

2025 Corporate Social Responsibility



NUCOR®

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A Letter From

Leon Topalian

Chair & Chief Executive Officer

Dear Stakeholders,

Nucor has been redefining American steelmaking since we produced our first ton of steel nearly six decades ago. Over that time, we have learned that clarity of purpose drives our performance. As you read through our annual sustainability report, you will see that every safety record, every environmental milestone, every investment we have made has been the product of deliberate, purposeful action – not left to chance. Our clarity of purpose is reflected in our mission to Grow the Core, Expand Beyond and Live Our Culture.

We are in the final phase of a multi-year capital investment campaign in which we have invested over \$20 billion to grow our steelmaking capabilities and acquire and develop steel-adjacent businesses that have expanded our product portfolio. During that time, we have welcomed more than 16,000 new teammates and completed 15 major projects that enable our electric arc furnace steel mills to produce more complex grades of steel for the most demanding applications. Growth on this scale requires a clear vision of what we are building and the discipline to execute that vision project by project, teammate by teammate.

Even though we have welcomed many new teammates and completed multiple major construction projects, this period has also been the safest in company history. In 2025, our team achieved the lowest injury and illness rate on record, marking eight consecutive years of improvement. We also saw 21 divisions achieve an entire year without a recordable injury. These numbers demonstrate that when we are united around a shared purpose, the results follow.

Our recycling-based steelmaking process makes Nucor a leader in clean steel production. We are raising the bar by transparently reporting environmental data to our customers and other stakeholders. Nucor is an industry leader in providing our customers with environmental product declarations (EPDs) that contain clear, independently verified

data about the environmental impact of our products. In addition, 13 of our steel mills have received Global Steel Climate Council (GSCC) product certification, more than any other steelmaker in the world. GSCC product certification validates that Nucor's steel products are independently verified to meet the rigorous carbon emissions intensity thresholds set by the GSCC's Steel Climate Standard. In 2025, our sustainability efforts were recognized by both the World Economic Forum and the World Steel Association.

Another important part of our purpose is to positively impact the communities around North America where we do business. In this report, you will read stories of how Nucor teammates and our divisions are supporting their communities through thousands of volunteer hours and millions of dollars in financial support.

Being clear about our purpose and actions has driven our safety and environmental performance as well as our growth. I am deeply proud of the results our team has achieved, and the work they do every day to build a stronger, safer and cleaner future for American steelmaking.

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.

Sincerely,



Leon J. Topalian
Chair & Chief Executive Officer

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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, data center infrastructure, 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.



2025 Review & Outlook

In 2025, Nucor had net sales of \$32.49 billion and net earnings of \$1.74 billion, or \$7.52 per diluted share.

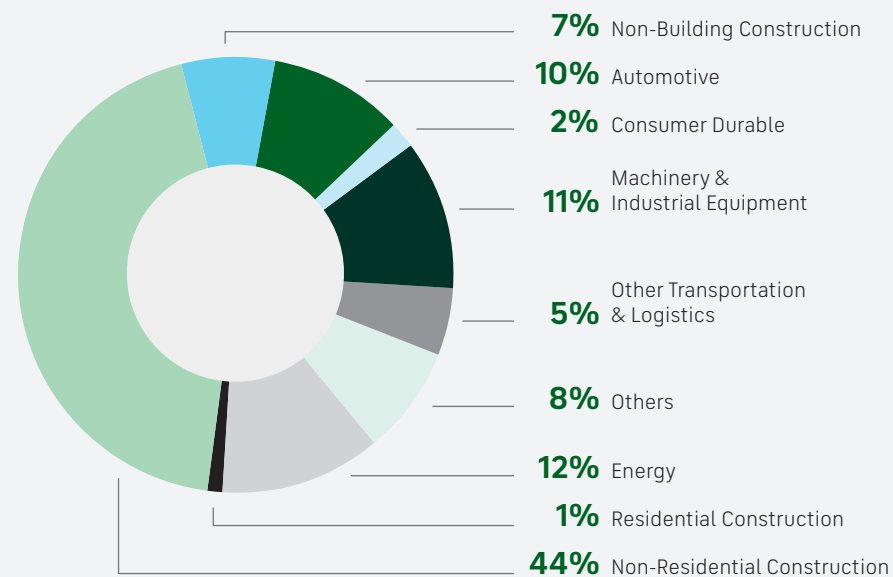
With the strongest balance sheet and credit ratings in the North American metals sector, and the most diverse product offerings among all U.S. listed steel products manufacturers, the Nucor team remains well positioned to create more value for all our stakeholders.

