



NUCOR®

**Corporate Social
Responsibility**

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Letter from the CEO

Leon J. Topalian

Dear Stakeholders:

Steel is an essential building block of our economy and will continue to be critical in the decades ahead. The steel of the future will be cleaner than it is today, continuing a trend that has been underway in the United States for decades. As the leader in circular steel production, Nucor is well positioned to meet this demand.

Our company was focused on sustainability long before the practice was commonplace. As the global leader in making steel by recycling scrap metal in Electric Arc Furnaces (EAFs), sustainability has always been a core attribute of our business. The steps we are taking today to become more efficient and reduce our environmental impact are a natural evolution of a journey we have been on for more than 60 years.

At Nucor, being a sustainable business starts with being a safe one. The health, safety and well-being of our 32,000 Nucor teammates is our most important value. In 2024, our team achieved the safest year in Nucor history, with the lowest number of recordable injuries ever. 28 Nucor divisions had zero recordable injuries, which is also a new record. This outstanding safety performance is a testament to our teammates' operational excellence and unwavering commitment to caring for each other.

We want to continue to raise the bar for the steel industry, with respect to both safety and environmental stewardship. We will do this by achieving world class safety performance and meeting or beating our environmental goals.

As North America's leading steelmaker, we recognize our responsibility to also be the leader in sustainability. We were the first North American steelmaker to establish science-based greenhouse gas (GHG) targets covering Scopes 1, 2 and 3 emissions. Achieving these targets requires a multi-faceted approach.

In this report you will learn about some of the initiatives we are pursuing to lower our emissions, including:

- At our steel mill in Berkeley County, South Carolina, we have a low-copper shred project that focuses on removing non-magnetic materials like copper to enhance the quality and utility of scrap metal, reducing our reliance on high-embodied carbon iron inputs.
- At our rebar micro mill in Missouri, we have dramatically reduced Scope 2 GHG emissions by sourcing predominantly renewable power and reduced Scope 1 emissions by 90% by immediately casting and hot rolling steel into its final product.

Innovations like these are not new for us. We have been innovating since we first started making steel.

Finally, in these pages you will also read about the ways our company and our teammates are making a positive impact in the communities where we live and work. Through our operating divisions and Nucor Charitable Foundation, we donated more than \$20 million to charitable organizations, and our teammates participate in thousands of volunteer hours each year.

Thank you to our investors, customers, suppliers, and all other stakeholders for working with us to take our safety and environmental performance to the next level.



Leon J. Topalian

Chair, President & Chief Executive Officer

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As North America's leading steelmaker, we recognize our responsibility to also be the leader in sustainability.”



A photograph of two workers, a man and a woman, walking through a large industrial facility, likely a steel mill. They are both wearing green hard hats, safety glasses, and blue work shirts with reflective yellow stripes. The woman is wearing blue jeans, and the man is wearing light blue pants. They are walking on a concrete floor with yellow safety lines. In the background, there are large stacks of steel beams and a complex network of steel structures and lights.

WHO WE ARE & HOW WE CREATE VALUE



Nucor entered the steelmaking business in 1969, providing steel to our then-fledgling steel joist business in South Carolina. Utilizing revolutionary steelmaking technology, the Electric Arc Furnace, or EAF, to melt scrap into new steel using electricity, Nucor grew to supply its own steel products divisions. Recycling scrap steel in EAFs, also known as circular steelmaking, gave Nucor an advantage over traditional integrated steel mills, which use giant blast furnaces to make steel from raw ore, referred to as extractive steelmaking. That advantage continues today. Our business is organized into three segments: raw materials, steel mills and steel products.

Nucor's raw materials segment provides scrap and Direct Reduced Iron (DRI), both of which feed our steel mills, and acquires additional metallic inputs from the marketplace, as needed. Utilizing circular steelmaking via EAFs, our steel mills segment produces a wide range of primary steel shapes for sale to outside customers and to our downstream steel products businesses.

Approximately 20% of our steel mill production is converted into a wide range of fabricated products by Nucor's downstream product groups, including: structural steel tubing, electrical conduit, joists and joist girders, steel deck, steel fasteners, fabricated rebar, steel grating, metal buildings, insulated metal panels, racking systems, overhead doors, utility towers and structures, wire and wire mesh, piling and foundation products. This circularity and vertical integration, from primarily recycled raw materials to final product, allows Nucor to operate more sustainably and provide the supply chain transparency that our customers are increasingly interested in – enhancing our position as a supplier of choice in our industry.

2024 Review & Outlook

In 2024, Nucor had revenue of \$30.7 billion and earnings of \$2 billion, or \$8.46 per diluted share. While our revenue and earnings were down compared to the historic highs we achieved over the previous three years, our 2024 earnings are still well above our historical average.

The safety and well-being of our teammates - Nucor's true value creators - remains our highest priority. We finished the year with an Injury and Illness (I/I) rate of 0.77, making it our safest year in history, but we are not satisfied with our progress and have numerous initiatives underway so that we can further improve and attain world class safety performance.

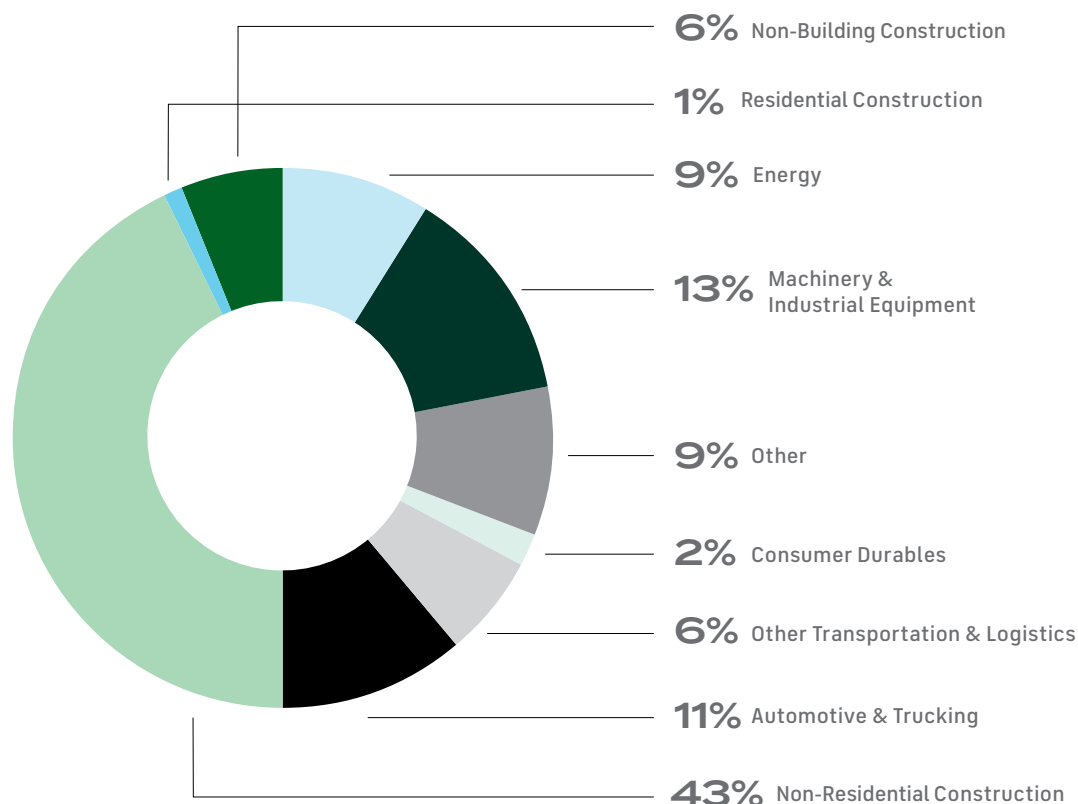
With the strongest balance sheet and credit ratings in the North American metals sector, and the most diverse product offerings among all U.S. listed steel products manufacturers, the Nucor team remains well positioned to create more value for all our stakeholders.

Steel is increasingly recognized as an essential material to our nation's general economic growth and development, as well as for climate change resilience and energy transition. We are building out Nucor's portfolio of solutions so that we can readily respond to accelerating efforts aimed at:

- Rebuilding American infrastructure to make it more resilient.
- Repowering and decarbonizing the domestic energy sector.
- Reshoring manufacturing to lessen American dependence on far-off global supply chains.
- Enabling rapid build-out of data center infrastructure to unleash the benefits of advanced technologies, such as artificial intelligence (AI).

And we are increasingly confident that our reputation as both the leading domestic producer of steel products and an employer of choice, along with our low GHG emissions intensity and recycling-based business model, makes Nucor the preferred partner for both government and private sector customers pursuing these objectives.

End-Use Markets Served



Figures are approximate percentages of total external shipments of steel and steel products for 2024.



From automobiles to data centers to modern high-rise construction, steel is a ubiquitous component of the economy of the future. Its flexibility, strength, aesthetics and relatively low cost have made steel the choice of architects, engineers, manufacturers and consumers for more than a century.

The markets and customers that Nucor serves are becoming increasingly aware and concerned about the environmental and social impact of their supply chains. And Nucor's United States based EAF steelmaking facilities generate some of the lowest greenhouse gas (GHG) equivalent emissions per ton in the global steel industry.

A large percentage of the steel Nucor produces eventually makes it into a wide range of construction applications. From nuts and bolts to the beams underpinning the nation's tallest skyscrapers, Nucor steel can be found on almost every construction site in America. Construction of warehouses for goods distribution, as well as data centers, have been among the fastest growing markets for our products in recent years and continue to represent important construction market sub-segments for Nucor.

Other important end-use markets for Nucor include automotive, energy, machinery, heavy and agricultural equipment and transportation. Although each of these industries utilize a different mix of steel products, grades, and sizes, they all require a steel producer that understands and anticipates the changing demands of the market.

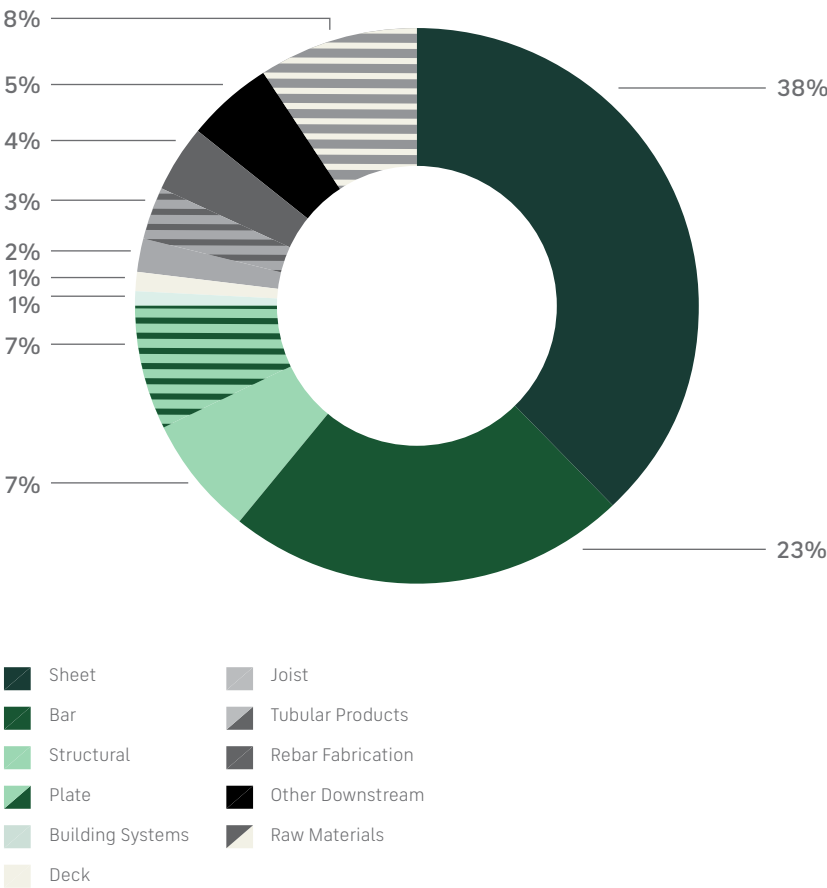
We continue to invest in new products and new capabilities, to build on our industry leadership position by sustainably meeting both current and emerging market needs. Over the past five years, Nucor has invested approximately \$16 billion expanding our product portfolio to include more value-added steel products and steelmaking capabilities. Throughout Nucor's history, we have served as a strategic partner for our customers — applying the latest innovations, staying abreast of design trends, and using market analytics to develop products that help solve their most pressing challenges. We regularly bring customers new opportunities to drive progress and growth together.

LOCATIONS

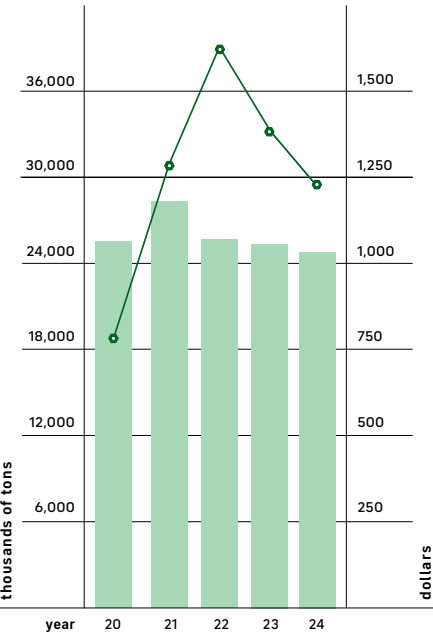
- BAR
- BEAM
- CASTING
- COLD FINISH
- CORPORATE OFFICE
- FASTENER
- GRATING
- INSULATED PANELS
- INTERNATIONAL
- JOIST & DECKING
- METAL BUILDINGS
- PLATE
- OVERHEAD DOORS
- WAREHOUSE SYSTEMS
- RAW MATERIALS
- REBAR FAB & INSTALL
- SHEET
- STEEL FOUNDATIONS
- FLAT ROLLED PROCESSING
- TUBE
- UTILITY STRUCTURES
- WIRING

Diversified Product Mix

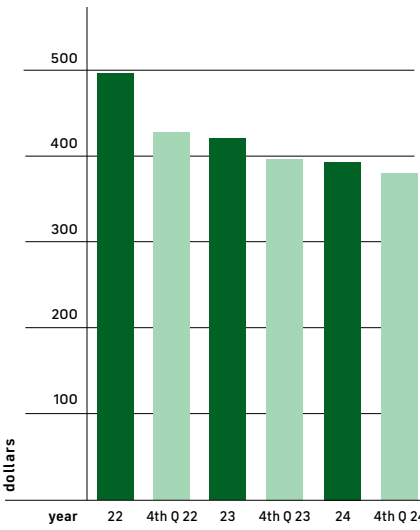
Total Tons Sold to Outside Customers in 2024



Results			
	2022	2023	2024
Net Sales	\$41.5B	\$34.7B	\$30.7B
Steel Shipped	23.2M Tons	23.3M Tons	23.1M Tons
EPS	\$28.79	\$18.00	\$8.46
Free Cash Flow	\$8.1B	\$4.9B	\$0.8B



Total Tons Sold to Outside Customers
Average Sales Price Per Ton



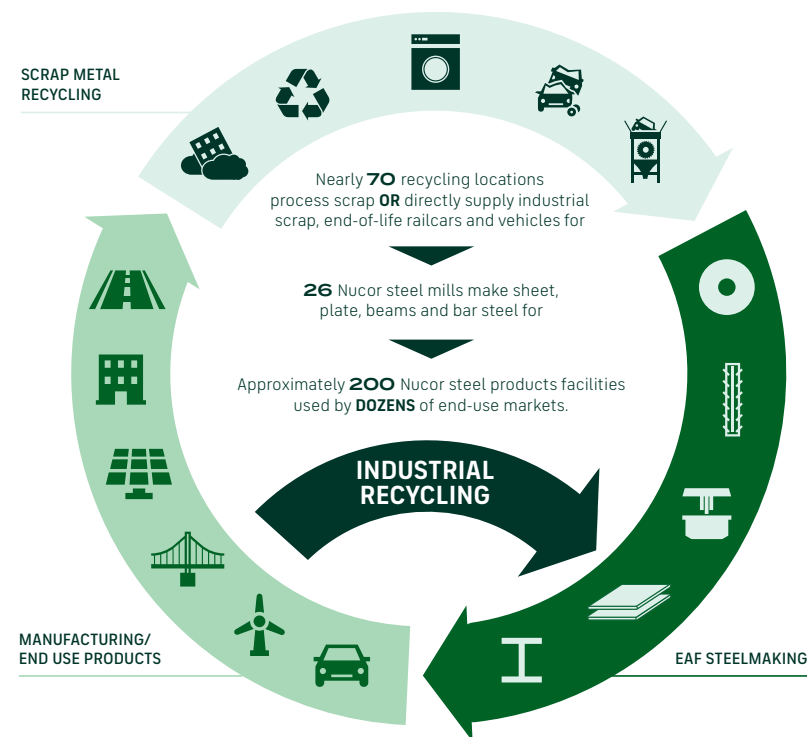
Average Scrap and Scrap Substitute
Cost Per Gross Ton Used

