in reporting to the Securities and Exchange Commission and other public and private stakeholders.

### SUPPLIER CODE OF CONDUCT

Nucor has a long history of conducting its businesses in a manner consistent with high standards of social responsibility. In order to continue promoting this goal, Nucor requires that each contractor and supplier comply with a code of conduct that prohibits the use of forced or child labor, and requires suppliers to treat employees with dignity and respect, free from unlawful discrimination. Nucor's suppliers must provide fair and lawful wages and benefits to their employees. In addition, Nucor strictly prohibits the supply of goods containing conflict minerals, and expects each of its suppliers to minimize their environmental footprint and conduct business in accordance with high ethical standards. Suppliers must maintain documented compliance with this code to continue doing business with Nucor.

### DOCUMENTS AVAILABLE

All of the Company's corporate governance materials, including the charters for the Audit Committee, Compensation and Executive Development Committee and Governance and Nominating Committee, the Corporate Governance Principles, the Code of Ethics for Senior Financial Professionals and the Standards of Business Conduct and Ethics are published on the Company's website at [www.nucor.com/governance](http://www.nucor.com/governance). Any modifications to the corporate governance materials will be reflected on the Company's website.



## KEY FINANCIAL DATA

Financial Highlights (In Thousands, Except Per Share Data)

FOR THE YEAR	2017	2016	2015
NET SALES	\$20,252,393	\$16,208,122	\$16,439,276
GROSS MARGIN	\$2,569,407	\$2,025,907	\$1,113,890
NET EARNINGS   ATTRIBUTABLE TO NUCOR STOCKHOLDERS	\$1,318,688	\$796,271	\$80,724
NET EARNINGS   PER DILUTED SHARE	\$4.10	\$2.48	\$0.25
DIVIDENDS DECLARED   PER SHARE	\$1.5125	\$1.5025	\$1.4925
CASH PROVIDED   BY OPERATING ACTIVITIES	\$1,051,263	\$1,749,920	\$2,168,761
NET INCOME TAXES PAID	\$699,800	\$329,300	\$260,300
AT YEAR END			
WORKING CAPITAL	\$3,999,656	\$4,116,427	\$4,469,232
PROPERTY, PLANT, AND EQUIPMENT, NET	\$5,093,147	\$5,078,650	\$4,891,153
LONG TERM DEBT	\$3,742,242	\$4,339,141	\$4,337,145
STOCKHOLDERS' EQUITY	\$8,739,036	\$7,879,865	\$7,477,816

NUCOR ANNOUNCED ITS 179TH CONSECUTIVE CASH DIVIDEND IN THE FOURTH QUARTER OF 2017.

## POSITION OF STRENGTH

Nucor's Five Drivers to Profitable Growth

- 01 STRENGTHEN OUR POSITION AS A LOW COST PRODUCER**  
Driving Operational Efficiency
- 02 ACHIEVE MARKET LEADERSHIP**  
Leading in Every Product Line in Our Portfolio
- 03 MOVE UP THE VALUE CHAIN**  
Offering Higher-Quality, Higher-Margin Products
- 04 EXPAND AND LEVERAGE DOWNSTREAM CHANNELS TO MARKET**  
Increasing the Base Volume of Our Mills through Vertical Integration
- 05 ACHIEVE COMMERCIAL EXCELLENCE TO COMPLEMENT OUR TRADITIONAL OPERATIONAL STRENGTH**  
Taking Care of Our Customers

LEARN MORE ABOUT OUR OPERATIONS AND FINANCIAL REPORTING AT:  
[WWW.NUCOR.COM/INVESTOR](http://WWW.NUCOR.COM/INVESTOR)





# CONFLICT MINERALS

Under the U.S. Securities and Exchange Commission (SEC) Conflict Minerals Provision rules (part of the Dodd-Frank Wall Street Reform and Consumer Protection Act), all publicly traded companies are required to file a report with the SEC regarding their use of metals derived from “conflict minerals.” The rules have defined conflict minerals as tin, tantalum, tungsten or gold that has originated from the Democratic Republic of Congo and nine adjoining countries when their use is not from recycled or scrap sources, and is necessary to the function or production of manufactured products.

The SEC’s exemption of recycled and scrap material from the conflict minerals rule is consistent with international guidance on responsible supply chains of minerals from conflict areas developed by the Organization for Economic Cooperation and Development (OECD). The use of recycled and scrap material helps sustainability efforts by decreasing the demand for mining of virgin minerals in the covered countries and throughout the rest of the world.

Scrap metal and scrap substitutes are the most significant element in Nucor’s total cost of steel production, and the largest raw material inputs into its finished steel products. Scrap metal used by Nucor is sourced from post-industrial or post-consumer scrap, melted in electric arc furnaces and poured into continuous casting systems to produce new steel.

Nucor conducted a good faith inquiry regarding its material inputs and the manufacturing of its products. As a result of our work, Nucor has no reason to believe that the minerals in question that may be necessary to the function or production of our products may have originated in covered countries or that they did not come from recycled or scrap sources.