Steel is an essential material for our nation's economic growth and development. We are building out Nucor's portfolio of solutions so that we can support the acceleration of efforts aimed at:

- Rebuilding American infrastructure to make it more resilient.
- Revitalizing the domestic energy sector.
- Reshoring manufacturing to lessen American dependence on far-off global supply chains.
- Enhancing national security through reliable, American made steel that supports critical defense and military infrastructure.
- Enabling rapid build-out of data center infrastructure to unleash the benefits of advanced technologies, such as artificial intelligence (AI).
- Supporting the automotive industry in its transition to greater circularity via EAF-produced steels.

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, make Nucor the preferred partner for both government and private sector customers.

End-Use Markets Served



Figures are estimated percentages of total external shipments of steel and steel products for 2025. Approximately 28% of Nucor's external shipments of steel and steel products were sold to service centers in 2025.



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 material of 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 circularity, resiliency, and environmental and social impact of their supply chains. Nucor's United States based network of EAF steelmaking facilities is strategically located to serve major domestic steel purchasing markets and generates some of the lowest greenhouse gas (GHG) equivalent emissions per ton in the global steel industry.

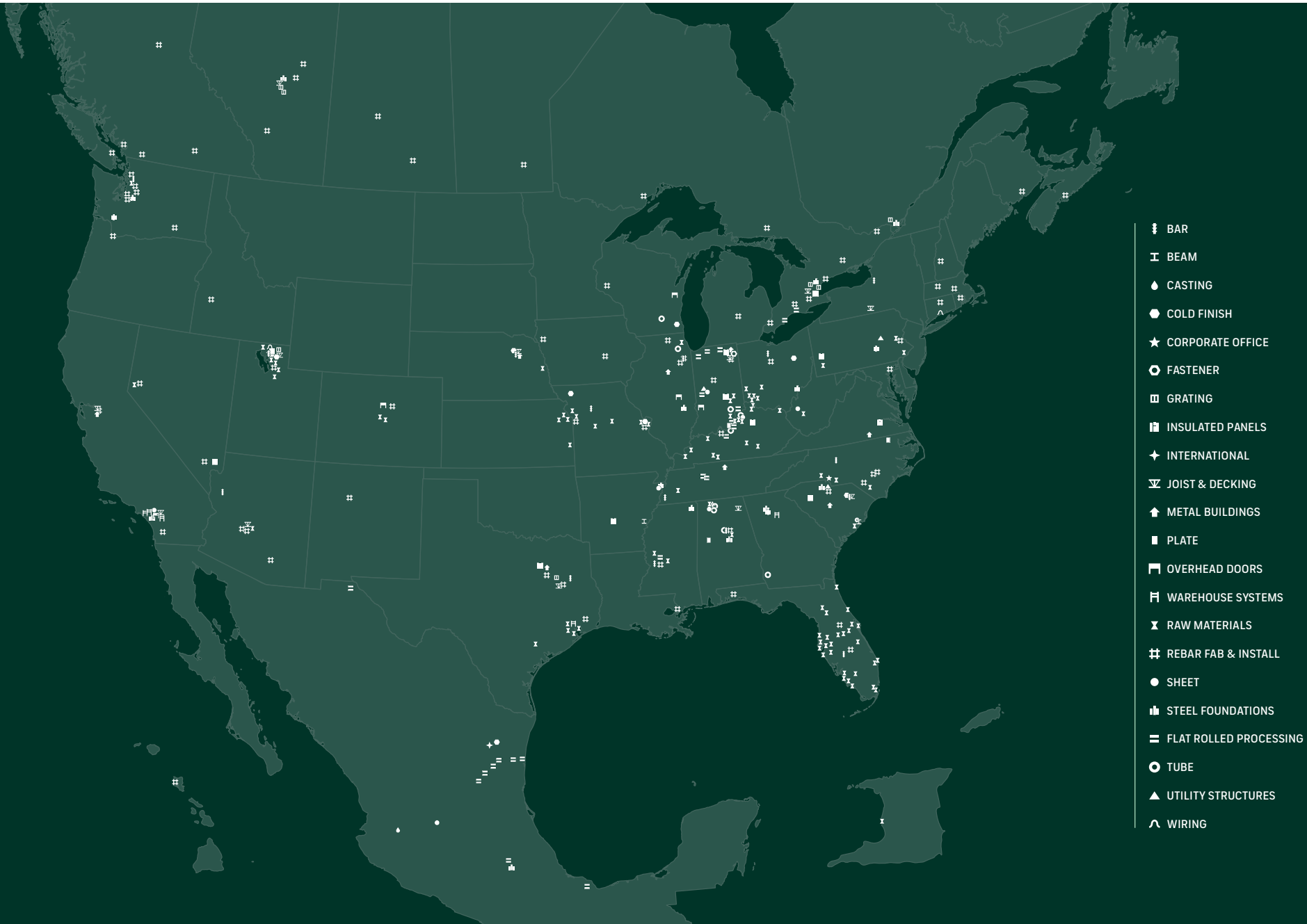
A large percentage of Nucor's steel and steel products go into a wide range of construction applications. From nuts and bolts to the beams underpinning the nation's tallest skyscrapers, Nucor's steel can be found on almost every construction site in America.