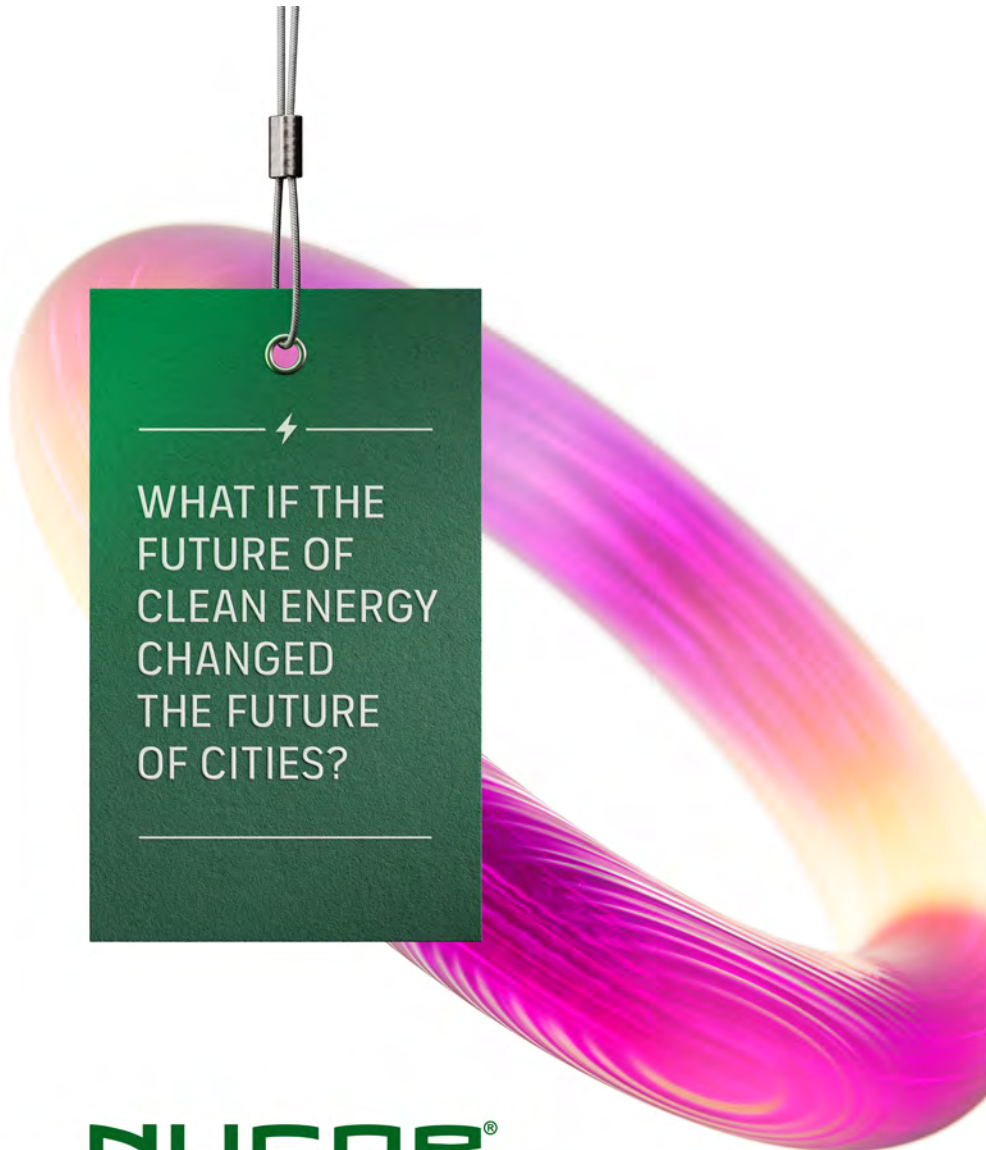


Working with Our Customers to Create the Circular Steel Economy

From the time we entered the steel business more than 60 years ago, Nucor has been focused on producing steel sustainably. When our first EAF roared to life in Darlington, South Carolina, Nucor ushered in a new era of steelmaking in the U.S. and radically transformed the industry. The impact is still felt today, with approximately 70% of U.S. steel production now coming from EAFs, making the U.S. one of the cleanest places in the world to make steel. And we are continuing to push our sustainability efforts further by looking to close the recycling loop through efforts such as Nucor Industrial Recycling. The goal of Nucor Industrial Recycling is to work with our customers to find new and better ways to return steel scrap directly from manufacturing facilities to steel mills for circularity via remelting. In 2024, we recycled approximately 20.3 million net tons of scrap steel.

Vertical Integration & Product Lifecycle





WHAT IF THE
FUTURE OF
CLEAN ENERGY
CHANGED
THE FUTURE
OF CITIES?

NUCOR®
Made for good

Made for Good

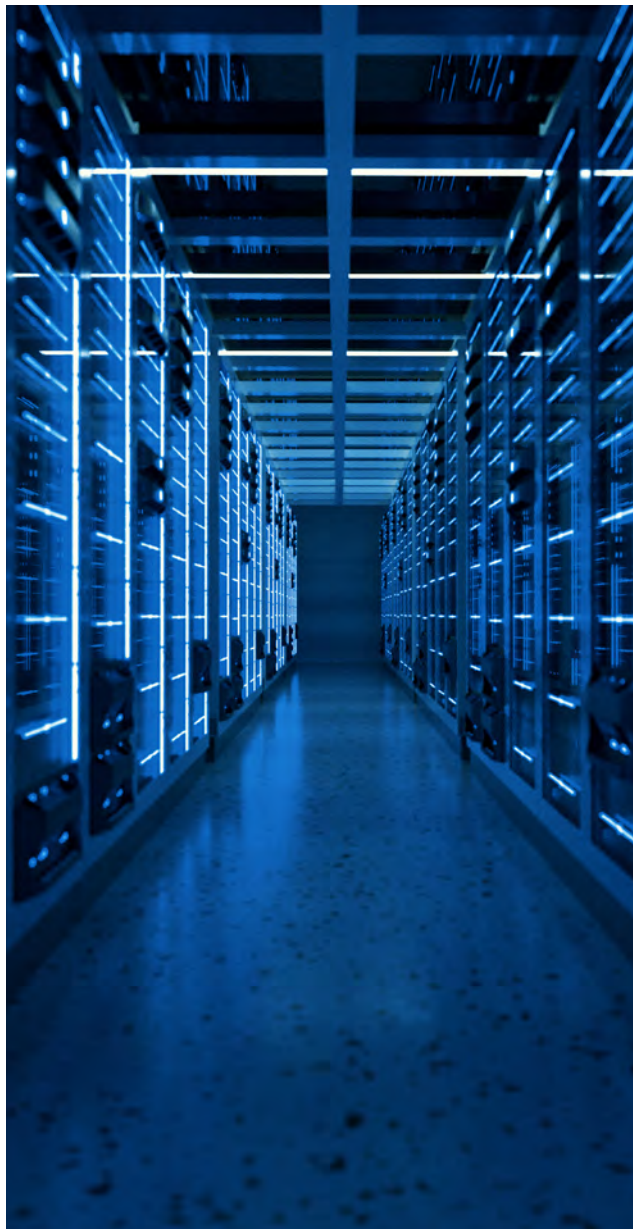
In 2024, Nucor continued its “Made for Good” campaign, which highlights our leadership and partnerships across a broad range of industries to develop innovative solutions for industrial scale circularity, decarbonization and the advancement of clean energy.

As a steel industry leader, we continuously challenge ourselves to further reduce our emissions. Our sustainability efforts are also being driven by our customers as we partner with them on their own sustainability journeys. Through partnership and purposeful innovation, we are providing both steel and solutions that empower our customers to successfully achieve their business and sustainability goals.

“Made for Good” invites customers, investors, industry stakeholders and policymakers to partner with Nucor in tackling the challenge of decarbonization. 2024 featured our partnership with Helion, a company focused on building the world’s first fusion power plant. This story, along with the campaign’s other case studies, explores Nucor’s investments in next generation energy sources, such as advanced nuclear fusion, Nucor’s industry leading Econiq™ low embodied carbon certification, and other innovative products.

For more than five decades, Nucor has produced steel using the most sustainable technologies commercially available. Today, we are focused on pursuing new technologies and methods to further cut emissions. The economy of tomorrow is being built with steel and the steel it’s built with matters. Together, we’re working to ensure that everything we make is “Made for Good”.

[Learn more at nucor.com/madeforgood](https://nucor.com/madeforgood)



Powering the Digital Economy

In April of 2024, Nucor acquired Southwest Data Products, Inc. (SWDP), a manufacturer and installer of data center infrastructure based in San Bernardino, California. This acquisition expands Nucor's presence in the rapidly growing data center market and adds approximately 147 teammates to the Nucor family. In addition, Nucor launched Nucor Data Systems, a new business unit dedicated to serving data center infrastructure customers with comprehensive, steel-based solutions.

With the addition of SWDP, Nucor is now uniquely positioned to provide a full suite of sustainable steel products to support data center construction and expansion. Manufactured using Nucor's low-embodied-carbon steel, our offerings include: rebar, steel foundations, structural steel, joists, grating, decking, insulated wall and roof panels, containment and pathway support structures, racks, wall units, cabinets, cages, overhead doors, sprinkler pipe, conduit and fasteners. By leveraging our circular, recycling-based steel production process, we ensure that the digital economy is being built with sustainable materials that reduce environmental impact. The integration of SWDP's expertise in airflow containment structures, enclosures and installation services further strengthens our ability to serve hyperscale cloud and colocation data centers.

The SWDP acquisition aligns with Nucor's "Expand Beyond" strategy, which focuses on investing in steel-centric businesses beyond traditional steel production. SWDP's location near Nucor Warehouse Systems' production facility in Southern California will enhance operational efficiencies and growth opportunities.

As demand for artificial intelligence, cloud computing and video streaming accelerates, Nucor is well-positioned to support the infrastructure needs of these transformative industries. Through strategic investments like SWDP and Nucor Data Systems, we continue to drive innovation, sustainability and growth in the digital economy.

Econiq™ Certified Low-Embodied Carbon Steel

Since its inception in 2021, Nucor's Econiq™ has led the global steel industry in certifying low-embodied carbon materials. Utilizing Nucor's industry leading GHG intensity position via circular EAF steel production - along with 100% renewable electricity credits and eliminating remaining Scope 1 emissions using carbon offsets - Econiq™ NZ continues to attract interest from automakers, manufacturers, construction firms, renewable energy producers and others searching for ways to reduce their carbon footprint.

As industry's journey in decarbonization has continued to evolve, Nucor has adapted the Econiq™ certification to meet our customers' needs. The Nucor Econiq™ certification will include an Econiq™ NZ category that will supply the certification for those customers wanting net-zero steel. Econiq™ RE is a category of Econiq™ that certifies that Nucor steel or steel products are made with 100% renewable electricity credits. And for customers focusing on reducing their construction project's carbon footprint, we have a portfolio of Econiq™ products that can meet those requirements as well.



OUR MISSION

**GROW THE CORE
EXPAND BEYOND
LIVE OUR CULTURE**

OUR CHALLENGE IS TO BECOME
THE WORLD'S SAFEST STEEL COMPANY.

WE LIVE EACH DAY WITH GRATITUDE
FOR THE FAMILIES, CUSTOMERS AND PARTNERS
THAT MAKE OUR WORK POSSIBLE.

NUCOR®

A photograph of a male worker in a green hard hat and a bright yellow high-visibility safety vest with reflective stripes. He is standing in a large industrial warehouse, reaching out to inspect a stack of corrugated metal sheets. The warehouse is filled with numerous tall stacks of these metal sheets, which are organized in rows. Each stack has a small white label attached to it. The lighting is industrial, with some overhead lights visible. The word "GOVERNANCE" is overlaid in large white capital letters on the right side of the image.

GOVERNANCE

At Nucor, we believe that our reputation for fair business dealings with our contractors, suppliers, customers and each other provides us with a strong foundation and helps to ensure our success.

Legacy of Caring

Since our founding, Nucor has taken the long-term view. We believe that ongoing investment in our people, our communities, and in our partnerships will generate attractive returns for our stockholders far into the future. Our dedication to the health and safety of our teammates, our focus on being reliable partners for our customers, and our commitment to being good stewards of the communities where we live and work are all key elements of living the Nucor culture.

Board, Structures, Committees

Nucor's Board of Directors is currently made up of eight members, three of whom are women and one of whom is our current Chair, President and CEO. Seven of the Board members are independent as defined by SEC guidelines. The Chair role is held by our CEO. Our Lead Director is Christopher Kearney, retired Executive Chairman, Otis Worldwide Corporation. The Board has three committees: Audit, Compensation and Executive Development, and Governance and Nominating. The Audit Committee functions include assisting the Board in its oversight of the integrity of Nucor's financial statements and compliance with legal and regulatory requirements. The Compensation and Executive Development Committee determines compensation for senior officers and makes recommendations to the Board regarding director compensation. The Governance and Nominating Committee evaluates and recommends nominees for Board membership and makes recommendations to the Board regarding corporate sustainability and other environmental, social and related governance matters. Detailed explanations of the Board, Committees and their respective responsibilities can be found on our [website](#).

Nucor provides training for new members of our Board of Directors including detailed materials explaining the company's practices. Additionally, we ensure that senior managers and other teammates are available to familiarize Board members with our company and the steel industry. We also organize regular visits by Board members to our facilities. To increase their effectiveness in leading our company, Nucor encourages Directors to pursue educational opportunities related to their position and provides reimbursement for reasonable expenses related to those educational opportunities.

2024 BOARD MEMBERS



NORMA B. CLAYTON



PATRICK J. DEMPSEY



NICHOLAS C. GANGESTAD



CHRISTOPHER J. KEARNEY



LAURETTE T. KOELLNER



MICHAEL W. LAMACH



LEON J. TOPALIAN



NADJA Y. WEST

Approach to Risk Assessment

Our risk assessment and mitigation is managed under the direction of the Board of Directors. In addition to Board oversight, our CEO and our entire executive team are fully engaged in risk management and mitigation. A comprehensive annual report on the risks facing Nucor is prepared by our Corporate Controller, General Manager of Internal Audit and General Counsel and submitted to the Audit Committee for review. In its oversight role, the Audit Committee then meets with the Nucor leaders who prepared the report to discuss and provide feedback on how Nucor prioritizes its risks.

The risks identified include those related to climate change, such as extreme weather events, disruptions to our supply chain and impacts to our markets. Some of Nucor's other ongoing risks include those related to economic conditions, excess global steel manufacturing capacity, legal or environmental liabilities and cybersecurity.

Specifically:

- Demand for steel products can be cyclical, causing significant fluctuations in prices and shipment volumes of our products.
- Nucor is also affected by fluctuations in the availability and costs of energy and raw materials on an ongoing basis.
- Products supplied by competitors, especially from non-market economies such as China, can be highly disruptive to the markets we serve.
- Complying with environmental, safety and other regulations typically requires us to incur expenses that reduce our profits and cash flows but also helps us manage risks in these areas.
- Cybersecurity is an area of increasing concern for all companies. We have increased our investments in technology and personnel to address this growing risk area in recent years.

Sustainability

Our CEO and our entire executive team are fully engaged in Nucor's progress toward achieving our sustainability goals and initiatives. The team members managing day-to-day activities in pursuit of our sustainability objectives report to Nucor's Executive Vice President of Business Services.