Cross-functional product expert teams evaluated each product Nucor manufactures to determine which products should be scoped-in because they may potentially contain conflict minerals necessary to their function or production process.

For scoped-in products, the vendors of the raw material content were identified and surveyed using the Electronics Industry Citizenship Coalition and Global e-Sustainability Initiative conflict minerals reporting template.

In the few cases where a vendor’s product may have contained conflict minerals, Nucor received representations from the vendors that they came from recycled or scrap sources or that they did not originate from covered countries.



AMERICAN IRON & STEEL INSTITUTE WWW.STEEL.ORG	WORLD STEEL ASSOCIATION WWW.WORLDSTEEL.ORG
ASSOCIATION FOR IRON & STEEL TECHNOLOGY WWW.AIST.ORG	STEEL MANUFACTURERS ASSOCIATION WWW.STEELNET.ORG
STEEL RECYCLING INSTITUTE WWW.RECYCLE-STEEL.ORG	AMERICAN INSTITUTE OF STEEL CONSTRUCTION WWW.AISC.ORG
METAL BUILDING MANUFACTURERS ASSOCIATION WWW.MBMA.COM	STEEL FRAMING ALLIANCE WWW.STEELFRAMING.ORG
STEEL JOIST INSTITUTE WWW.STEELJOIST.ORG	CONCRETE REINFORCING STEEL INSTITUTE WWW.CRSI.ORG
STEEL DECK INSTITUTE WWW.SDI.ORG	UNITED STATES GREEN BUILDING COUNCIL WWW.USGBC.ORG
STEEL MARKET DEVELOPMENT INSTITUTE WWW.SMDISTEEL.ORG	METALS SERVICE CENTER INSTITUTE WWW.MSCI.ORG
NATIONAL SLAG ASSOCIATION WWW.NATIONALLAG.ORG	

In addition to the entities above, Nucor facilities participate in their state manufacturers’ associations and numerous city and state manufacturers’ sustainability councils.



# SUBSIDIARIES

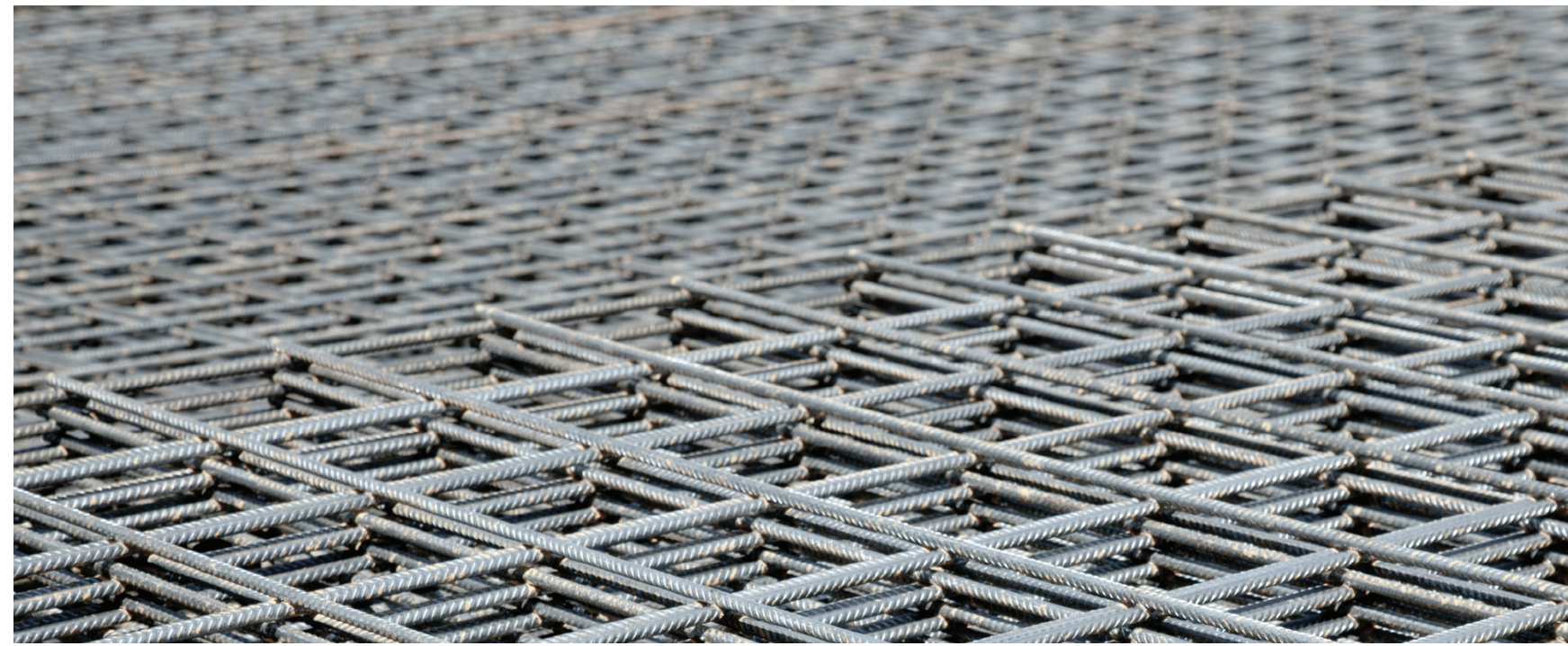
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– IT'S OUR  
FAMILY