Construction of warehouses and data centers has been among the fastest growing markets for our products in recent years and continues to represent important construction market sub-segments for Nucor.

Other important end-use markets for Nucor include automotive, energy infrastructure, military, heavy machinery and agricultural and transportation equipment. Although each of these industries utilizes 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.

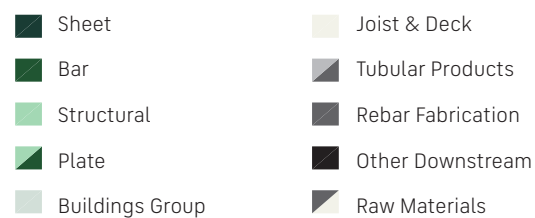
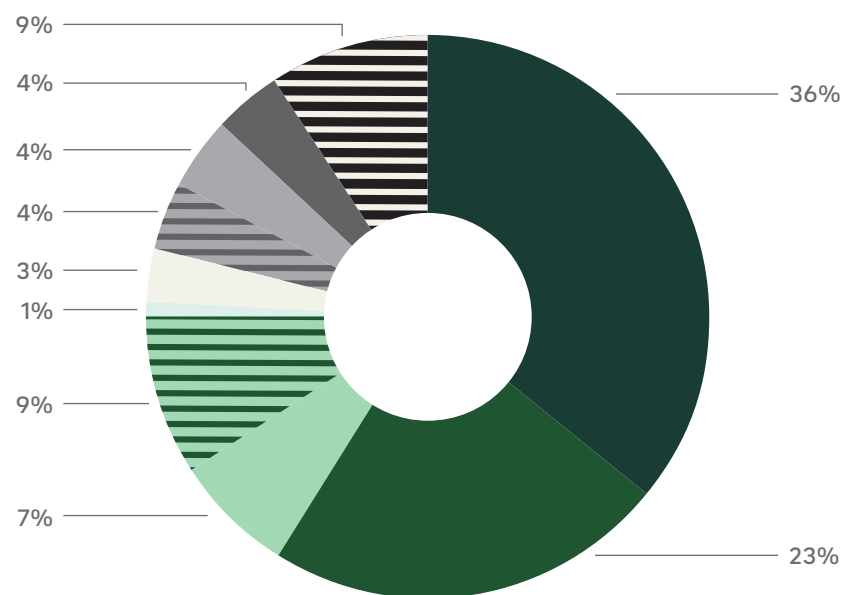
We continue to invest in new products and new capabilities, to build on our industry leadership position by sustainably meeting both current and emerging market needs. Since 2020, Nucor has reinvested approximately \$20 billion, expanding our product portfolio to include more value-added steel products 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