Ethics and Compliance

Nucor establishes Standards of Business Conduct and Ethics that all teammates are expected to follow. These standards cover issues including ethical business conduct,

conflicts of interest, gifts and confidentiality. We also have a separate Code of Ethics for Senior Financial Professionals. Each senior financial officer, including our CEO, must sign this document by hand, and submit it to our corporate headquarters. These documents are available to view on our website [here](#).

Human Rights

Nucor is firmly committed to respecting the human rights of all individuals. Our policies are based on the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, as they pertain to the steel industry. Nucor proactively works to ensure that our labor and supply chain policies reflect our commitment to human rights. Given our team-oriented culture with its focus on accountability, and that most of our operations are in North America, we consider our potential risk for violating human rights to be low. Nucor does not tolerate any form of forced labor, involuntary labor, child labor, human trafficking or modern slavery, either in our operations or our supply chain. We also respect the rights of local people in the communities where we work and live, including the rights of indigenous peoples. Nucor also does not tolerate coercion of any kind, withholding of passports or sexual exploitation. In geographic locations where human rights violations may occur, we monitor and certify our supply chains, including contractors, subcontractors and suppliers. Our expectations in this regard are captured in our Supplier Code of Conduct. If Nucor's human rights standards are more stringent than the laws of a particular area, we operate according to our own higher standards. For the complete text of the Nucor Human Rights Policy, please click [here](#).

Fair Employment Practices

Our employment practices aim to achieve fair and equitable treatment for all teammates, including competitive compensation and benefits and the right to work in an environment free of discrimination and harassment. Nucor will not tolerate any form of discrimination or harassment in any aspect of our business. Accordingly, Nucor considers discrimination and harassment to be major offenses that can result in suspension or termination. For the complete text of the Nucor Discrimination and Harassment Policy, please click [here](#).

To ensure that our operations consistently function according to our high ethical standards, Nucor provides a framework for reporting violations. Teammates, as well as suppliers and contractors, may report violations to a manager, general manager or to Human Resources. Individuals wishing to report anonymously may call a **toll-free Hotline**, which is monitored by a third party. Violators of our ethical standards may be suspended, terminated or referred to government authorities where appropriate. Nucor prohibits any retaliation whatsoever against teammates who report violations.



SAFETY, TEAMMATES & COMMUNITY

At Nucor, we've long said Safety is Our #1 Value, but it's not just a motto. Our teammates understand they can rely on each other to ensure every person in the company goes home safely to their families at the end of their workday. We believe safe business is also smart business. Taking care of our customers begins with taking care of the teammates who get the job done.

At Nucor, we use every resource available to ensure the safety of our teammates, including partnering with outside groups and agencies. And we have tapped into the naturally friendly competitive spirit of our Nucor teammates, challenging our geographic regions to compete to determine the safest Nucor region in the country.

Our President's Safety Cup encourages all our teammates to work together to ensure everyone goes home safely to their families and communities after every shift.

In 2024, we lowered our Injury and Illness (I/I) rate for the sixth year in a row. That rate decreased 3% from the previous year.

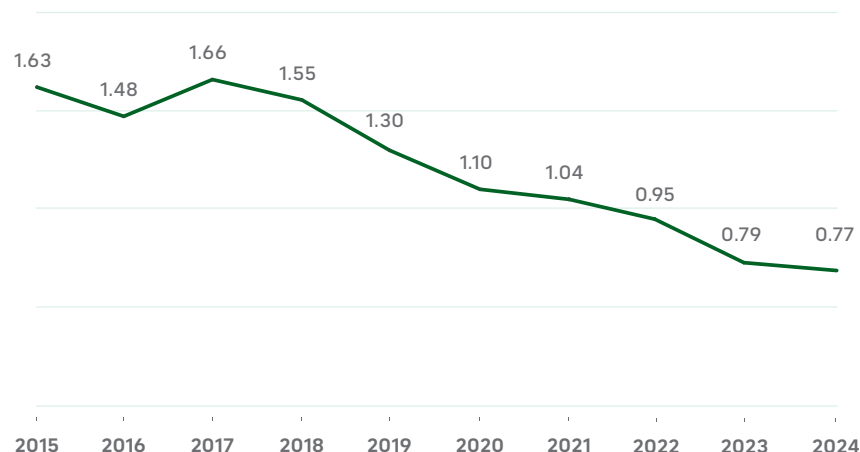
- Enterprise-wide I/I rate for 2024 was 0.77, for steel mills the I/I rate for 2024 was 0.72.
- I/I rate for the domestic steel industry in 2024 was 2.1.

Beyond our goal of preventing all injuries, our safety strategy prioritizes the elimination of Serious Injuries or Fatalities (SIFs). Our SIF prevention program focuses on injury potential, the SIF precursors that were present and active controls to eliminate exposure. We distribute potential Serious Injury or Fatality (pSIF) alerts and weekly summaries throughout the enterprise that describe key trends and actions for divisions to adopt.



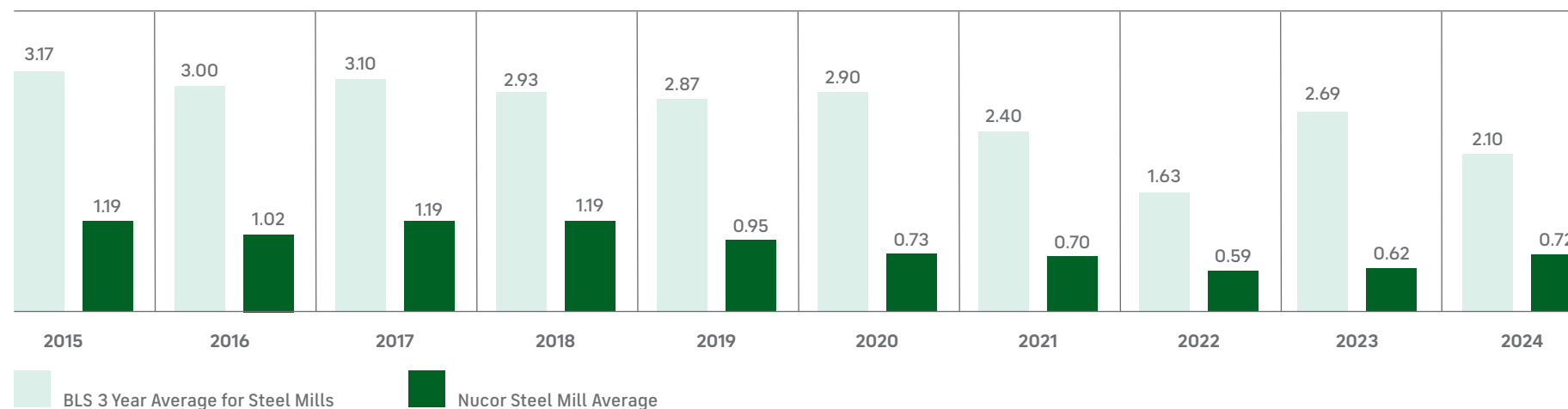
Nucor Injury & Illness Rates (2015-2024)

Annual OSHA Recordables Per 200,000 Hours/Year



Comparison of Injury & Illness Rates Between Nucor Steel Mills and the Domestic Steel Industry

As Published by the Bureau of Labor Statistics (BLS) (2015-2024)





2024 Nucor Divisions with Zero Recordables

- DJJ Cincinnati
- General Recycling of Washington
- Metal Recycling Services
- Nucor Business Technology
- Nucor Coatings
- Nucor Corporate
- Nucor Cold Finish Nebraska
- Nucor Cold Finish South Carolina
- Nucor Cold Finish Wisconsin
- Nucor Grating
- Nucor IPG Kentucky
- Nucor IPG Nevada
- Nucor IPG South Carolina
- Nucor IPG Shelbyville
- Nucor IPG Utah
- Nucor IPG Waterloo
- Nucor Logistics Group
- Nucor Rebar Fabrication Jackson
- Nucor Rebar Fabrication Northwest
- Nucor Steel Kankakee
- Nucor Steel West Virginia
- Nucor Tubular Products Chicago
- Nucor Tubular Products Gallatin
- Nucor Tubular Products - Madison
- Nu-Iron Unlimited
- Texas Port Recycling
- Universal Industrial Gases
- Verco

Emergency Response Management

All Nucor divisions are required to have an emergency response plan and conduct annual emergency response training. This training includes how to respond to various emergencies (e.g. fire, weather, bomb threat, active shooter, hazardous materials), training on personal protective equipment (PPE), industrial hygiene, and the proper emergency preparedness procedures, including rehearsing coordination with local first responders and surrounding communities.

Nucor Steel Memphis hosted an Emergency Responder Summit, bringing together first responders and safety leaders from throughout Nucor to discuss best practices, safety protocols and emergency preparedness in the steel industry.

The event included scenario drills for technical rope rescue and medical rescue, which were both competitions. Nucor Steel Decatur's team took home the trophy for the rope scenario and a combined effort of Nucor Steel Hickman and Nucor Steel Nebraska dominated the medical scenario drill.

80 teammates from 14 different divisions participated in this year's summit.

Safer through Technology and Innovation

Nucor is constantly exploring the latest technologies in safety innovation to further reduce risks and protect teammates. We have formed several teams, comprised of operations, maintenance and safety personnel, to identify the Best Existing Safety Technology (BEST) for particular types of equipment and processes. These BEST teams research and evaluate the latest and upcoming technologies and provide our divisions with a framework to understand what equipment is available, the application, intention and benefit of each piece of equipment for their needs. Each BEST team focuses on a specific piece of equipment or process, including various forms of cranes, mobile equipment, rolling stock, fixed processing equipment and power distribution.

Safety Certifications

To manage occupational health and safety risks Nucor utilizes ISO 45001 and partners with the U.S. Occupational Safety and Health Administration (OSHA) through both its Voluntary Protection Program (VPP), and its Safety and Health Achievement Recognition Program (SHARP). VPP recognizes companies that voluntarily exceed the safety standards required by law. Achieving VPP Status requires a rigorous safety and health management system. Among our divisions, 24 participate in the VPP, and all of these have achieved VPP Star status, the highest award possible in the program. To qualify, divisions must have Injury and Illness (I/I) rates below the national average for their industries.

Nucor also participates in the Special Government Employee (SGE) program, which allows our Nucor teammates to work alongside OSHA to perform on-site safety evaluations. Qualified volunteers from Nucor are eligible to participate in the SGE Program. These volunteers must be approved by OSHA, and their participation is funded by Nucor. Nucor has one of the largest numbers of SGE volunteers in the country.

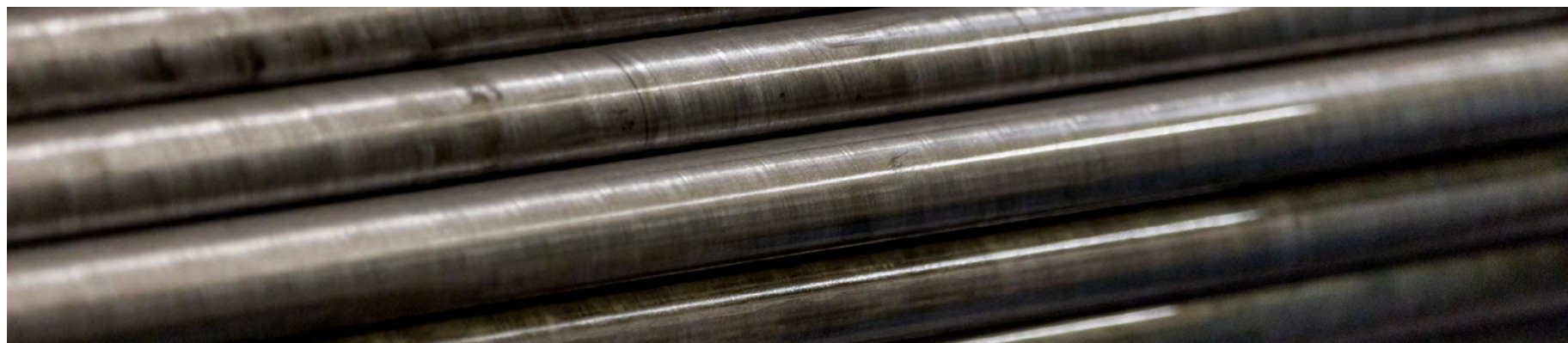
Approximately 40% of Nucor steel mill teammates are certified under VPP and 25% are ISO 45001 certified. Some Nucor steel mill teammates are certified under both of these programs, as well as SHARP. These certifications require periodic third party audits to ensure compliance and continuous improvement.

ISO 45001 Certified Divisions

- Nucor Steel Utah
- Nucor Steel Seattle
- Nucor Steel Indiana
- Nucor-Yamato Steel
- Nucor Steel Marion

Divisions Recognized by VPP

- Nucor Steel Hertford
- Nucor Rebar Fabrication Mooresville, Indiana
- Kirby Building Systems
- Nucor Building Systems Indiana
- Nucor Building Systems South Carolina
- Nucor Building Systems Texas
- Nucor Building Systems Utah
- Nucor Cold Finish Nebraska
- Nucor Fastener Indiana
- Nucor Steel Auburn
- Nucor Steel Berkeley
- Nucor Steel Gallatin
- Nucor Steel Indiana
- Nucor Steel Jackson
- Nucor Steel Kankakee
- Nucor Steel Kingman
- Nucor Steel Marion
- Nucor Steel Seattle
- Nucor Steel Texas
- Verco Phoenix
- Vulcraft Alabama
- Vulcraft Indiana
- Vulcraft Nebraska
- Vulcraft Texas





Contractor Management

Nucor is committed to strengthening our partnership with our valued contractor partners. In March 2024, Nucor organized a series of forums that brought together Nucor leaders and executives from 45 of our strategic partners across maintenance, mill services, construction and transportation/logistics. The objective of these forums was to foster a stronger relationship between Nucor and our contractor partners. The forums facilitated meaningful engagement and opened a dialogue to discuss ways to improve our relationships, break down communication barriers and strengthen our partnerships.

During the forums, we aligned on the challenges we face associated with our respective teams' safety, identified potential opportunities for the leaders to continue improving safety, and discussed a conceptual plan to get our local-based teams working on site issues even more effectively. The discussions were open and engaging, leading to the identification of three main themes: further building relationships and trust, enhancing communication and improving operational effectiveness and consistency. In the months following the forums, Nucor diligently worked on the opportunities identified from these themes and periodic updates on the progress were communicated back to our contractor partners. This ongoing effort has led to considerable improvements in contractor safety and performance across Nucor.

In addition to our contractor forums, Nucor has a detailed **Supplier Code of Conduct**. Our standard practice is to provide a copy of the Code to each new supplier. Suppliers are generally subject to our form contract, which states that the supplier is required to comply with this Code.

Mental Health Awareness

At Nucor, our commitment to safety and each other goes beyond the workplace; it extends to our overall well-being. Our challenge to become the World's Safest Steel Company focuses on teammate safety and includes the responsibility to create and foster an environment in which every teammate is physically, mentally and emotionally safe. Mental health awareness is a cornerstone of our culture because we recognize its profound impact on every aspect of our lives. Emotional wellness, access to healthcare resources, financial and physical wellness are integral to our success as individuals and as a team.

Nucor has five major pillars we focus on to ensure mental health awareness. These include Mental Health First Aid (MHFA), emotional wellness (stress management), health care resources, financial wellness and physical wellness.

As we continue to prioritize mental health, we're committed to providing our team with the environment and resources where each teammate can thrive personally and professionally. Our MHFA training is a key initiative that has been widely implemented throughout the company and designed to teach individuals how to recognize the signs and symptoms of mental health challenges and to offer initial support. MHFA is not intended to make participants into mental health professionals, but to increase awareness and reduce stigma around mental health. The training empowers teammates to intervene in situations where someone might not otherwise seek help, providing a bridge between immediate support and professional care.

Currently, we have 85 certified MHFA trainers and approximately 1,000 teammates have attended the training.



The President's Safety Awards & The President's Safety Cup

Nucor established the President's Safety Award in 1998, an annual award won by a mill or division where the Injury and Illness (I/I) rate and Days Away, Restricted or Transferred (DART) rate is less than one-third the national average for comparable facilities.

In 2019, Nucor built on the President's Safety Awards recognition to create the President's Safety Cup, an annual award presented to the region that has the best safety record across all of its Nucor facilities.