The David J. Joseph Company

## THE DAVID J. JOSEPH COMPANY

2017 DJJ Sustainability Report

When The David J. Joseph Company (DJJ) joined the Nucor family in 2008, it was an easy fit; we already had a longstanding partnership, brokering ferrous scrap to Nucor since 1969. And both companies have strong corporate cultures with a focus on continual improvement. It is no surprise, then, that Nucor, North America's largest recycler, would team up with us, America's oldest, most experienced recycling company.

Since joining Nucor, DJJ has continued to focus on trading and recycling metals at our more than 70 scrap recycling facilities and 12 brokerage offices. To DJJ, it's about recycling one of the world's most reusable materials while conserving our precious natural resources in the process. Perhaps the best testament to our sustainable business model is the simple fact that DJJ has been around for over 130 years.

40

THE NUMBER OF DJJ'S 70 RECYCLING FACILITIES  
THAT WERE ACCIDENT-FREE IN 2017

6

DJJ STAFF MEMBERS WHO ARE CERTIFIED SAFETY  
PROFESSIONALS

957

GRADUATES OF DJJ'S SAFETY SCHOOL, OUR INTENSIVE  
3-DAY TRAINING FOR OPERATIONS MANAGERS AND  
SUPERVISORS, SINCE ITS INCEPTION IN 2003

.35

LOST-TIME RATE IN 2017, 27% LOWER THAN THE  
PREVIOUS YEAR

🎓 = 10 ● = 1

## DJJ SAFETY

Safety by the Numbers







## TAKING ON HIGH POTENTIAL INCIDENTS

At The David J. Joseph Company, good safety performance has never been good enough. We strive continuously to improve safety controls in pursuit of our simple goal – a safe and healthful workplace, free of injuries and illnesses. Recently, this mindset led us to use the concept of High Potential Incidents to strengthen the company’s response to safety incidents and near misses.

DJJ operations have always responded to all incidents and near misses with prompt team-based investigation and corrective action at the facility level. Now, occurrences are also evaluated for the worst probable outcome, and those meeting established criteria are labeled High Potential (HIPO) Incidents. HIPO Incidents are analyzed in-depth by a team composed of corporate safety staff and senior managers. The HIPO Team then prepares an alert detailing the event causes and corrective actions, which is shared with executive management and circulated to managers for review with their crews at all facilities.

DJJ’s traditional incident investigation and follow-up process has been effective in reducing employee injuries broadly, but our new intensive focus on HIPO incidents drives corrective actions, which specifically target causes of the most serious injuries. At the same time, circulation of HIPO Alerts throughout the organization sharpens the awareness of teammates at all levels, increasing the likelihood that HIPO precursors will be recognized before they can cause serious incidents. We are continually incorporating what we learn from these HIPOs into our safety process.

## TONY FARIS, EVERYDAY SAFETY HERO



In March 2017 the Indiana Chamber of Commerce awarded Tony Faris their inaugural Everyday Safety Hero award at the Indiana Safety and Health Conference & Expo. Tony, a five-year teammate at DJJ’s River Metals Recycling facility in Greensburg, Indiana, was recognized for championing workplace safety and health excellence. Among his many notable contributions at Greensburg are Tony’s volunteer service as a safety mentor to new teammates, his leading role in DJJ’s “Eye On Safety” behavioral observation and feedback process, and the prominent part he played in Greensburg becoming the first scrap facility in Indiana to achieve OSHA’s Safety and Health Achievement Recognition Program (SHARP) status.