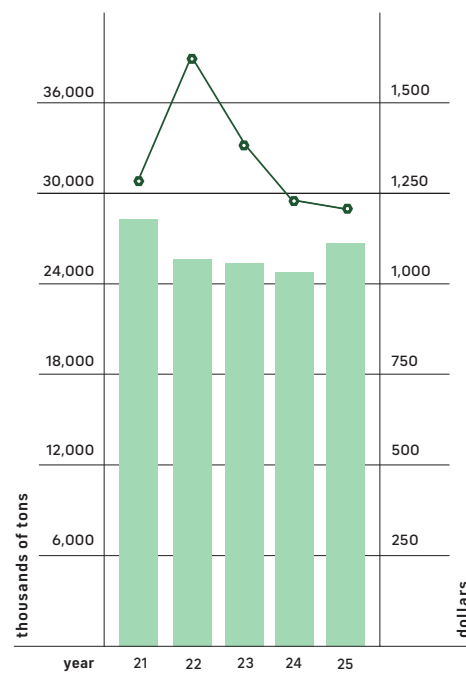
Diversified Product Mix

Total Tons Sold to Outside Customers in 2025

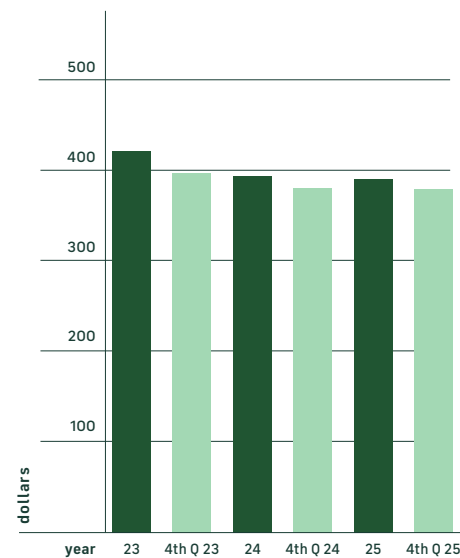


Results

	2023	2024	2025
Net Sales	\$34.7B	\$30.7B	\$32.5B
Total Steel Mill Shipments	23.3M Tons	23.1M Tons	25.3M Tons
EPS	\$18.00	\$8.46	\$7.52



Total Tons Sold to Outside Customers
 Average Sales Price Per Ton



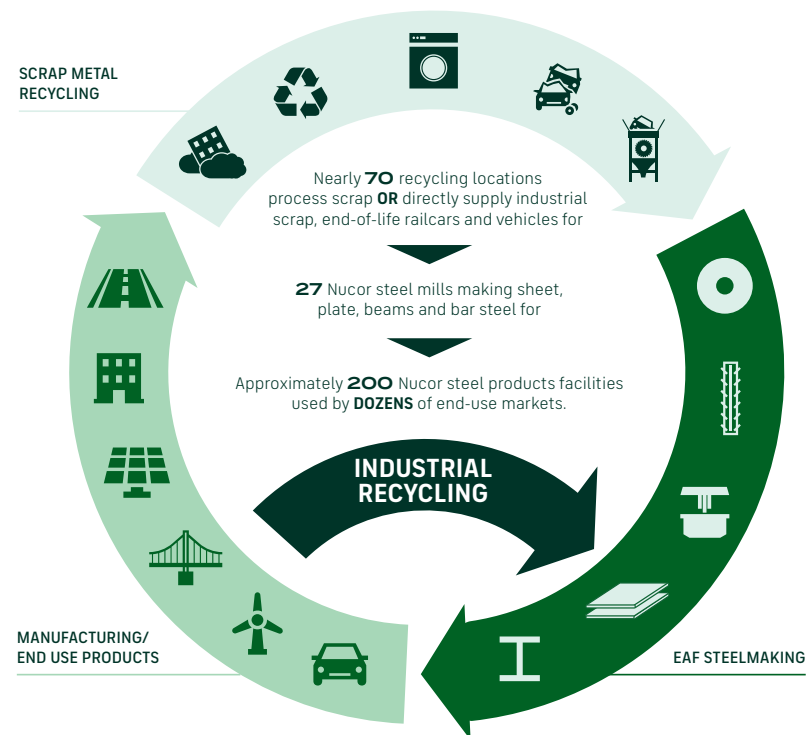
Average Scrap and Scrap Substitute Cost Per Gross Ton Used



Working with Our Customers to Create the Circular Steel Economy

From the time we entered the steel business, 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 steel production in the U.S. 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 2025, we recycled approximately 22.5 million net tons of scrap steel.