Working as a region, and not just as an individual facility, encourages our teams to work alongside their regional teammates to share ideas and improve safety as a group.

The 2024 President's Safety Cup was awarded to the teammates of the Atlantic Region:

- Metal Recycling Services
- Nucor Buildings Group South Carolina
- Nucor Business Technology
- Nucor Cold Finish South Carolina
- Nucor Corporate
- Nucor Insulated Panels Group South Carolina
- Nucor Skyline
- Nucor Steel Berkeley
- Nucor Steel Lexington
- Nucor Steel South Carolina
- Nu-Iron Unlimited
- Vulcraft South Carolina

We consider our teammates the most important part of Nucor and believe that our culture—and the encouragement that we provide to our teammates to “grow the core; expand beyond; and live our culture”—provides us with a competitive advantage.

While our business strategy shapes “what” we do, our culture shapes “how” we go about doing it. We believe adherence to the key tenets of our culture — safety, integrity, trust, innovation, open communication, teamwork, inclusion, courage, can-do attitude and ownership — is a powerful differentiator for Nucor and positions the company favorably to deliver ongoing value to all our stakeholders.

Nucor has a streamlined organizational structure that allows our teammates to make quick decisions and innovate. Our organization is also decentralized, with most day-to-day operating decisions made by our division general managers and their teams. By empowering our teammates, our goal is to foster an entrepreneurial mindset, along with a strong sense of personal responsibility and a culture of accountability and belonging.



“

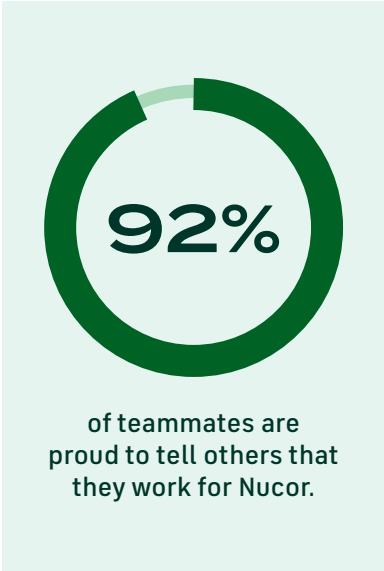
Our team cares about each other personally and professionally. We work hard and play hard. At the end of the day, we are committed to each other and to advancing the goals of the company together.”

Monitoring and Measuring

We retain Mercer, a leading human resource consulting firm, to conduct an employee-wide survey every three years. Mercer conducted our most recent employee-wide survey in 2022. The response rate for the 2022 survey was approximately 90%. The 2022 survey results indicated widespread satisfaction, but did help us to identify areas where we can improve (e.g., communications, development opportunities, etc.) We have taken this feedback and are continuously working to improve the experience of being a Nucor teammate. We plan to repeat this survey in 2025.

We also monitor our teammates’ engagement and satisfaction on an ongoing basis via Comparably, an outsourced online platform that collects anonymous feedback through structured questions covering key workplace topics. The recent summary scores from this system that follow below place Nucor in the top 5% of the large employers (those with more than 10,000 employees) utilizing Comparably.

Happiness	Company Outlook	Team	Compensation
94%	90%	92%	91%
Describes employees’ well-being based on various topics, such as positivity in the workplace, opportunities for professional growth and satisfaction towards compensation and benefits.	Reflects employee sentiment about their company’s future success, based on anonymous feedback on topics like confidence in the company’s future, excitement about going to work and the likelihood of recommending the company to a friend.	Refers to the average sentiment rating provided by employees within a specific department or team, encompassing various workplace culture aspects like leadership, compensation and work-life balance.	Reflects employee sentiment about compensation, based on factors like fairness of pay, raise frequency, benefits satisfaction and bonus/equity satisfaction.



Our retention rate exceeded 93% in 2024.

Attracting and Retaining Teammates

Nucor's reputation as a reliable employer has become a more important consideration among job seekers, especially over the past few years. Although, for Nucor, the values it represents are nothing new.

We have long believed that our team is the fuel source that drives our success as a company. In 2024, we introduced "Assemble. Unlock. Win." as an intentional focus area to ensure continued success in building a deep and well-rounded talent pool.



Assemble

Attracting and retaining a diverse team that will lead the company into the future. This involves seeking the skills, experience and leadership needed to win. Retaining our teammates through a sense of belonging. Representing and connecting to the communities where we live.



Unlock

Unlocking each teammate's full potential by fostering an inclusive environment where every teammate is visible, connected and supported. Advocating for all and ensure the whole person safety of our team. Developing each teammate to realize their unique potential. Connecting with every teammate through curiosity and open communication.



Win

Winning together by amplifying the competitive advantage of Nucor's team and culture. Fueling innovation, creativity and solutions through a sense of belonging. Delivering on the demand for talent. Exceeding expectations for all our stakeholders.

Our recruiting, retention and development initiatives focus on providing equitable opportunities for personal and professional growth, embracing differences and building an environment of mutual respect. This reflects the company's deep commitment to fostering an inclusive workplace where every teammate feels valued and empowered. By prioritizing diversity of thought, background and experience, Nucor strives to create a culture that drives innovation, strengthens collaboration and delivers exceptional results. Nucor will continue to grow without losing sight of the remarkable culture that has made it a great place to work – and to build a career.



Core Partner Schools - Helping Future Teammates Excel

Investing in our core partner schools enables Nucor to introduce and shape the post-secondary degrees that are needed to advance steelmaking technology, and to help students find their passion in the metals industry.

- At Tuskegee University, Nucor has invested in the Nucor Education and Research Center of Excellence, also known as the Nucor Lab. There, engineering students receive hands-on experience studying real-world examples from our mills and solving real problems for Nucor customers.
- At the South Dakota School of Mines and Technology, Nucor has donated both money and material toward the construction of their new state-of-the-art Nucor Mineral Industries Building which, following its completion in early 2025, will house all disciplines related to steelmaking. A ribbon-cutting ceremony for the new building is expected to take place in the Spring of 2025.
- Nucor was the first industry partner to contribute to the Missouri University of Science and Technology's (S&T) \$300 million Arrival District Project, contributing \$2.5 million in cash and in-kind donations. The Arrival District will connect the entry of campus to the main academic campus through a series of landscape and building projects. The Arrival District will provide S&T with a front door befitting its academic reputation.
- At Montana Technological University, Nucor has donated infrared cameras to the Electrical Engineering Department Lab (\$387K) and invested in the Nucor professorship with a donation of \$450K for lab equipment to teach labs pertaining to iron and steelmaking. This will help incorporate a curriculum covering iron and steelmaking into the University's undergraduate courses.
- And at Michigan Technological University, Nucor invested in the Pathway Programs for Women in Engineering and Engineering Scholars.

In addition to these investments, Nucor maintains an active presence on the campuses of our core schools through faculty interactions, student organizations, recruitment fairs and student-led teams. Our current core schools for commercial, finance and technical partnerships are:

- | | |
|--|--|
| <ul style="list-style-type: none"> Montana Technical University South Dakota School of Mines and Technology Tuskegee University University of Alabama University of South Carolina Baylor University | <ul style="list-style-type: none"> Carnegie Mellon University Colorado School of Mines Indiana University Michigan Technical University Missouri University of Science and Technology |
|--|--|

Collaborating with Partners to Advance Hiring and Development

Nucor maintains many partnerships that promote the hiring and development of teammates from all backgrounds. Some of our partners include:

- The Society of Women Engineers, the world's largest advocate and catalyst for change for women in engineering and technology.
- The National Society of Black Engineers, one of the largest student-governed organizations, supports and promotes the aspirations of collegiate and precollegiate students and technical professionals in engineering and technology.
- BEYA, the Black Engineer of the Year Award, a national event that celebrates the achievements of individuals in STEM fields, bringing together professionals and students for seminars, workshops, award ceremonies and a STEM career fair.
- The Society of Hispanic Professional Engineers, one of the nation's largest associations dedicated to fostering Hispanic leadership in the STEM field.





Nucor is One of Fortune's Most Admired Companies in 2024

Nucor teammates know how fulfilling it is to be a part of our culture, but it is always gratifying when people outside of Nucor recognize that as well. That is why we were extremely pleased to be ranked number one in Fortune Magazine's list of the World's Most Admired Companies in our industry, for the fourth year in a row. Fortune is a well-respected source on corporate reputation, surveying 4,000 executives, directors and securities analysts to compile its list of Most Admired Companies. Nucor received this valuable recognition in 2024 because of the hard work and dedication of our teammates.

Competition between companies to attract and retain top talent has intensified. Outside recognition like this from Fortune Magazine helps add to our ongoing efforts to recruit the best and the brightest to join our team. Fortune recognizes what we already know to be true – the Nucor culture is admired because of our teammates.

Women of Nucor

The Women of Nucor (WoN) initiative was launched in October 2022 under the leadership of four Nucor teammates with a shared vision and inspiration: to connect, develop and inspire future Women Leaders of Nucor. Women of Nucor hosts virtual development meetings and multiple focus groups open to anyone across the company to address talent recruiting, teammate development, mentorship programs and other initiatives that support the group's mission. Women of Nucor follow the motto S.T.E.E.L. – Strong, Talented, Empowered Emerging Leaders. In 2024, WoN had over 3,000 members across over 115 Nucor divisions.



Veterans of Nucor

We have long viewed our nation's military veterans as a source of talent that can enable Nucor to thrive. And we are committed to attracting, serving and developing military talent into our family.

Nucor has empowered its teams to connect with organizations that help veterans find meaningful employment. The company's supportive culture resonates with thousands of new candidates, showing why Nucor is a great place for veterans to transition to civilian life and find rewarding careers. The company's Military Talent and Transition Support Team provides support through one-on-one transition talks, resume reviews, transferable skills identification, candidate peer support and interview preparation. The goal is to ensure a seamless transition for the military community into the Nucor family.

The Steel Salute Newsletter highlights various aspects of Nucor's military support and recruiting initiatives, including:

- **VA Benefits Information:** Providing veterans with information on benefits available through the Department of Veterans Affairs.
- **Mentorship:** Offering mentorship programs to support veterans in their career development.
- **Mental Health Resources:** Committed to providing mental health resources for veterans and their families, including Mental Health First Aid training across divisions.
- **Veteran Discount Programs:** Offering discount programs for veterans.

Nucor's military recruiting efforts expanded in 2024 with the addition of partnerships with Recruit Military and the Service Academy Career Conference (SACC). Partnerships like these and others (e.g., American Corporate Partners (ACP), Cohen Group - Navy Nukes, Alliance - Junior Military Officers, and MBA Veterans) help Nucor cultivate a workforce that has the leadership skills to ensure our continued success.

Engaging and Developing Our People

Nucor implements several internal programs to guarantee quality and fairness in our teammate talent development systems. We provide extensive on-the-job and external education training opportunities for teammates. Our \$5,250 per school year reimbursement of educational expenses for teammates has helped many pursue college degrees, helping them further advance their careers while employed at Nucor.

The Nucor Scholarship Program

For over 50 years, Nucor has offered scholarships to Nucor teammates and their dependents through the Nucor Foundation. Each child qualifies for up to \$16,000 over four years that can be used for education expenses after high school. Today, the Nucor Foundation regularly funds over \$6 million per year in scholarships and, since its inception, has distributed over \$133 million to more than 27,000 students.

Nucor University

At Nucor, our Mission to Grow the Core, Expand Beyond and Live Our Culture is now further advanced by the creation of Nucor University (NU), launched in October 2024. NU is Nucor's robust updated learning management platform, serving as a vehicle to help teammates grow and evaluate their core skills and expand beyond to learn new skills. We empower all of our teammates to further their development, take ownership in their current roles and pursue advancement within the company. Each mill or division owns its own NU platform, ensuring teammates at those divisions can pursue the education that matters most to them.

NU provides greater opportunity for self-learning as well as a clear learning path for all teammates to acquire the necessary skills to advance and grow their career. Teammates can learn at their own pace and take courses such as Finance IQ, 10 Coaching Skills Every Leader Should Master, Lead with Empathy, Time Management, and Business Acumen. NU includes instructor-led courses with in-house development programs such as NuFoundation, Teammate Playbook and NuPerformance 101, each of which helps teammates understand Nucor's culture, mission and strategy. For teammates looking to pursue leadership development, NU has developed a course that explores five measurable metrics of management, allowing teammates to see how they can guide teams to drive results.

Nucor's Dollars and Tons class is a unique training, designed by Nucor teammates to educate on the financial and operational aspects of the steel industry. Through guided gameplay, participants gain insight into the economics of steel production, market dynamics, pricing strategies and the impact of tariffs and trade policies on the industry. For over 20 years, the Dollars and Tons class has helped teammates develop a deeper understanding of how Nucor operates and competes in the global steel market, as well as the financial metrics and performance indicators that drive the company's success in an engaging team-based game simulation.

Teammates also have access to a LinkedIn Learning account through NU for thousands of self-paced e-learning courses on topics ranging from leadership, coaching, feedback, goal setting, strategic thinking, Excel, AI, time management, mental health and more.



93% of Teammates

agree that people at Nucor are treated fairly regardless of their race or sexual orientation.

93%

Pay Equity

Nucor is committed to fair and equitable pay for our all our teammates. We regularly analyze internal and external pay data, as well as our compensation structure, policies and practices, to drive equitable pay decisions. At Nucor, we strive to provide consistent and fair compensation based on merit-based drivers of pay, such as experience, job duties, qualifications, performance, work location and other job-related factors. Taking these factors into account, we believe that the average compensation for female and minority teammates is comparable to the average compensation for male and non-minority teammates within each Equal Employment Opportunity (EEO) Commission job category.

Inclusive Culture Fosters Belonging

Nucor's commitments to ensuring a well-rounded team have been integral parts of Nucor's culture of inclusion and trust since our start when Ken Iverson desegregated all aspects of our first steel products facility in Florence, South Carolina. And we have always understood that benefiting from diversity requires more than just reflecting demographics. We rely on our culture to guide us as we continuously look for ways to improve on our efforts to help every teammate feel they are part of the Nucor team.

Our focus on safety and looking out for one another's well-being has always defined the way we work with each other, our customers and our partners.

We know we have a responsibility to create a culture where all our teammates feel they are an important part of our organization. To do this, we need to know when and why people do not feel that they belong. Over the past few years, we have been listening, learning and conducting focus groups to understand the concerns of our teammates. We seek to better understand people's perceptions about our workplace and the level of belonging our teammates feel.

We are optimistic that more open communication about differences and difficulties encountered will make us all more aware, supportive and empathetic, so that our culture continues to develop along a path of improving belonging.





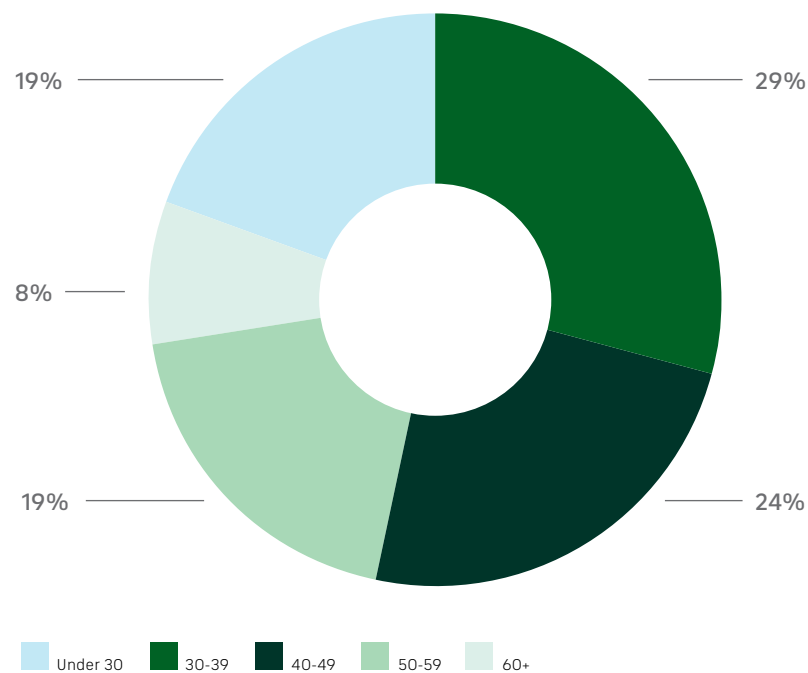
Succession Planning

Our robust succession planning process has meant that we typically fill senior leadership roles with internal candidates who fully embrace our culture. We regularly review the demographics of leadership candidates and create appropriate talent acquisition and development plans to ensure we are building a world-class workforce.