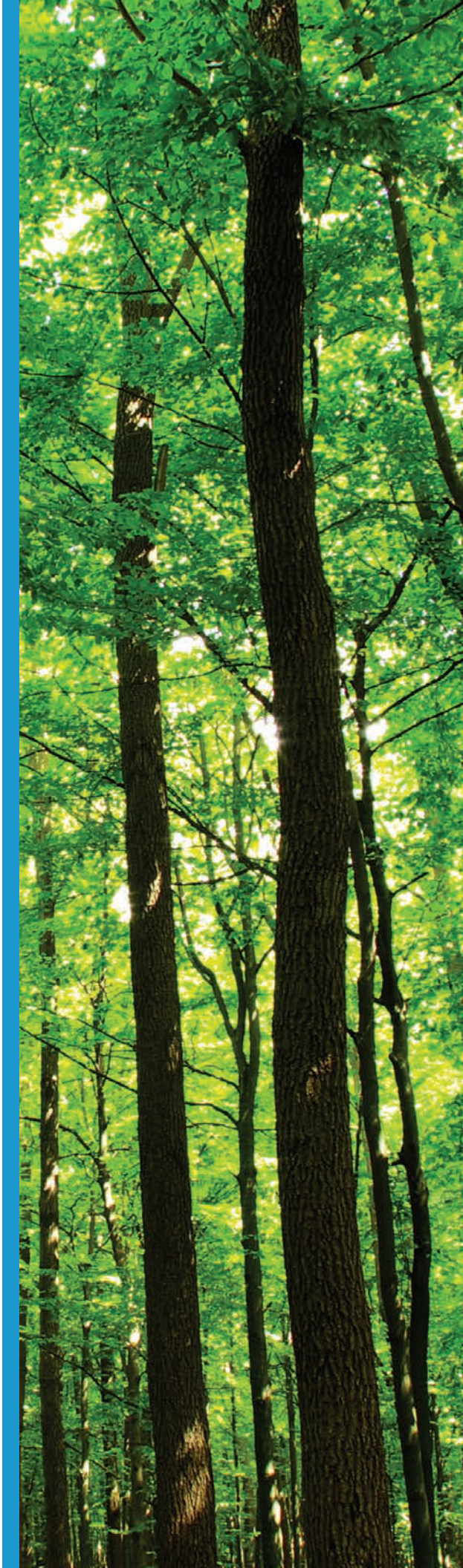
## ENVIRONMENTAL PERFORMANCE

### DJJ CONTINUES TO PUSH FOR ENVIRONMENTAL EXCELLENCE

In 2017, DJJ teammates completed over 7,000 individual environmental-related tasks. Our recycling facilities are among the most environmentally advanced in the industry. In addition to routine inspections for environmental performance, each facility receives a detailed annual inspection that evaluates all aspects of environmental performance. DJJ’s environmental management system extends to each of our operating facilities and throughout our trading network.

## GOING “GREEN”

At all recycling locations, DJJ has built a reputation for integrity, reliability, and honesty with its suppliers, consumers, teammates, civic organizations and government agencies. As a good corporate citizen, DJJ works to preserve and protect the environment, provide a safe workplace, and give back to the communities in which DJJ does business. In each of the past 11 years, DJJ’s Cincinnati headquarters earned the U.S. Environmental Protection Agency’s Energy Star designation – the national symbol for protecting the environment through superior energy performance. This is no small feat for a 100-year-old building, and DJJ is one of only 10 buildings in the Cincinnati area to earn this designation in 2017. DJJ is committed to environmental stewardship.







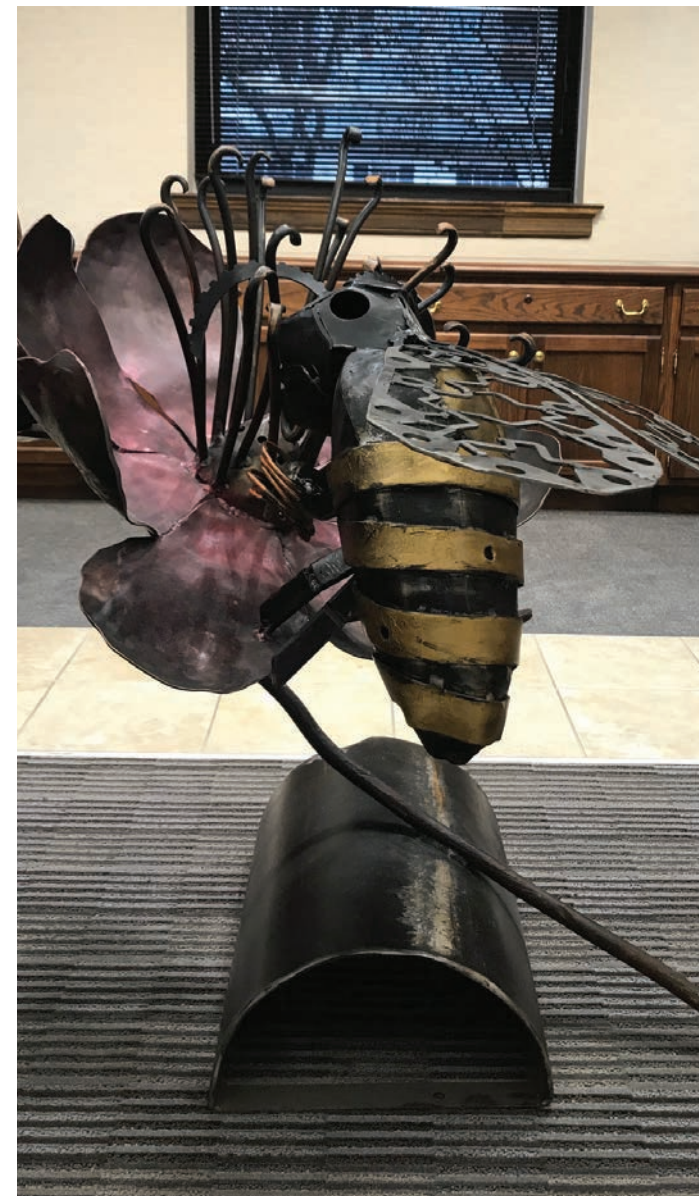
## STRIVING TO MAXIMIZE EFFICIENCY ON BEHALF OF THE ENVIRONMENT

DJJ continues to improve its processes while decreasing its environmental impact. Several years ago, facilities began reusing rainwater in the shredding process, decreasing effects on local water supplies and reducing operating costs. Solar energy is also a part of the plan. The Grand Junction, Colorado facility has relied for many years on solar energy, saving more than 131,000 kWh per year - enough to power more than 12 homes.