Vertical Integration & Product Lifecycle





Made for Good

In 2025, Nucor's "Made for Good" campaign highlighted our efforts to shape the future of North America through circular steelmaking and advanced material recovery. By exploring how we can transform the scrap material from aging infrastructure into modern advanced manufacturing facilities, airports, bridges and data centers, the campaign invites customers, designers, industry stakeholders and policy makers to join us in building the circular economy of the future.

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 goals.

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 are working to ensure that everything we make is "Made for Good."

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

Advancing the Digital Economy

In 2025, Nucor continued to build momentum in the data center construction market. Following the acquisition of Southwest Data Products (SWDP) and the launch of Nucor Data Systems in 2024, the company focused on scaling integrated, steel-based solutions designed specifically for hyperscale, cloud and co-location data center customers. Demand for these solutions increased alongside continued expansion in artificial intelligence, cloud computing and digital infrastructure.

Nucor is uniquely capable of serving data center customers with end-to-end offerings, combining circular, low-embodied-carbon steel production with downstream fabrication, system design and installation capabilities. By leveraging SWDP's expertise in airflow containment, enclosures and infrastructure systems, Nucor expanded its role beyond material supply to become a solutions

partner supporting efficient, resilient and sustainable data center design.

As data center investment continues to accelerate globally, Nucor remains well positioned to support this critical infrastructure through innovation, operational excellence and sustainability leadership. By expanding beyond traditional steel production and investing in steel-centric downstream solutions, Nucor is helping customers meet growing demand while advancing shared sustainability and efficiency goals.

Building a Robust Power Grid

As AI and the digital economy continue to expand, energy demand from this sector is rising sharply. Meeting this demand requires scaling the generation and transmission of traditional and renewable energy sources, and represents a major growth opportunity for Nucor. Wind, solar, and gas turbine generation assets require substantial quantities of steel, as does modern transmission infrastructure. Nucor is investing today in capabilities that position the company as a leading, sustainable supplier of the steel that is essential for both power generation and transmission applications.

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 renewable electricity credits and carbon offsets – Econiq™ 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 further adapted the Econiq™ certification to meet our customers' needs. The Nucor Econiq™ certification now includes an Econiq™ NZ category that will supply the certification for those customers wanting net-zero steel, and Econiq™ RE that certifies net-zero Scope 2 emissions for Nucor steel and steel products via retirement of renewable electricity credits. And for customers focusing on reducing their construction project's carbon footprint, we have a portfolio of Econiq™ certified products that can meet those requirements as well.