Nucor's Teammate Population

Our teammate population is relatively balanced with respect to age group representation (see accompanying chart). Our female population is up 1% from last year to 14%. We believe that increasing the percentage of females on our team represents an opportunity for Nucor to create a well-rounded talent base.

U.S. Teammates By Age Range





38% of Nucor's Board of Directors are women and/or minority.

Depth of Leadership

We also recognize the benefits of having a well-rounded leadership team at the helm of Nucor. Currently, 38% of Nucor's Board of Directors are women and 25% are racial or ethnically diverse. In addition, in 2024, over 35% of our placements into management and executive levels have been diverse candidates.

Looking Forward

Nucor believes that inclusion is a cultural issue and that becoming a more inclusive company means developing a deeper level of trust among all of us, allowing us to know each other better, and to understand and value each other's differences.

While Nucor is proud of its approach and track record of fostering an inclusive work environment, we recognize that there is still more work to be done. Looking ahead, we expect to continue to assess our team and leadership and listen more carefully to each other. By continuously evaluating our approach and executing where we detect opportunities to improve, Nucor and all its stakeholders will benefit.

For further insight into how Nucor thinks about Inclusion and Diversity, including our most recently available EEO-1 data, please see our essay on this topic by clicking [here](#).



When Nucor joins a community, we consider our neighbors to be part of the Nucor family, too. That's why Nucor is dedicated to supporting the communities where we live and work and the organizations that are making a difference in them. Our teammates are empowered to engage with their local communities in the same way they are empowered to make independent decisions on the job. As a result, Nucor divisions and teammates contribute their time, money and materials to a diverse range of local charities and causes.

In 2024, Nucor donated over \$20 million to charitable organizations through our operating divisions across North America and the Nucor Charitable Foundation. Here are just a few examples of the ways the Nucor team is making a difference.

Nucor's Focus on Education

Nucor is deeply committed to supporting education through a wide range of initiatives that inspire and equip future generations. A key effort is Nucor's partnership with Discovery Education, which provides K-12 students and teachers with free, high-quality, standards-aligned digital curriculum resources focused on sustainability and STEM education.

Since 2023, Nucor has collaborated with the American Heart Association to support equity in health education through the AHA's Leaders for a Resilient Generation (LRG) program. LRG offers science-based, age-appropriate curriculum, resources and experiences to aid students' physical and emotional health and promote healthy habits from an early age. To date, this partnership has reached over 650 underserved schools and more than 500,000 families across the Southeastern United States.

In addition to this national initiative, Nucor divisions actively engage in local educational programs, fostering hands-on learning and community involvement. Activities include general donations, sponsoring robotics teams, donating to community college programs, mentoring students, providing backpacks full of school supplies to needy students, teacher recognition programs and workforce development.

Spotlight on Mentoring Programs (NuLevel)

The NuLevel Program is an initiative spearheaded by Nucor Steel Louisiana and designed to directly impact the local Saint James Parish community. Launched in August 2022, this three-year cohort model focuses on financial literacy, soft skills, and college readiness for high school students. Each cohort progresses from sophomore year to senior year, engaging in activities such as college tours, ACT/SAT prep and hands-on challenges to develop problem-solving skills. The program also includes mentorship from Nucor teammates.

This program is now being replicated by other Nucor divisions. Because local teammates are inspired to develop programs that meet the needs of their local community, great ideas like NuLevel can flourish and grow. This culture of giving and inspiring each other leads to the creation of similar programs across other divisions, each tailored to their unique communities. This collaborative approach strengthens the impact of the NuLevel Program and reinforces Nucor's commitment to our communities. By investing in the education and development of local youth, Nucor aims to foster a skilled and empowered future workforce.



Nucor Mobilizes Resources for Hurricanes Helene and Milton

Following the devastation caused by Hurricanes Helene and Milton on the East Coast of the United States, the Nucor team sprang into action, providing both short- and long-term support for hurricane victims by utilizing the Nucor network to connect with communities in need. Within days, teammates from across the country gathered supplies to meet immediate needs like water, generators, food and clothing, while also offering long-term support through financial contributions to on-the-ground organizations.

Thanks to the unique capabilities and location of our headquarters in Charlotte, North Carolina, Nucor teammates engaged in initiatives like Operation Air Drop to deliver supplies by air to the hard-to-reach mountain communities in the early weeks of disaster relief. Our Universal Industrial Gases (UIG) teammates in Pennsylvania filled and delivered a truckload of essentials to our Trademark Metals Recycling location in Jacksonville, Florida. Meanwhile, teammates from Indiana delivered vital support to families in Tennessee.

In addition, the Nucor Charitable Foundation quickly released \$1 million in support for organizations on the ground in Western North Carolina, including Samaritan's Purse, MANNNA Food Bank, the American National Red Cross, All Hands and Hearts, and Bounty and Soul.



Without hesitation and with a clear sense of urgency, I witnessed many teammates offer their time, work and energy to help however they could. We were proud to be just one part of Nucor's impressive, rapid relief efforts."

- Lauren Dammeyer, Nucor Teammate

2024 Nucor Charitable Foundation Grantees

- AIST Foundation
- Alexander Youth Network
- All Hands and Hearts
- ALSAC/St. Jude Children's Research Hospital
- American Diabetes Association
- American Heart Association
- American National Red Cross
- Bounty and Soul
- Catawba Lands Conservancy
- Catawba Riverkeeper Foundation
- Central Piedmont Community College Foundation
- Chair Force 1
- Charlotte Family Housing
- Charlotte Rescue Mission
- Classroom Central
- Dilworth Center
- Discovery Place Inc
- Foundation for the Carolinas
- Gary Sinise Foundation
- Global War on Terrorism Memorial Foundation
- Heart Math Tutoring
- Make-A-Wish Central & Western NC
- MANNNA Food Bank
- Mending Strides Ranch
- Military Missions in Action
- Mitchell Bays Turner Pediatric Fund
- Mother Emanuel Memorial Foundation
- NC Chamber Foundation
- Original Six Foundation
- Safe Alliance
- Samaritan's Purse
- SHARE Charlotte
- Susan G Komen Foundation
- The Dilworth Center
- The Relatives
- The Salvation Army
- Trips for Kids Charlotte
- United Way of Greater Charlotte
- Veterans Bridge Home
- Veterans of Foreign Wars Foundation
- Young Black Leadership Alliance

Nucor Supports First Responders

Nucor is deeply committed to supporting, and learning from, community first responders through a variety of initiatives. At Nucor Steel Decatur, team members had to put their training into action, saving a teammate experiencing cardiac arrest by performing CPR and using an Automated External Defibrillator (AED)—critical steps in the teammate's recovery.

Through our partnership with local police, fire and rescue departments, Nucor teammates continue to ensure consistent communication between their divisions and surrounding communities.

For example, Nucor Steel Tuscaloosa engaged with local first responders by hosting a mill tour for the Tuscaloosa Fire Department's Regional Hazmat Response Team, enhancing mutual understanding and preparedness.

Beyond these efforts, Nucor's Mental Health First Aid program helps to train local first responders in providing initial support for mental health challenges. The company also conducts mass casualty drills, hosts First Responders Appreciation Days, and regularly mobilizes resources to assist communities during natural disasters.

Nucor Supports Veterans

Operation Steel Warrior (OSW) is a collaborative effort among many Nucor divisions to help build smart homes for disabled veterans. This effort is a partnership with the Gary Sinise Foundation and their RISE program. The OSW program began in 2013 and has raised nearly \$2 million dollars for multiple deserving veterans. In 2024, we were proud to support US Marine Corps Corporal (Ret.) Chad Ohmer achieve his dream of a new, custom, smart technology home. Additionally, Nucor provides rebar to every home in the RISE program through our subsidiary Nucor Rebar Fabrication.

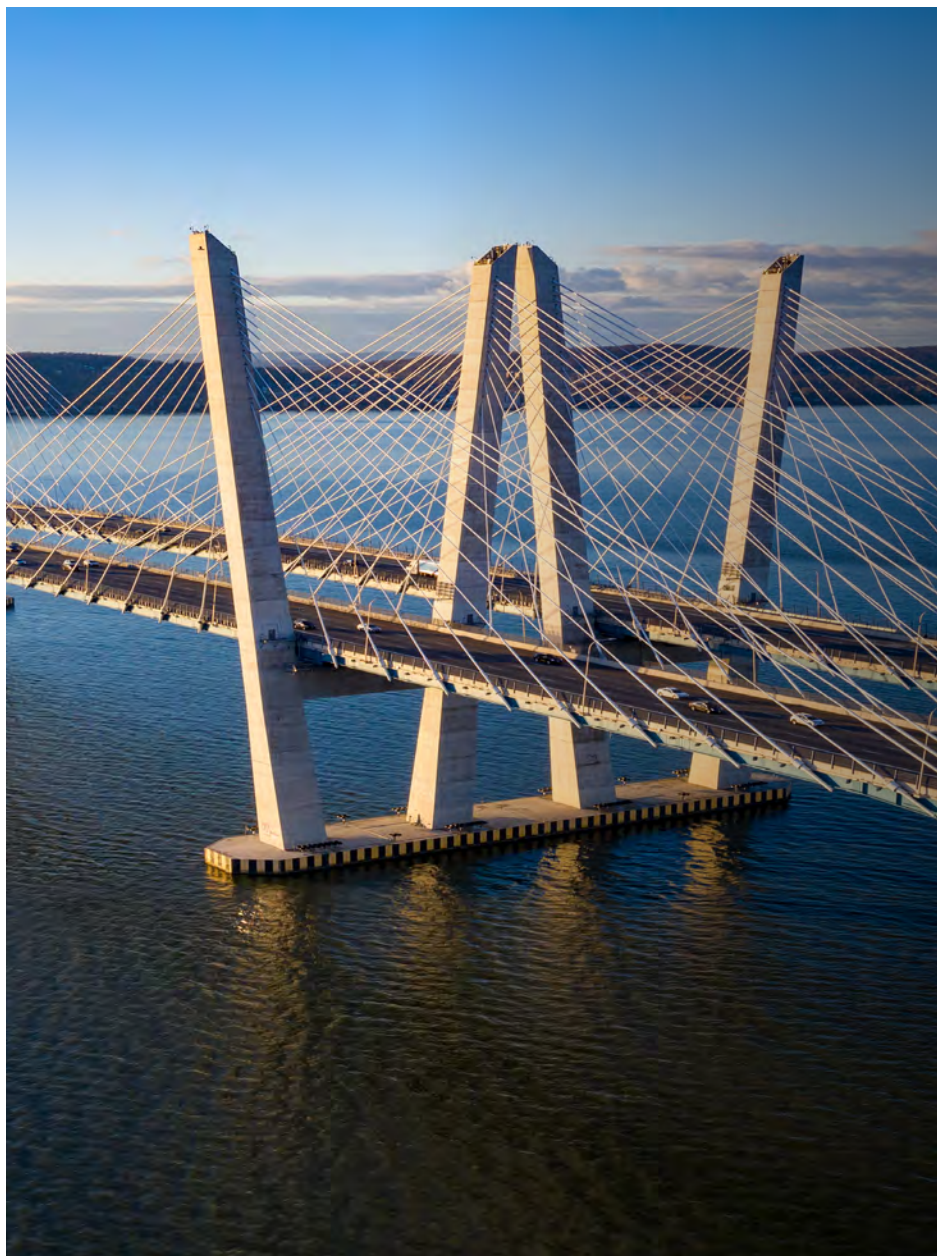


To learn more about the Nucor team's impact on our communities, follow us on social media.





ENVIRONMENTAL PERFORMANCE



Nucor is the most diversified manufacturer of steel and steel products in the United States and the largest recycler in North America. For more than 60 years, environmental responsibility and sustainability have been central to every aspect of our operations. By pioneering the use of Electric Arc Furnace (EAF) technology, we have transformed scrap metal from a waste product into a valuable raw material enabling the production of high-quality steel products, setting a new standard for the industry.

As a result, Nucor is recognized as one of the world's most environmentally conscious steel producers, achieving greenhouse gas (GHG) emissions that are less than half the global average and only one-third that of traditional extractive steel producers.

Nucor evaluates its GHG intensity and other sustainability metrics regularly. We believe this information is important to gauge the efficacy of our decarbonization and sustainability efforts.

This section of our corporate sustainability report outlines our corporate GHG footprint, our targets and our strategies for achieving them. Additionally, this section covers our other environmental policies, initiatives and metrics. For more information on Nucor and sustainability, please refer to our **Sustainability Page**.

Overview of Nucor GHG Emissions 2024

Scope 1: Direct emissions from operations.

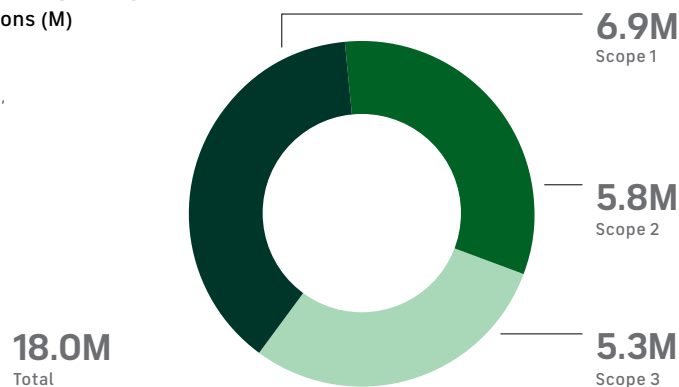
Scope 2: Indirect emissions from purchased electricity.

Scope 3: Emissions associated with purchased raw material production and transportation.

Nucor Company Wide (GHG)

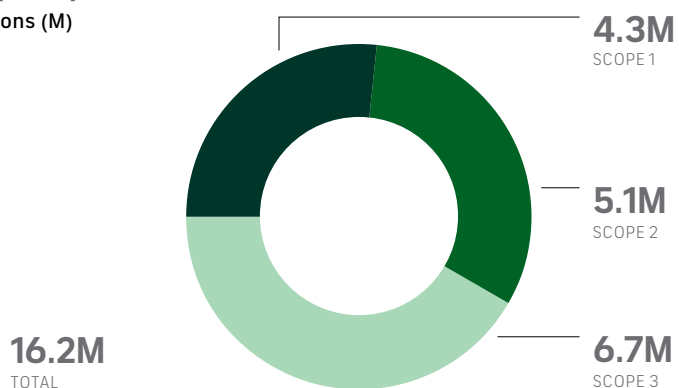
Metric Tons of CO₂ Eq. in Millions (M)

Steel Mills, DRI plants, Product Groups,
Scrap Processing & Transportation



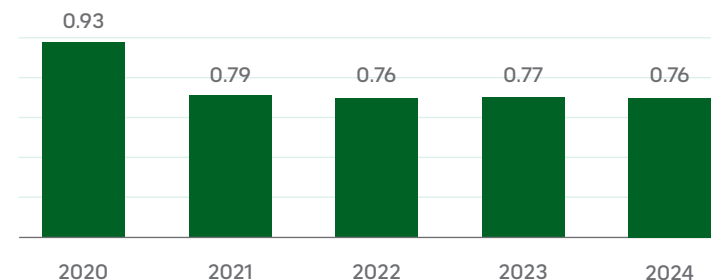
Nucor Steel Mills¹ (GHG)

Metric Tons of CO₂ Eq. in Millions (M)



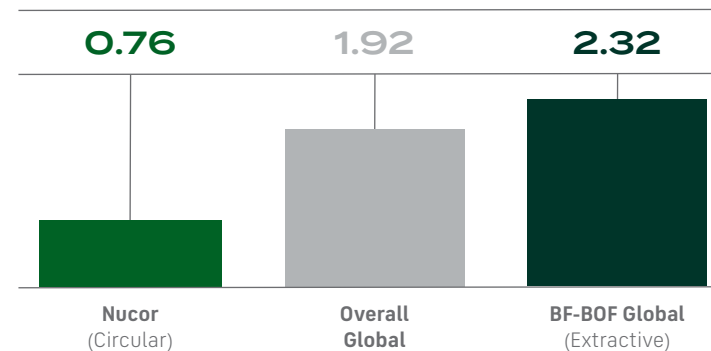
Nucor Scope 1, 2 & 3 Intensity (2020-2024)¹

(Metric Tons of CO₂ Eq. Per Metric Ton of Steel Produced)



Scope 1, 2 & 3 Intensity²

(Metric Tons of CO₂ Eq. Per Metric Ton of Steel Produced)



External Assurances

2024 Nucor Steel Mill Scope 1, 2 and 3 (Category 1) emissions data was verified by SCS Global Services in alignment with ISO 14064-3 2019. Nucor's Scope 1, 2 and 3 intensity (above) was calculated using the verified emissions data. SCS Global's Verification Statements can be found [here](#).