Nationwide, our facilities are improving recycling techniques to reduce the quantity of material sent to landfills. As a result, the amount of waste sent to landfills continues to trend down, and recyclable metals in the waste stream are 25 percent less than they were just seven years ago.

## DJJ, RIVER METALS RECYCLING AND U-PULL-&-PAY SPONSOR SCRAP SCULPTURE CONTEST AT EARTH DAY CELEBRATION

Teams picked scrap at River Metals Recycling (RMR) in Newport, Kentucky, then worked over the course of five weeks to create an art sculpture. The finished sculptures created with recycled scrap metal were displayed at the Cincinnati Earth Day Celebration and auctioned off. DJJ, River Metals Recycling, and U-Pull-&-Pay (UPAP) had a booth at the 2016 Earth Day Celebration. At the booth, teammates held demonstrations about the use of magnetism and electromagnetism to differentiate between ferrous and non-ferrous metals, and shared facts about recycling and the scrap business.

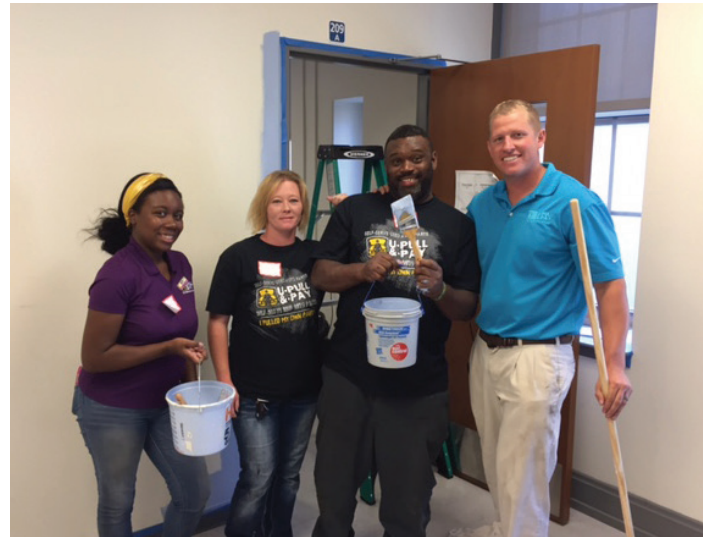




## COMMUNITY RELATIONS

### DJJ AND U-PULL-&-PAY SUPPORT ST. ALOYSIUS CHILDREN'S SERVICES

St. Aloysius is a Cincinnati-area education center serving students with severe emotional, behavioral, developmental or social problems by providing education, behavioral health care and resources. DJJ and U-Pull-&-Pay teammates provided their knowledge and expertise to assist St. Aloysius with zoning issues, website work, painting, landscaping, cleaning and other odd jobs. In addition, DJJ worked with the local business community to raise funds to refurbish the St. Aloysius gym.



### CONROE, TEXAS FIRE DEPARTMENT EMERGENCY RESPONSE TRAINING

Many DJJ facilities routinely support community fire departments. One example is the Texas Port Recycling (TPR) Conroe recycling facility, working closely with the local fire department for emergency response training. TPR teammates use the equipment at the facilities to set up crash situations as requested by the instructors. The automobiles are provided at no cost so that firefighters can develop the techniques and expertise needed to save lives. The added training helps firefighters by reducing the stress level encountered on emergency scenes so the focus can be on the welfare of those in the accident and not on basic equipment operations or techniques.

### RIVER METALS RECYCLING PARTICIPATES IN 'CANS FOR A CAUSE'

In late March, 2017 River Metals Recycling's (RMR) Louisville, Kentucky facility raised funds for donations to The Healing Place. Recyclers took their aluminum cans and tabs to River Metals Recycling's River Road location and designated that the value of their sale go to The Healing Place. RMR transferred the sales value and also contributed an extra 50 cents for each dollar donated.

The Healing Place offers programs for both men and women struggling with addiction. Now a nationally recognized recovery program, The Healing Place was founded in 1989 as a homeless shelter and medical clinic for men. They provide food, clothing, and shelter at no cost to more than 600 clients daily seeking help for their addictions.