OUR MISSION

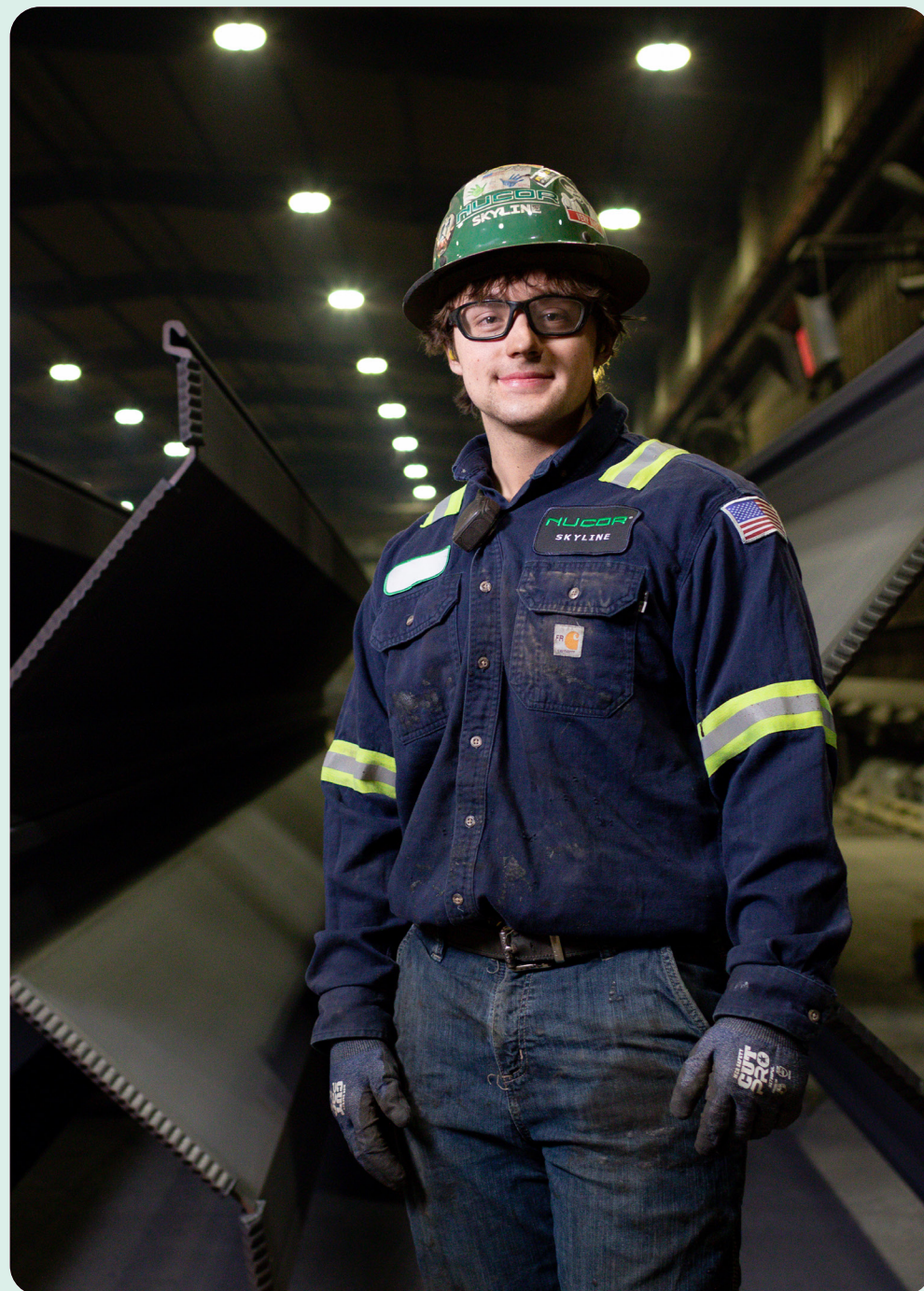
**GROW THE CORE
EXPAND BEYOND
LIVE OUR CULTURE**

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®

Governance



2025 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

At Nucor, we believe that our reputation for fair business dealings with our customers, contractors, and suppliers 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 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 our stockholders' capital and 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. 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, former Executive Chairman of the Otis Worldwide Corporation and retired Chairman, CEO & President, SPX FLOW, Inc. 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.



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 our shareholders' capital and the communities where we live and work are all key elements of living the Nucor culture."



Approach to Risk Assessment

Our risk assessment and mitigation are 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, 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 is cyclical and can cause 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. 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 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 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 illegal or unethical conduct. Teammates, as well as suppliers and contractors, may report violations to a manager, general manager, or Human Resources. Individuals wishing to report may also call our toll-free Hotline at 1-800-307-0233, or visit www.nucor.ethicspoint.com, both of which are monitored by a third party, allowing for confidential, anonymous, multilingual reporting of violations regarding Nucor's policies. 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





Safety is an unwavering core value at Nucor, and our ongoing challenge is to Become the World's Safest Steel Company. We are committed to protecting the health and safety of our teammates, customers, contractors, and the communities in which we operate. Our responsibility is to create and foster an environment in which every teammate is physically, mentally and emotionally safe. Nucor's Health and Safety Policy outlines the standards and expectations that guide this commitment and can be found [here](#).