1. All steel mills with melting capacity owned and operated by Nucor were included in the steel mill inventory, with the exception of Nucor Steel Brandenburg, which is still in the ramp-up phase. Emissions from this mill, however, are included in the Nucor company-wide graph above.
2. Overall Global and BF-BOF Global Scope 1, 2 and 3 Intensities are based on World Steel Association's latest sustainability indicator report.

In January 2025, Nucor announced that the Global Steel Climate Council (GSCC) certified Nucor's 2030 and 2050 Science-Based Emissions Targets (SBET).

Science-Based Emissions Targets

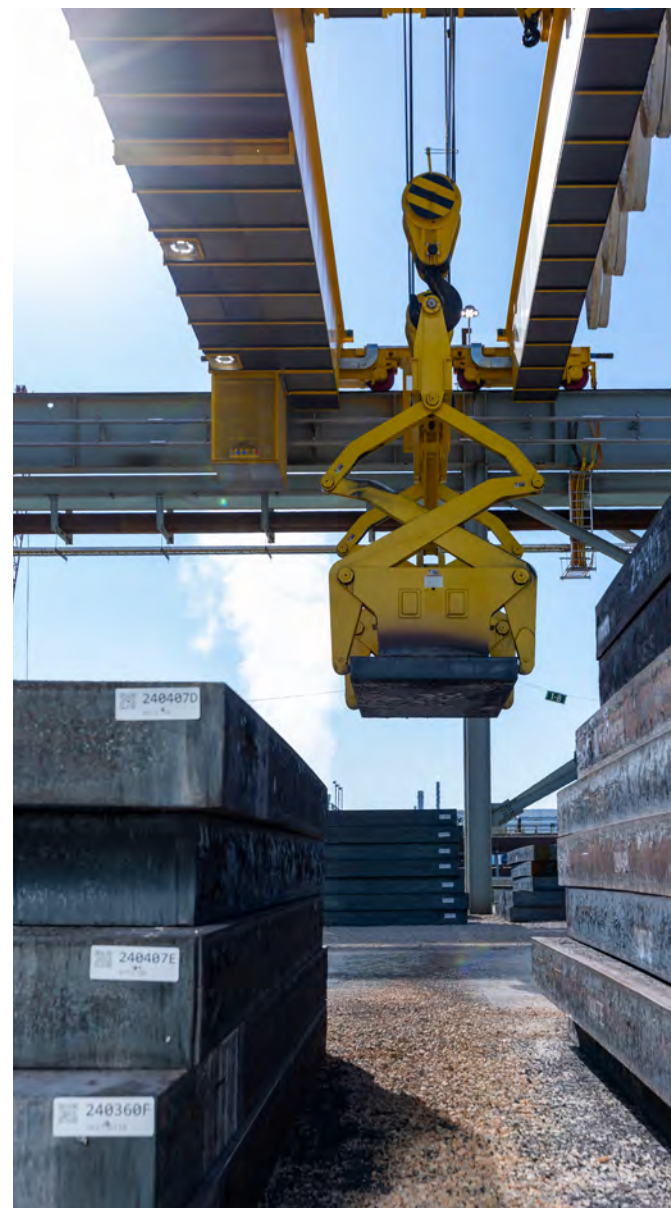
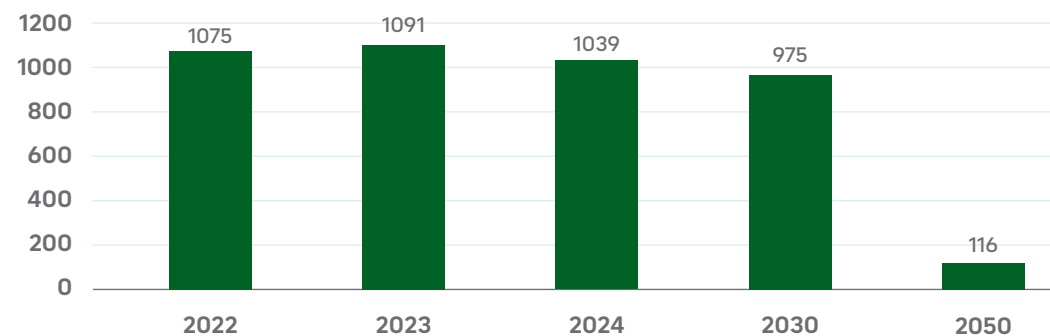
In November 2023, Nucor announced science-based net-zero targets aligned with the Global Steel Climate Council's (GSCC) "Steel Climate Standard" and the International Energy Agency's "Net Zero by 2050: A Roadmap for the Global Energy Sector." These goals underscore our commitment to sustainability and support the Paris Agreement's objective of limiting global temperature rise to 1.5°C above pre-industrial levels.

In January 2025, Nucor announced that the GSCC certified the Company's Science-Based Emissions Targets (SBET). In the submission for GSCC certification, which was independently verified by SCS Global Services, Nucor uses a 2023 base year to set an interim SBET of 0.975 metric tons of CO₂e per metric ton of hot-rolled steel produced by 2030. In addition, Nucor previously set a net-zero by 2050 target that entails achieving 0.116 metric tons of CO₂e per metric ton of hot-rolled steel produced, which aligns with the IEA Net Zero by 2050 target for the global steel industry. This made Nucor the first diversified steelmaker in the U.S. to set GHG emission reduction targets that include Scopes 1, 2 and 3. These targets were set in compliance with the GSCC Steel Climate Standard, and Nucor's long-term target exceeds the Standard's 2050 objective.

Nucor's Science-Based Emissions Target Certification can be found [here](#).

Nucor GSCC Scope 1, 2 & 3 Intensity Targets

Nucor Company-Average Steel Emissions Intensity (kg CO₂e/metric ton of hot-rolled steel)





Transparent Reporting

At Nucor, we are committed to transparency and accountability in our sustainability reporting. We recognize that clear, consistent and reliable data is essential for our stakeholders, including investors, customers and teammates, to assess our environmental and social impact.

To uphold these principles, we actively participate in globally recognized disclosure frameworks such as CDP and EcoVadis. In addition to this sustainability report which follows the Global Reporting Initiative (GRI), we also have published TCFD Climate Action Reports aligned with International Financial Reporting Standards (IFRS), as well as reporting aligned with the Sustainability Accounting Standards Board (SASB). These disclosures ensure that our performance is measured against industry best practices and evolving expectations.

By maintaining rigorous reporting standards and continuously refining our sustainability strategy, we aim to foster trust and drive meaningful progress toward a more sustainable future. You can explore our latest reports through the links below:

- [CDP Climate Change](#)
- [Nucor TCFD](#)
- [SASB Report](#)

Environmental Product Declarations

Nucor is also committed to transparent product accounting through Environmental Product Declarations (EPDs), which serve as a 'nutrition label' for our products, providing verified data on their environmental impact. As a leader in EPD adoption, Nucor's current library includes 19 EPDs, covering 10 products across nearly 60 facilities.

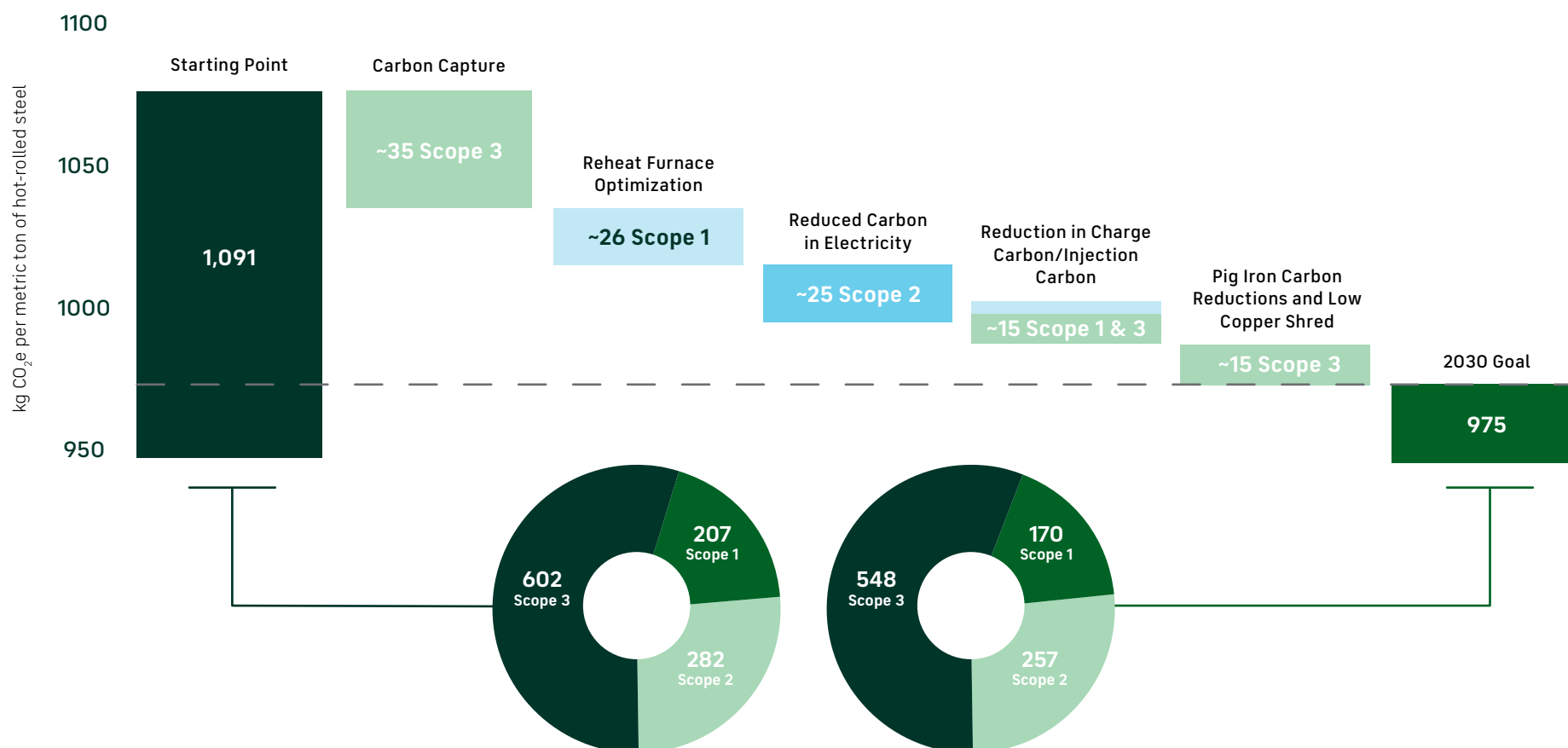
In 2024 and looking into 2025, here are some key initiatives Nucor will achieve:

- Obtain 100% coverage of our steel making divisions with EPDs.
- Continue to expand our EPD offerings in our downstream product groups, including racking, grating and wiring products, in addition to updating our bar and sheet sector declarations.
- Working with our trusted partners to expedite EPD creation, while also using more robust and current production data.

Nucor's environmental product declarations can be found [here](#).

Net-Zero Reduction Strategy

Nucor remains committed to transparency in GHG emissions reporting. Our reporting practices undergo third-party verification to ensure accuracy and accountability. Furthermore, we are dedicated to sharing our strategic plans and the necessary actions to attain our sustainability goals, demonstrating our unwavering dedication to environmental stewardship and corporate responsibility. A summary overview of our near-term GHG emissions reduction strategy follows below here:



Net-Zero Strategies Summary Overview

Scope 1 Strategies

Pioneering Circular Steel

Nucor has been a pioneer in the steel industry for over 50 years, employing Electric Arc Furnaces (EAFs) to manufacture a wide variety of essential steel products by recycling scrap metal. This approach has enabled Nucor to achieve a Greenhouse Gas (GHG) emissions intensity less than half of the global average. We are committed to sustaining this momentum by leveraging innovative practices to advance the circular economy further and continuing to lower our GHG footprint.

Supersonic Injection

Nucor utilizes injection carbon in steelmaking operations to provide additional energy for melting materials in EAFs. We are currently investigating supersonic injection methods to enhance the efficiency of this process, aiming to reduce the quantity of carbon material required per ton of steel.

Reheat Furnace Upgrades

Nucor recognizes the substantial natural gas consumption and direct GHG emissions associated with reheat furnaces at our mills. We are actively investigating options to enhance furnace efficiency and continue to invest in micro-mill technologies, which eliminate the need for steel reheating by immediately rolling cast steel.

Scope 2 Strategies

Supporting Electricity Grid Decarbonization

Electricity serves as the primary energy source for melting scrap metal in Nucor's EAFs, making us a significant consumer of electrical power, and contributing to our Scope 2 emissions. Consequently, Nucor is actively collaborating with utilities to advocate for the adoption of zero-carbon electricity generation methods.

Renewable Power Purchase Agreements

Nucor leverages power purchase agreements (PPAs) to procure renewable electricity for our operations, aligning with our commitment to sustainability. The renewable energy credits obtained from these PPAs are utilized to decrease the environmental footprint of our Econiq™ line of products, contributing to reduced GHG intensity.

Investing in Clean Energy

Nucor's EAFs require a reliable supply of electricity. To help meet this demand sustainably, Nucor is partnering with companies advancing next generation zero GHG nuclear technologies such as NuScale and Helion.

On-Site Renewable Power Generation & Storage

At select facilities, we are actively pursuing increased use of on-site solar power generation and energy storage to lower our power costs and reduce the carbon footprint of our power consumption.

Energy Efficiency Projects

Nucor remains committed to enhancing energy efficiency across all its facilities as a key strategy to reduce GHG emissions. Through ongoing efforts, we aim to achieve greater operational efficiency and contribute to a more sustainable future.

Scope 3 Strategies

Low Copper Shred

Nucor's Berkeley, South Carolina steel mill continues the ramp-up phase of its new low copper shred technology. This technology facilitates the separation of non-magnetic materials from recycled steel. By adopting this innovative approach, Nucor gains access to superior quality scrap material, and increases the recycled content of our products.

Low Carbon Iron Innovations

Iron inputs, such as pig iron and Direct Reduced Iron (DRI), are energy-intensive to produce and contribute significantly to Scope 3 emissions in steelmaking. To mitigate the environmental impact of its iron inputs, Nucor is actively investing in and exploring methods to produce them with much lower carbon footprints.

Green Raw Materials

Nucor is dedicated to revolutionizing the steelmaking process by sourcing greener raw materials, including lower carbon ingredients, bio-based materials and reclaimed waste, to align with its environmental goals. By integrating these sustainable alternatives, Nucor is reducing its product footprint and advancing a more sustainable steel industry.

NSLA Carbon Capture

In June 2023, Nucor finalized an agreement with ExxonMobil to implement a Carbon Capture and Sequestration process at our Louisiana DRI plant. This initiative will enable us to capture, transport, and store up to 800,000 metric tons of CO₂ annually, lowering the GHG emissions profile of Louisiana's DRI.



Sourcing Carbon-Free Energy

Affordable and clean industrial-scale energy is a significant growth opportunity that has drawn our focus. To achieve the United States' energy goals, a massive amount of steel will be needed to build wind, solar and nuclear power generation assets, as well as enhanced energy transmission infrastructure. Nucor is investing today in capabilities that will enhance its position tomorrow as a leader in sustainably producing the steel required for this clean, industrial-scale energy future. Nucor is not only producing the steel to build out our nation's renewable energy infrastructure, but is also supporting new solar and wind energy projects through Power Purchase Agreements (PPAs).