**THE HEALING PLACE**



### TRADEMARK METALS RECYCLING TAMPA, FL-AREA TEAMMATES SERVE LUNCH AT THE TRINITY CAFÉ

Trademark Metals Recycling teammates served lunch on several occasions and donated to Trinity Café to assist those less fortunate. The Trinity Café's mission is to restore a sense of dignity to the homeless while serving a nutritious meal.





## WESTERN METALS RECYCLING'S ENGLEWOOD, COLORADO TEAMMATES SUPPORT ANNUAL TOYS FOR TOTS DRIVE

The U.S. Marine Corps Reserves "Toys for Tots" mission is to collect new, unwrapped toys and distribute those as Christmas gifts to less fortunate children in the community. Western Metals Recycling supported the annual "Toys for Tots" drive by collecting donations at the Englewood recycling yard, and a teammate hosted his 17th annual "Toys for Tots" Christmas party. In total, over \$2,500 in toys were collected for needy children in the Englewood community.



## TEAMMATES RAISE FUNDS FOR CYSTIC FIBROSIS

A team of 26 cyclists from our DJJ, U-Pull-&-Pay (UPAP), and River Metals Recycling (RMR) families, affectionately named the "DJJ Re-Cyclers," helped raise nearly \$13,000 for Cystic Fibrosis. The (15, 32, 65 mile) rides are part of a national program run by the Cystic Fibrosis Foundation (CFF) to help fund research toward finding a cure. The "Cycle for Life" program sponsored more than 40 rides from cities all over the country.

The "DJJ Re-Cyclers" were a part of a local Cincinnati ride that had more than 150 cyclists and over 25 teams. Our team finished top two in fundraising locally and is one of the top 50 teams nationally!



## ADVANTAGE METALS RECYCLING, RIVER METALS RECYCLING, AND METAL RECYCLING SERVICES SUPPORT HURRICANES HARVEY AND IRMA RELIEF EFFORTS

The DJJ family of companies maintain an employee-centered, community-minded culture. The core values that define this culture – things like safety, teamwork, personal responsibility, and treating people with respect – are the principles that guide us. These principles model how we work together and, perhaps more importantly, how we operate outside of work in our homes and communities.

In the aftermath of Hurricanes Harvey and Irma, many Texas and Florida residents were impacted, losing their sources for necessities, such as food, and sustaining damage to their homes and utilities. Advantage Metals Recycling, River Metals Recycling, and Metal Recycling Services responded to help teammates and other hurricane victims. Teams purchased, packed and shipped trailers full of food boxes and skids filled with critically needed cleaning supplies, personal hygiene supplies, bottled water, dog food, and non-perishable food items for hurricane victims. Hurricane relief funds were also established to help teammates in need.

## HEROIC ACT BY ADVANTAGE METALS RECYCLING TRANSPORTATION TEAMMATE EZEQUIEL "ZEKE" MARTINEZ

On June 22, 2017 Ezequiel "Zeke" Martinez (Transportation Maintenance) was inspecting a trailer at the maintenance shop when he heard frantic calls for help. After searching the area, he discovered a driver who had become trapped in a grain trailer at a neighboring business. Zeke was able to communicate with the driver and open the trap doors on the bottom of the trailer. Zeke's quick thinking and bravery saved the trapped driver from severe heat injury or death on a day with the heat index over 100 degrees.







## HONORING AMERICA'S VETERANS

River Metals Recycling's (RMR) Owensboro, Kentucky facility contributed to Honor Flight Bluegrass, which honors America's veterans – especially WWII vets – for all their sacrifices. The organization coordinates flights taking veterans to Washington, D.C. to visit and reflect at their memorials. While visiting, these honored veterans are thanked, recognized, and admired for their years of service and sacrifice.

The RMR contribution helped provide transportation, food, and lodging assistance for 19 veterans so they could enjoy a safe, memorable, and rewarding experience.

## RECRUITING OUR VETERANS

DJJ is a proud supporter of military men and women who have served our country. Since 2014, we have partnered with The Alliance Group (who work with Junior Military Officers) to find jobs for veterans transitioning back to civilian life. To date, 11 veterans have joined our team. We are proud of the partnership we have forged with Alliance and more importantly, the ability to hire quality individuals who have served our country. We are a stronger company as a result of this important initiative.