In August 2023, Nucor announced a PPA for 250 megawatts of renewable energy from Sebree Solar, LLC, a subsidiary of NextEra Energy Resources, LLC. Sebree Solar is an innovative two-phase project in Henderson County, Kentucky. The project's first phase – Sebree Solar I – began construction in April 2024 and is anticipated to be operational by the end of 2025.

Steel for Sebree Solar I has been sourced from multiple Nucor mills in the region, including Nucor Steel Gallatin in Ghent, Kentucky. Nucor steel will also be used for another solar project to be built and operated by a subsidiary of NextEra Energy Resources, Green River Solar, in Meade and Breckinridge counties. The Green River Solar project will generate up to 200 megawatts of electricity. The Kentucky-produced steel will be used for the racking system which supports the projects' solar panels.

In November 2022, Nucor was the first industrial company to join the UN 24/7 Carbon-Free Energy Compact, which is aimed at accelerating the decarbonization of the world's electricity systems to mitigate climate change and ensure access to clean and affordable electricity. The Compact was created to accelerate global decarbonization by uniting energy buyers, suppliers, governments and other stakeholders to transition to a zero-carbon electrical grid. It establishes principles and actions that drive systemic change across the energy ecosystem.

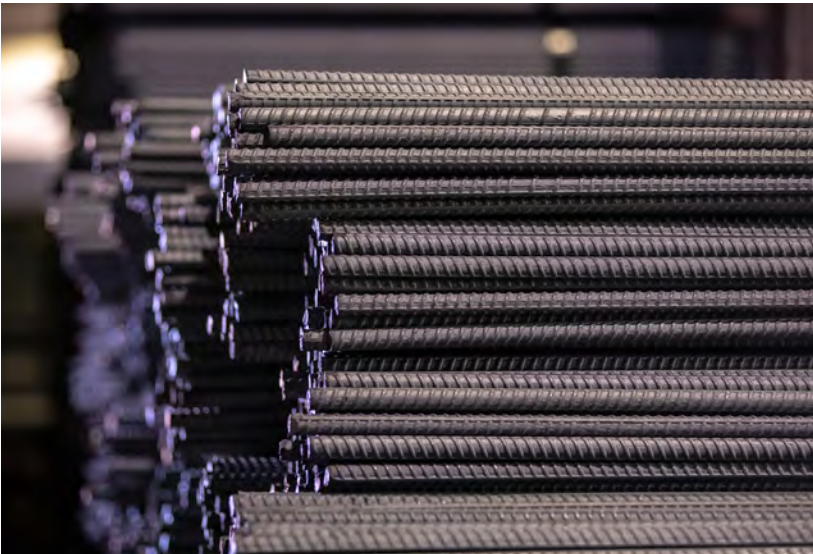
To further its commitment, Nucor is working directly with Google and Microsoft to develop new business models and to aggregate their demand for advanced clean electricity technologies. These models will be designed to accelerate the development of first-of-a-kind and early commercial projects, including advanced nuclear, next-generation geothermal, clean hydrogen, long-duration energy storage and others.

Nucor has also announced agreements for collaboration on pilot projects to explore the development of advanced nuclear facilities using both fission and fusion technology. Nucor announced a collaboration with fusion power company Helion in September 2023 to facilitate siting a 500 MW fusion power plant at a Nucor steel mill. This partnership is the first fusion energy agreement of this scale in the world.

Creating Low Embodied Carbon DRI

Another important way that Nucor is seeking to lower our carbon footprint is by addressing the raw material mix that goes into steelmaking. Some grades of sheet steel, because of their strict tolerances and specifications, require some input of virgin iron units, whether Pig Iron, Direct-Reduced Iron (DRI) or Hot-Briquetted Iron (HBI). Nucor is a significant purchaser of low-carbon “green” pig iron and we have invested in other technologies to reduce carbon emissions. In June 2023, Nucor entered into an agreement with ExxonMobil for a Carbon Capture and Sequestration process to capture, transport and store up to 800,000 mt per year of CO₂ from Nucor’s Louisiana DRI plant. The CO₂ will be transported via pipeline from the DRI plant and stored at an ExxonMobil-owned storage site. The project is expected to start up in 2026 and supports Louisiana’s objective of reaching net-zero CO₂ emissions by 2050.

“This transformative CCS project with ExxonMobil is a key part of our decarbonization strategy and will result in some of the lowest embodied carbon DRI or HBI in North America,” said Leon Topalian, Chair, President and Chief Executive Officer of Nucor Corporation. “We are taking a multi-faceted approach to decarbonization, and this partnership builds on previous investments we have made in a carbon-free iron start-up, renewable energy generation and the development of small modular nuclear reactor technology.”



Enterprise Total Energy Consumption (2024)		
	Measure	Value
Total Energy Consumed (Gigajoules)	165,266,000	
Total Fuel Energy Consumed (Gigajoules)	104,970,000	64%
Percentage of Fuel that is Natural Gas		81%
Percentage of Fuel that is Renewable		0%
Total Electricity Energy Consumed (Gigajoules)	60,296,000	36%
Percentage of Electricity that is Renewable		14%
Percentage of Carbon-Free Electricity (CFE)		41%
Energy Intensity - Steel Mills Only (Gigajoules/MT)	5.27	

Nucor’s energy data includes the totals from all steel mills, DRI facilities, DJJ, and product divisions. In cases where data was unavailable, estimates were used to determine facility energy usage.

Low Copper Shred

Nucor's Berkeley, South Carolina and Hertford, North Carolina steel mills continue ramp-up phase for the patented process intended to remove copper and other residual tramp elements from its obsolete scrap metal raw materials. This technology facilitates the separation of non-magnetic materials from recycled steel. By adopting this innovative approach, Nucor gains access to superior quality scrap material, and increases the recycled content of our products. Moreover, this advancement helps reduce the total embodied carbon of our offerings.

Greener Alternative Materials

We regularly evaluate our supply chain to uncover opportunities to source greener raw materials and ensure that our practices align with our environmental goals. Opportunities we are investigating include lower carbon ingredients, bio-based materials and reclaimed waste. Sustainable alternatives like these are essential for a greener future.

Research and Development

Nucor is proud to collaborate on research and development projects with leading universities and laboratories through funding from the Department of Energy (DOE), reinforcing its commitment to innovation and sustainability in the steel industry. Partnering with the National Renewable Energy Laboratory (NREL), Nucor is exploring carbon-neutral fuels and biomass-based materials to significantly reduce emissions in EAF steelmaking.

Nucor partnered with the Lawrence Livermore National Laboratory (LLNL) in 2024 to examine the operational efficiency of using high temperature filtration systems to eliminate particulates in order to make use of waste heat for other efforts such as the preheating of scrap metal, etc. The main project objective is to develop and use high-performance computing simulations to examine the particulate flows through ceramic and cyclone high temperature filters, where the former removes small particles and the latter larger ones. These initiatives aim to drive efficiency, reduce environmental impact and advance decarbonization within the steel industry.

During 2024, Nucor invested a minority stake in Zincovory, a New Zealand based startup focused on recycling EAF dust into high quality zinc ingots for galvanizing applications. Through its patented process, Zincovory can reduce costs and the carbon footprint of zinc production from EAF dust by eliminating coal usage, which is common in existing EAF dust recycling processes. The company will start construction of a 1,000 tons per year demonstration plant this year and aims to commercialize its technology in the coming years. Nucor has provided EAF dust samples for testing as the company continues to develop the technology.





Nucor's Environmental Policy

As North America's largest recycler and most diversified steel and steel products company, Nucor recognizes its 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 collective welfare. Nucor believes that all people are entitled to equal protection from environmental and health hazards, meaningful involvement in actions impacting the environment in their communities, and a healthy, sustainable, and resilient environment in which to live. Protecting the environment is critical to our operations and Nucor's long-term success. To this end, we endorse the following principles:

Performance

To continuously improve the effectiveness of our 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 continuously 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 Nucor leadership. Nucor also requires contractors, vendors and suppliers to comply with applicable environmental laws.

Climate Change

Nucor recognizes the importance of evaluating and mitigating the risks of climate change. We are committed to transparent reporting on climate risks and impacts and will assess core elements such as governance, risk management, strategy, metrics and targets.

Standards

Nucor and its divisions will comply with all laws and regulations governing our operations. Environmental compliance is a priority for Nucor leadership.

Outreach

Nucor will strive to foster open dialogue so that we may effectively communicate with our teammates, our neighbors and other concerned parties.

Biodiversity

Nucor is dedicated to sustainability with policies that prioritize biodiversity. Nucor's biodiversity policy can be found [here](#).

Commitment to Reducing Waste

Nucor demonstrates a commitment to waste reduction across all production processes. This approach extends to recycling various waste materials, thereby curbing potential air and water pollution while simultaneously offering valuable resources to other industries.

The recycling process in EAFs yields particulate matter emissions, containing various contaminants like paint, zinc, chrome, and other metals. This byproduct, known as EAF dust, is collected in specialized pollution control equipment, namely baghouses. Recognizing the value within, Nucor recycles the majority of this dust to recover metallic content. By doing so, we not only mitigate environmental impact but also avoid costly disposal procedures for EAF dust.

Furthermore, Nucor strategically repurposes steel slag from its mills, turning what would otherwise be considered waste into useful materials. This steel slag finds application in road construction, serving as a granular base, embankments, engineered fill, highway shoulders and hot mix asphalt pavement. Leveraging the diverse physical, chemical, mechanical and thermal properties of steel slag, we contribute to the sustainability of construction activities while meeting industry demands.

In addition to our recycling efforts, Nucor facilities manage hazardous materials in accordance with good engineering practices to minimize release to the environment and risk to teammates and communities. Each Nucor facility creates plans and procedures to address reasonably foreseeable categories of releases and minimize their consequences. All Nucor environmental teammates managing hazardous waste are trained annually in Hazardous Waste Operations and Emergency Response (HAZWOPER) and Department of Transportation (DOT) regulations to ensure proper handling of materials.

Nucor has a robust waste vendor audit program that ensures recycling, treatment, storage or disposal facilities receiving Nucor waste are audited for CERCLA, RCRA and other applicable state and federal regulations. Sites are audited at a minimum of three to five years depending on the facilities' risk and material type (i.e. hazardous or non-hazardous) being shipped. Findings from these audits are tracked through Nucor's environmental management system to ensure effectiveness. In 2024, 25 sites were audited by Nucor teammates or a contracted third-party firm. Of the 25 sites audited, no major findings were observed. Minor findings are tracked and maintained in Nucor's waste vendor audit portal.



Nucor Enterprise Waste (2024)

	Measure	Value
Total Waste (tons) ¹	1,356,000	
Hazardous Waste (tons)	432,000	
% Recycled		86%
% Landfilled		14%
% Incinerated		0%
Non-Hazardous Waste (tons)	924,000	
% Recycled		44%
% Landfilled		55%
% Incinerated		0%
% of Total Waste Recycled	58%	
% of Total Waste Landfilled	42%	
% of Total Waste Incinerated	0%	

1. Nucor's waste data includes the totals from all steel mills, DRI facilities, product divisions, and offices. In cases where data was unavailable, estimates were used to determine facility hazardous and non-hazardous waste generation. Total waste from Nucor Enterprise (2024) and Nucor Scrap Recycling Group (2024) represents over 95% of Nucor's company-wide waste generation.

Nucor Scrap Recycling Group (2024)

	Measure	Value
Total Waste (tons) ²	962,000	
Non-Hazardous Waste (tons)	962,000	
% for Beneficial Reuse		100%

2. The David J. Joseph Company (DJJ) operates six regional scrap recycling companies across the United States. Waste data represents over 90% of this business segment's waste generation.

Spill Prevention and Remediation

Nucor is committed to minimizing spills through rigorous safety protocols, employee training and advanced containment measures. In the event that a spill does occur, the company follows strict remediation procedures to mitigate any negative impact on the environment. This includes rapid response, proper cleanup techniques and adherence to all regulatory requirements. Additionally, Nucor diligently tracks spill data to identify trends, improve preventive measures and enhance overall environmental protection efforts.

Training Teammates

The Nucor Environmental University (NEU), launched in 2015, is a virtual platform designed to train teammates on environmental compliance and foster connections among those responsible for environmental performance.

NEU begins with the "Welcome to Nucor" series, which provides a comprehensive overview of Nucor's approach to environmental management and compliance. This series also introduces the tools and resources available to support these efforts. Following the introductory series, NEU offers courses on key environmental laws, including the Clean Air Act, Clean Water Act and the Resource Conservation and Recovery Act. For teammates requiring more specialized knowledge, advanced courses tailored to specific areas of responsibility are also available. Thus far, more than 3,200 teammates have completed over 30,500 NEU courses and passed more than 30,000 related exams.



Nucor Enterprise Water Consumption & Discharge (2024)¹

	Measure	Value
Total Steel Mill Fresh Water Withdrawn (Thousand cubic meters)	33,500	
Fresh Surface Water (Including rainwater, water from wetlands, rivers, and lakes)		19%
Groundwater (Water which is being held in, and can be recovered from, an underground formation) – renewable		38%
Groundwater (Water which is being held in, and can be recovered from, an underground formation) – non-renewable		18%
Third Party Sources (Municipal/city water suppliers, public or private, utilities)		25%
Total Water Discharge (Thousand cubic meters)	16,500	
Water Discharge to Fresh Surface Water (Including wetlands, rivers, and lakes)		70%
Water Discharge to Brackish Surface Water/Seawater		3%
Water Discharge to Third-Party Sources (City wastewater treatment, sewage)		27%
Percentage of Water Recycled - Steel Mills	88%	
Percentage of Water Recycled - Enterprise	74%	
Percentage in Regions with High or Extremely High Baseline Water Stress - Steel Mills²	17%	

Water Stewardship

Nucor is dedicated to minimizing its environmental impact by prioritizing the efficient use of water resources across all operations. Advanced treatment systems at our steel mills enable us to recycle about 90% of our water up to 8-10 times before disposal, significantly reducing water consumption and waste.

To maintain compliance with the Clean Water Act (CWA), we proactively identify and manage new or emerging water pollutants. The CWA establishes water quality standards and regulates the discharge of pollutants into U.S. waters, requiring companies to monitor and control substances that could harm water quality. By adhering to these standards, Nucor not only complies with federal regulations but also demonstrates corporate responsibility and safeguards local ecosystems, including critical drinking water sources.

In addition to recycling efforts, Nucor has constructed stormwater retention ponds at our facilities to capture and reuse runoff. We are mindful of the essential role water plays in our cooling processes and strive to mitigate the potential adverse impacts of excessive water withdrawal on local ecosystems and communities. These measures reflect our commitment to environmental stewardship and the sustainable management of water resources.



1. Nucor's water data includes the total process water usage for all steel mills, DRI facilities and product divisions. In cases where data was unavailable, estimates were used to determine facility water consumption. Water withdrawn and discharged in this table represents over 90% of Nucor's company-wide total.
2. This analysis of water stress was conducted using the World Resources Institute Aqueduct 4.0 tool in accordance with SASB reporting. While certain locations are in areas determined to have high water stress, Nucor collaborates closely with communities to maintain a stable water supply. For all facilities, Nucor has coordinated with local water suppliers to ensure that its operational water usage does not strain utilities and local systems.

President's Environmental Award

Forty-eight of our locations are recipients of Nucor's President's Environmental Award, designed to highlight Nucor facilities that achieve the highest levels of environmental excellence, while never losing sight of the fact that programs and systems need to continue to evolve and improve.