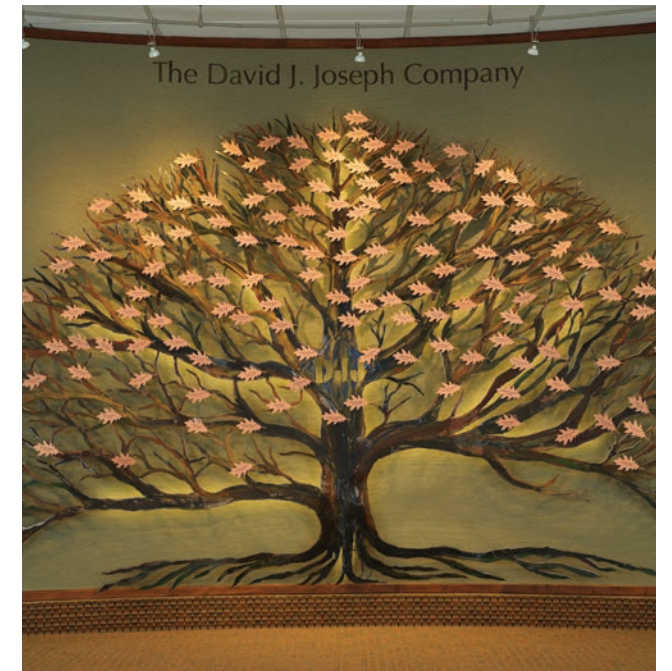
## EMPLOYEE RELATIONS

### RECOGNIZING OUR ROOTS

In December 2016, DJJ unveiled "The DJJ Anniversary Tree." This tree recognizes our 130 active teammates with 25 or more years of service for their dedication and contributions that enabled DJJ to thrive, grow and become an industry leader. Their commitment to DJJ embodies the core values on which the company was founded and continues to guide us today - Safety, Excellence, Integrity & Respect.

Each teammate with 25+ years of service is recognized with their name engraved on a DJJ leaf which is part of the DJJ Anniversary Tree sculpture. The Tree is located in the DJJ headquarters in Cincinnati. Additionally, these employees received a personalized plaque with a leaf, similar to the one on the tree, inscribed with their name and the date they joined the company.

The greatest asset a company has is the people that work for it. With over 1,800 teammates company-wide, we appreciate every employee's daily contributions.



## PROFESSIONAL DEVELOPMENT: DJJ UNIVERSITY NEW SALES COURSES

The David J. Joseph Company's philosophy has been and continues to be to provide teammates with support for professional and personal development. This philosophy and commitment led to the creation of DJJ University – a compilation of programs and learning opportunities offered through in-house courses and programs.

DJJ has added new sales training courses to our DJJ University class list. These new programs were designed specifically for the Recycling Group commercial team. The newly developed modules include a Practical Sales Management (PSM) course for managers, along with a Territory Planning & Customer Analysis (TPCA) course, and Value Based Selling class for all commercial teammates. The course objectives are designed to: develop and strengthen sales skills; establish consistency in our training approach; and shift from a "region-only" focus to a broader focus of "regional plus enterprise" focus, all of which are part of our growth strategy.

The DJJ sales training courses were modeled after Nucor's Sales Management Training. It is an opportunity for DJJ and Nucor commercial teammates to become more commercially aligned by creating a common commercial language, approach and skill set, with the ultimate goal of taking care of our valued customers.



## 2016-2017 SUSTAINABILITY AWARDS

DJJ companies were proud recipients of the several different safety and environmental awards during 2016-2017. Examples include:

- OSHA's SHARP Designation: As of late 2017 a total of 12 DJJ facilities have achieved the SHARP (Safety & Health Achievement Recognition Program) designation. Companies earn SHARP by demonstrating to OSHA an exemplary safety and health management system, and we are actively pursuing the SHARP designation at additional facilities.
- United Safety Council of Florida Awards: Trademark Metals Recycling received the Silver 2017 Corporate Safety Achievement Award and the Bronze 2017 Outstanding Lost-Time Prevention Award. 2017 marked TMR's 12th year of recognition for safety excellence by the United Safety Council of Florida.
- North Carolina Department of Labor Award: Metal Recycling Services (MRS) Monroe facility received the Gold level "Certificate of Safety Achievement" for 2016. This award recognizes companies that strive to excel in safety.
- The Colorado Environmental Leadership Program: In 2016, U-Pull-&-Pay's Aurora, Colorado Springs, and Denver stores, as well as Western Metals Recycling's Englewood and Grand Junction facilities, were recognized for a third time by the Colorado Environmental Leadership Program (ELP) as Gold Leaders. The five locations achieved the original Gold Leader recognition in October 2014.

The ELP is a statewide environmental recognition and reward program administered by the Colorado Department of Public Health and Environment.

ELP recognizes the UPAP and WMR Colorado sites for voluntarily going beyond compliance with state and federal regulations and for their commitment to continual environmental improvement. The Gold level is the program's highest achievement.

- The Indiana Department of Environmental Management (IDEM) Clean Yard Gold Level Award: The Indiana Clean Yard program and the Indiana Certified Automotive Recyclers Exemplary Standards (INCARES) program recognize auto salvage recyclers who make sure that the environment and their communities are protected from pollution. The programs require an independent audit that examines the facility's licenses and approvals, daily operations, and thoroughness in following environmental regulations. In August 2017, U-Pull-&-Pay Indianapolis was presented the highest awards for their environmental excellence: Gold in the Indiana Clean Yard program and Platinum in the INCARES program.







Harris Steel Group is a wholly owned subsidiary and part of Nucor Corporation. We process, fabricate, and distribute steel throughout the U.S. and Canada through our many subsidiaries, including Harris Rebar, Harris Supply Solutions, Laurel Steel, and Nucor Grating. Our products include: concrete reinforcing steel, epoxy-coated reinforcing steel, concrete post tension systems, wire products, cold finished bar, aluminum grating, heavy industrial steel grating, and expanded metal.

At Harris Steel, our number one value is We Work Safe. Our goal is zero injuries – a commitment we have backed up with remarkable safety progress since joining the Nucor family in 2007.



## LAUREL STEEL TURNS 50

In this report, we are proud to put a spotlight on Harris Steel Group member Laurel Steel as it celebrates 50 years of excellence. Founded in 1967 by Milt E. Harris, Laurel Steel began manufacturing products for the concrete industry from a single, small facility in Orangeville, Ontario. Fifty years later, the company has built a culture focused on continual improvement and sustainable operations, and has established itself as North America's premier supplier of cold finished bar, wire and mesh products.

## COMMITTED TO ENVIRONMENTAL SUSTAINABILITY

Laurel Steel is ISO 14001 certified and operates under a comprehensive environmental management system (EMS). This EMS covers everything from waste diversion to energy efficiency, and is considered every teammate's responsibility.



### ENERGY

Laurel Steel participates in the Ontario Industrial Conservation Initiative (ICI). By participating in the ICI program, Laurel is helping to reduce the load on the electrical grid during peak demand, enabling the provider to defer the need for investments in new electricity infrastructure and lowering Laurel's global adjustment costs.



### RECYCLING

Since 1992, Laurel Steel has championed a waste reduction policy that emphasizes diverting waste from landfills. In a recent example, the company initiated a waste reduction program in 2016 to replace disposable water bottles with reusable plastic bottles, successfully eliminating more than 6,000 disposable water bottles from the waste stream. Today, Laurel Steel is proud to have a waste diversion rate of 98 percent!



### REINFORCING OUR COMMUNITY

Over the past 50 years, Laurel and its team has contributed to the local community through employment, outreach programs and supporting charitable organizations such as the United Way, the Paraplegic Society and the Wounded Warrior Project.



### TAKING CARE OF OUR TEAM

Since 1967, Laurel Steel has been committed to taking care of our teammates. And after more than 50 years and nearly 500 teammates, our teammates remain our top priority. Core to this commitment is a culture of safety that extends beyond the workplace into our homes and community. The results speak for themselves: Laurel's employee turnover rate is less than 2 percent.



### CUSTOMER CARE

Our mission is to take care of our customers. One unique feature of our manufacturing facility is that we have one of the largest vertical storage systems available, at 95 feet high. The system allows us to ship faster, have greater inventory accuracy and, most importantly, take care of our customers on time, every time.

## AWARDS

- THE RECYCLING COUNCIL OF ONTARIO WASTE MINIMIZATION AWARD
- THE BURLINGTON CHAMBER OF COMMERCE ENVIRONMENTAL ACHIEVEMENT AWARD
- NUCOR PRESIDENT'S ENVIRONMENTAL ACHIEVEMENT AWARD





## LIGHT BULB REPLACEMENT PROJECT

Recently, Skyline began a company-wide energy efficiency and modernization project by replacing metal halide light bulbs with more efficient fluorescent lighting. In addition to the energy savings - fluorescent lights consume a fraction of the energy consumed by traditional bulbs - there are significant economic benefits to using the upgraded lighting.

Consider that a 400 watt metal halide lamp has a rated life span of approximately 19,000 hours, compared to 35,000 for a T5 fluorescent lamp. Additionally, metal halide bulbs lose up to 50 percent of their brightness within 9,000 hours, or approximately 3 years, even though they continue using the same amount of energy. T5 fluorescent lamps use 50 percent less energy than metal halide and produce consistent brightness during a lifespan of approximately nine years, three times longer than the older lamps.

But the benefits go beyond energy savings and reduced bulb replacements. The process for changing bulbs in Skyline's work areas is expensive due to the need for a manlift, and it requires special safety considerations. Because fluorescent bulbs last significantly longer than metal halide bulbs, the upgraded lighting means Skyline's teammates spend less time in the manlift and are less likely to experience safety concerns while handling the bulbs.



## PINK OUT DAY

Since 2011, Skyline's Iuka, Mississippi division has rallied to support breast cancer awareness through an annual Pink Out Day. The division provides pink t-shirts for teammates to wear on Pink Out Day. Leading up to the event, the division holds a contest for the graphic design that will go on the t-shirt. Event activities include decorating the shop and a balloon launch, featuring cards with the names of cancer patients. Additionally, the division holds a fundraising drive with a company match on behalf of the American Cancer Society. In 2017, more than \$1,120 was raised through the event.



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Global Reporting Initiative – G4 Disclosures

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G4-7	Report the nature of ownership and legal form.	90-92
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	8, 74-87
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G4-32	Report the 'in accordance' option the organization has chosen.	2
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**JOHN J. FERRIOLA**  
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Chief Executive Officer  
and President



**JAMES D. FRIAS**  
Chief Financial Officer,  
Treasurer and  
Executive Vice President



**JOHN H. WALKER**  
Lead Director

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