2024 President's Environmental Award Recipients

Raw Materials Group

- RMG – Central
- RMG – South
- RMG – West
- Nu-Iron Unlimited
- Nucor Steel Louisiana

Steel Mills

- Nucor Steel Auburn
- Nucor Steel Birmingham
- Nucor Steel Connecticut
- Nucor Steel Jackson
- Nucor Steel Kankakee
- Nucor Steel Kingman
- Nucor Steel Memphis
- Nucor Steel Nebraska
- Nucor Steel Seattle
- Nucor Steel Sedalia
- Nucor Steel South Carolina
- Nucor Steel Texas
- Nucor Steel Tuscaloosa
- Nucor Steel Utah

Product Divisions

- American Buildings Company Midwest
- Kirby Building Systems
- Nucor Building Systems Indiana
- Nucor Building Systems Alabama

- Nucor Building Systems CBC
- Nucor Building Systems South Carolina
- Nucor Building Systems Utah
- Nucor Coatings
- Laurel Steel
- Nucor Cold Finish Nebraska
- Nucor Cold Finish South Carolina
- Nucor Cold Finish Utah
- Nucor St. Louis Cold Drawn
- Nucor LMP
- Nucor Tubular Products Birmingham
- Nucor Tubular Products Cedar Springs
- Nucor Tubular Products Chicago
- Nucor Tubular Products Decatur
- Nucor Tubular Products Louisville
- Nucor Tubular Products Madison
- Nucor Tubular Products Marseilles
- Nucor Tubular Products Trinity
- Vulcraft Alabama
- Vulcraft Indiana
- Vulcraft Nebraska
- Vulcraft New York
- Vulcraft South Carolina
- Vulcraft Texas
- Vulcraft Utah



POLICY ENGAGEMENT



As North America's largest recycler and most diversified steel and steel products company, Nucor regularly engages with government officials on regulatory and policy issues that concern our company and the U.S. steel industry, as well as the broader manufacturing sector in which we, and many of our customers, operate. For more than five decades, Nucor has established a circular model of steel production with a low-carbon footprint, accomplished through the recycling of scrap metal into new steel and steel products utilizing EAF technology.

Our key policy priorities include a level playing field for trade, infrastructure investment, strong Buy America provisions, advancing clean energy, ensuring America's competitive advantage in producing low-carbon steel, and creating greater awareness of the essential role a circular model of steel production with a low-carbon footprint must play in a modern and sustainable economy.

Addressing Carbon Emissions

As a global leader in producing steel with low carbon emissions, Nucor has become involved in international efforts to further reduce emissions. Nucor is a member of the United Nations 24/7 Carbon-Free Energy Global Compact, which is aimed at accelerating the decarbonization of the world's electricity systems to mitigate climate change and ensure access to clean, reliable and affordable electricity. Recycling scrap steel into new steel products is currently the lowest emitting steel production process available at scale, but it requires significant amounts of electricity. We believe that growing demand for energy will require utilizing all forms of clean, zero-carbon energy sources, including nuclear, hydro, solar and wind.

As a founding member of the Global Steel Climate Council (GSCC), a coalition advocating for a single, transparent global emission standard that is focused on steelmaking emissions, we are committed to a net-zero 2050 science-based GHG target. In 2023, Nucor became the first diversified steel maker in North America with net-zero, science-based GHG targets for 2050, including Scopes 1, 2 & 3. And in early 2025, we announced that our science-based emissions reduction targets received certification by the GSCC.

Nucor will continue to be an industry leader in GHG transparency. Reporting will continue to be third-party verified. We will share our plans, and the actions needed to achieve our goals.

Infrastructure Investments

We continue to see demand for our products from efforts to reshore manufacturing, repower the electrical grid and rebuild domestic infrastructure. These projects are steel intensive, and our product capabilities are well-suited for the related opportunities; for example, rebar and beams are a good fit for the development of chip fabrication plants; plate, beam and rebar for transportation infrastructure; tube, sheet and plate for power generation and transmission applications.

We have also seen the expansion of strong Buy America provisions, which help to ensure that U.S. infrastructure is modernized using domestic steel. Nucor produces more than a quarter of our nation's raw steel, and we do so with one-third the GHG intensity of a traditional extractive producer.

Trade — Leveling the Playing Field

Nucor has consistently advocated for a level playing field for American steel manufacturers. The governments of many countries subsidize — or even own — steel producing companies, and this often leads to these companies selling steel at artificially low prices that are harmful to the American steel industry. Foreign steel is also oftentimes produced in a manner that disproportionately impacts the environment and does not protect worker safety to the extent we have come to demand in the United States.

The steel Nucor manufactures at our facilities throughout the U.S. is simply more sustainable on many levels. It is made with a higher percentage of recycled content, less and cleaner energy, and consequently has lower GHG emissions per ton produced. In addition, steel manufacturing in the United States must comply with strict standards for worker safety and environmental protection, as required by the Occupational Safety and Health Administration, the U.S. Environmental Protection Agency and other regulatory agencies. In practice, we strive to far outperform minimum regulatory requirements such as these and keep our focus on what is best for long-term value creation that benefits all our stakeholders.

During the first quarter of 2025, we were pleased to see the Trump Administration issue Section 232 25% tariffs on steel imports from all sources, ending exclusions and exemptions, and broadening the application of the tariffs to fabricated steel and other derivative products. We expect this comprehensive action to improve capacity utilization in the domestic steel and steel construction products sectors, while also lowering the overall GHG footprint of the steel used in the United States.

97.1%

With a score of 97.1%, Nucor is in the top tier of all companies, and considered a Trendsetter, on the CPA-Zicklin Index, which seeks to bring transparency and accountability to corporate political spending. We continue to evaluate our lobbying activities and political disclosures, aiming for best-in-class standing for both accountability and effectiveness at advancing the interests of Nucor and its stakeholders.





Political Activity & Accountability

Nucor has a dedicated Public Affairs team which manages our efforts to provide clear and relevant information to governmental agencies and legislative bodies charged with regulating the U.S. steel industry. While doing so, this team conducts itself in a manner consistent with our **Standards of Business Conduct and Ethics** and adheres to all applicable laws and regulations regarding lobbying activities. On a regular basis, the Public Affairs team presents policy priorities, initiatives and expenditures to our Board of Directors and our Governance and Nominating Committee, which has oversight of all lobbying activities. We file quarterly lobbying disclosure forms with the Clerk of the House of Representatives and the Secretary of the Senate as required by the federal Lobbying Disclosure Act. Disclosure forms are also filed as necessary in the 21 states where we engage in lobbying.

Nucor complies with federal, state and local campaign finance laws and regulations governing political contributions and the disclosure of these contributions. In accordance with federal law, Nucor does not contribute to any political candidates, parties or committees at the federal level. Contributions to federal candidates and committees are allowed only through the Nucor Corporation Political Action Committee, which is funded through voluntary contributions from eligible U.S. teammates. Nucor PAC fully discloses all contributions made and received through reports filed with the Federal Election Commission.

Nucor also maintains memberships in various trade associations that we believe share and will otherwise further the goals of Nucor. Such associations provide both a useful forum for discussing issues of general industry significance and a powerful platform for advocating positions on issues of importance to the members. While associations in which Nucor is a member may occasionally take positions on issues that are not representative of Nucor's, overall, we believe that Nucor's membership in such associations is in the long-term interest of Nucor and our stockholders.

Six of the trade associations we participate in conduct advocacy and/or lobbying activities. We pay annual dues in excess of \$50,000 to four of these: Concrete Reinforcing Steel Institute, Clean Energy Buyers Association, National Association of Manufacturers, and the Steel Manufacturers Association. For our assessment of these entities' stances regarding climate change and the energy transition, please click [here](#).

Our lobbying efforts and contributions are used to promote policies favorable to the steel industry and they are not based on the political preferences of any individual employed by Nucor. For further information on our political spending, lobbying and trade association support, please click [here](#).



GRI INDEX

General Disclosures		Information or Page Reference
G2: General Disclosures 2021		
2-1	Organizational details	Who We Are & How We Create Value, please see page 5-10. 2024 Nucor Corporation 10-K Filing , please see page 1-9. Nucor Overview
2-2	Entities included in the organization's sustainability reporting	Who We Are & How We Create Value, please see pages 5-10. Environmental Performance, please see page 40. 2024 Nucor Corporation 10-K Filing , please see pages 1-7.
2-3	Reporting period, frequency and contact point	Nucor's 2024 Corporate Sustainability Report encompasses data for the calendar year 2024, except where explicitly indicated otherwise. For questions regarding this report or any sustainability initiatives, please contact investor@nucor.com .
2-4	Restatements of information	No restatements are included in this report.
2-5	External assurance	Governance, please see pages 15-16. Environmental Performance, please see page 40.
2-6	Activities, value chain and other business relationships	Who We Are & How We Create Value, please see pages 6-12. 2024 Nucor Corporation 10-K Filing , please see pages 1-9.
2-7	Employees	Letter From The CEO, please see page 3. Nucor 2023 EEO-1 Report Safety, Teammates & Community, please see pages 24-37.
2-9	Governance structure and composition	Governance, please see pages 15-16. 2024 Nucor Corporation 10-K Filing , please see pages 29-31. Nucor Board of Directors
2-10	Nomination and selection of the highest governance body	Governance, please see pages 15-16. Corporate Governance Principles Governance and Nominating Committee Charter
2-11	Chair of the highest governance body	Governance, please see page 15. 2024 Nucor Corporation 10-K Filing , please see page 31. Nucor Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Governance, please see pages 15-16. Nucor Board of Directors

General Disclosures		Information or Page Reference
G2: General Disclosures 2021		
2-13	Delegation of responsibility for managing impacts	Governance, please see pages 15-16. Nucor Board of Directors
2-14	Role of the highest governance body in sustainability reporting	Governance, please see page 16.
2-15	Conflicts of interest	Corporate Governance Principles
2-16	Communication of critical concerns	Nucor Whistleblower Program
2-17	Collective knowledge of the highest governance body	Nucor 2025 Proxy Statement Nucor Board of Directors
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Principles Compensation and Executive Development Committee Charter
2-19	Remuneration policies	Corporate Governance Principles Compensation and Executive Development Committee Charter
2-20	Process to determine remuneration	Corporate Governance Principles Compensation and Executive Development Committee Charter
2-21	Annual total compensation ratio	Nucor 2025 Proxy Statement , please see page 49.
2-22	Statement on sustainable development strategy	Letter From The CEO, please see page 3. Nucor 2025 Proxy Statement , please see pages i-ii.
2-23	Policy commitments	Governance, please see page 16. Nucor Policies
2-24	Embedding policy commitments	Governance, please see page 16. Nucor Policies
2-25	Processes to remediate negative impacts	Standards of Business Conduct and Ethics Nucor Whistleblower Program
2-26	Mechanisms for seeking advice and raising concerns	Standards of Business Conduct and Ethics Nucor Whistleblower Program
2-27	Compliance with laws and regulations	2024 Nucor Corporation 10-K Filing , please see page 29.

General Disclosures		Information or Page Reference
G2: General Disclosures 2021		
2-28	Membership associations	Safety, Teammates & Community, please see pages 27-28, 35-37. Policy Engagement, please see pages 55-56.
2-29	Approach to stakeholder engagement	We conduct focused stakeholder engagement through surveys, social media, formal communication, stakeholder outreach programs, team meetings and one-on-one discussions.
2-30	Collective bargaining agreements	Nucor Human Rights Policy Supplier Code of Conduct
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Nucor determined its material topics for the Global Reporting Initiative by employing a comprehensive approach that integrated stakeholder engagement, internal company operations, historical reporting and a review of peer practices.
3-2	List of material topics	▪ Economic Impacts ▪ Policy ▪ Materials and Suppliers ▪ Energy ▪ Water ▪ Emissions ▪ Waste ▪ Safety and Teammates ▪ Diversity, Equity, and Inclusion
3-3	Management of material topics	A comprehensive review of the organization's impact across various dimensions, including economic, environmental, and societal, is continuously evaluated. Policy Engagement, please see pages 54-56.
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	2024 Nucor Corporation 10-K Filing , please see pages 36-47.
201-2	Financial implications and other risks and opportunities due to climate change	Nucor TCFD , please see pages 7-8.
201-3	Defined benefit plan obligations and other retirement plans	2024 Nucor Corporation 10-K Filing , please see pages 74-76.

General Disclosures		Information or Page Reference
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Nucor is building its new state-of-the-art sheet mill in Mason County, West Virginia. The West Virginia location on the Ohio River provides Nucor with important transportation and logistics advantages, and a strengthened ability to serve customers in the Midwest and Northeast, the two largest sheet consuming regions in the U.S. When fully operational, the new mill will employ approximately 800 full-time teammates.
203-2	Significant indirect economic impacts	Safety, Teammates & Community, please see pages 35-37.
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	100% of our business operation and every functional area is included in our annual risk assessment, which includes bribery and corruption risk as a standard item.
205-2	Communication and training about anti-corruption policies and procedures	100% of governance body members and teammates have had our anti-corruption policies and procedures communicated to them.
205-3	Confirmed incidents of corruption and actions taken	No incidents
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	In 2021, Nucor and other US steel producers were named in a federal antitrust case entitled <u>JSW Steel (USA) Inc. and JSW Steel USA Ohio, Inc. v. Nucor Corp. United States Steel Corp., AK Steel Holding Corp., and Cleveland-Cliffs Inc.</u> This Texas action alleged that Nucor, U.S. Steel, AK Steel, and Cleveland-Cliffs participated in a group boycott to prevent JSW from purchasing steel slabs. Nucor moved to dismiss this action and the District Court granted Nucor's motion to dismiss with prejudice. JSW Steel appealed the decision to the Fifth Circuit Court of Appeals. On March 17, 2025, the Fifth Circuit Court of Appeals unanimously affirmed the dismissal of JSW Steel's claims, and Nucor considers this matter to be closed.
GRI 301: Materials 2016		
301-2	Recycled input materials used	2024 Recycled Content Letter - Mill Products 2024 Recycled Content Letter - Downstream Products
GRI 302: Energy 2016		
302-1	Energy consumption inside of the organization	Environmental Performance, please see pages 45-46.
302-2	Energy consumption outside of the organization	Environmental Performance, please see pages 45-46.
302-3	Energy intensity	Environmental Performance, please see pages 45-46.

General Disclosures		Information or Page Reference
GRI 302: Energy 2016		
302-4	Reduction of energy consumption	Environmental Performance, please see pages 45-46.
302-5	Reductions in energy requirements of products and services	Environmental Performance, please see pages 45-46.
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Environmental Performance, please see page 51.
303-2	Management of water discharge- related impacts	Environmental Performance, please see page 51.
303-3	Water withdrawal	Environmental Performance, please see page 51.
303-4	Water discharge	Environmental Performance, please see page 51.
303-5	Water consumption	Environmental Performance, please see page 51.
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Environmental Performance, please see page 40.
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Performance, please see page 40.
305-3	Other indirect (Scope 3) GHG emissions	Environmental Performance, please see page 40.
305-4	GHG emissions intensity	Environmental Performance, please see pages 40-41.
305-5	Reduction of GHG emissions	Environmental Performance, please see pages 40-41.
305-6	Emissions of ozone-depleting substances (ODS)	Ozone-depleting potential per product is reported in each of Nucor's Environmental Product Declarations .
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	SASB Report , please see page 6.

General Disclosures		Information or Page Reference
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Environmental Performance, please see page 50.
306-2	Management of significant waste-related impacts	Environmental Performance, please see page 50.
306-3	Waste generated	Environmental Performance, please see page 50.
306-4	Waste diverted from disposal	Environmental Performance, please see page 50.
306-5	Waste directed to disposal	Environmental Performance, please see page 50.
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Each of our divisions uses Virtual Compliance to screen all potential international suppliers.
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Safety, Teammates & Community, please see page 26.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Nucor Corporation 10-K Filing , please see page 18.
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Nucor complies with all applicable regulations and agreements regarding notices of operational changes to our workforce.

General Disclosures		Information or Page Reference		
GRI 403: Occupational Health and Safety 2018				
403-2	Hazard identification, risk assessment and incident investigation	100% of Nucor's operations conduct health and safety risk assessments.		
403-9	Work-related injuries	Work-Related Injuries	Number of Fatalities	Rate of Fatalities
		Teammates	0	0.000
		High-Consequence Work-Related Injuries	Lost Work Day Cases	Rate
		Teammates	89	0.26
		Work-Related Injuries	Number	Rate
		Teammates	259	0.77
403-10	Work-related ill health	Work-Related Ill Health	Number of Fatalities Resulting from Work-Related Ill Health	
		Teammates	0	
GRI 404: Training and Education 2016				
404-2	Programs for upgrading employee skills and transition assistance programs	Safety, Teammates & Community, please see pages 28-29. Environmental Performance, please see page 50.		
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	Safety, Teammates & Community, please see page 33.		
GRI 408: Child Labor 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	Each of our divisions uses Virtual Compliance to screen all potential international suppliers.		
GRI 409: Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Each of our divisions uses Virtual Compliance to screen all potential international suppliers.		

General Disclosures		Information or Page Reference
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Each of our divisions uses Virtual Compliance to screen all potential international suppliers.
GRI 415: Public Policy 2016		
415-1	Political contributions	Nucor Public Affairs