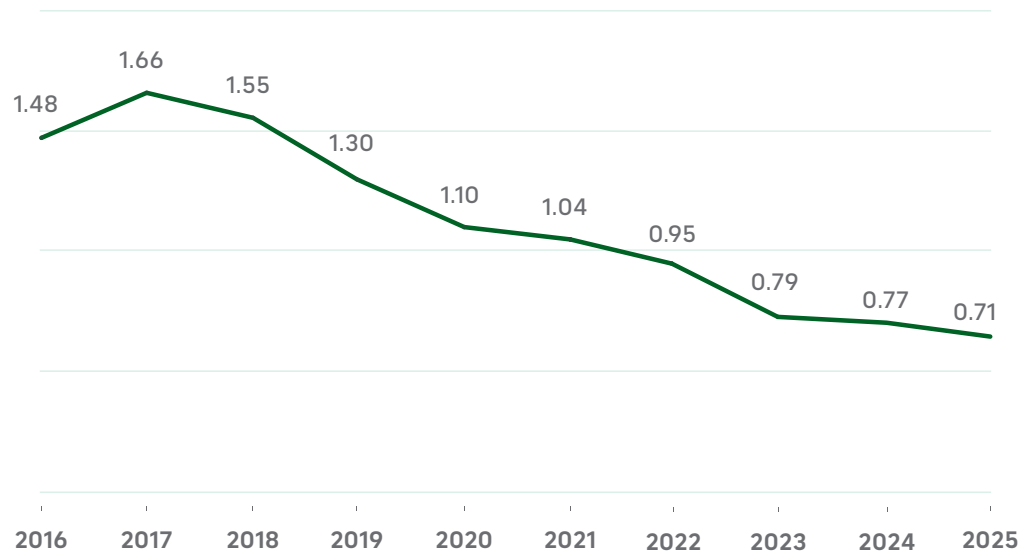
In 2025, we lowered our Injury and Illness (I/I) rate for the seventh straight year, an 8% decrease from the previous year.

- Enterprise-wide I/I rate for 2025 was 0.71, for steel mills the I/I rate for 2025 was 0.60.
- The current I/I rate (as of 2024) for the domestic steel industry is 1.9.

We recognize divisional safety performance through the President's Safety Award, which awards divisions where the Injury and Illness (I/I) rate and Days Away, Restricted or Transferred (DART) rate are both less than one-third the national average for comparable facilities. These awards are tiered into three categories, Platinum, Gold and Silver, with Platinum representing divisions with zero recordables for the year.

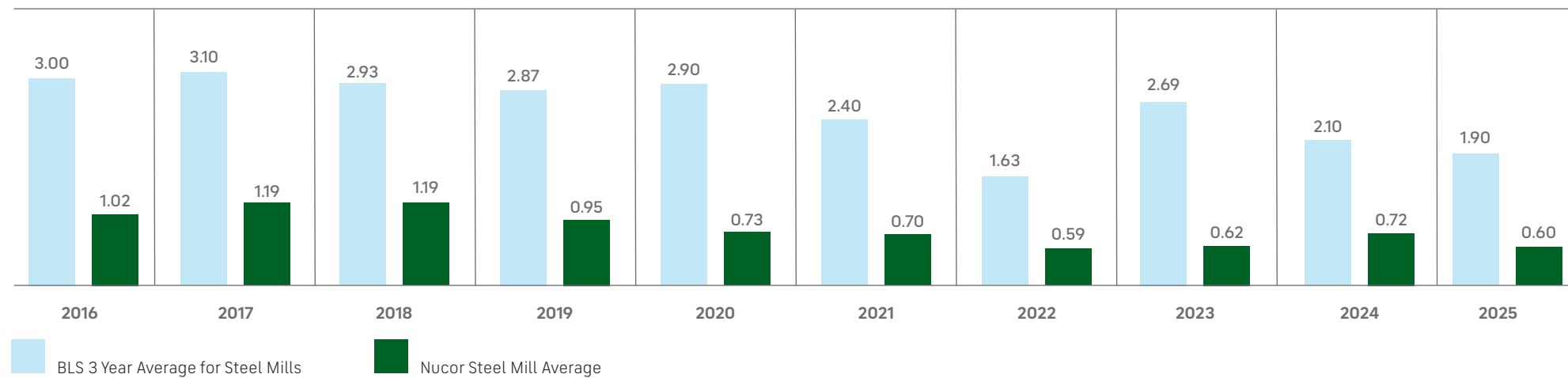
Nucor Injury & Illness Rates (2016-2025)

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)





2025 Nucor Divisions with Zero Recordables

NIPG Arkansas

NIPG Kentucky

NIPG Utah

Nucor Bright Bar Ohio

Nucor Business Technology

Nucor Cold Finish Monterrey

Nucor Cold Finish South Carolina

Nucor Fastener Indiana

Nucor Logistic Group

Nucor Steel JFE

Nucor Steel Louisiana

Nucor Steel Marion

Nucor Tubular Products Cedar Springs

Nucor Wire Products Utah

Nu-Iron Unlimited

Texas Port Recycling

Universal Industrial Gases

Verco Decking

Vulcraft Canada Grating East

Vulcraft Canada Grating West

Vulcraft Canada West

Serious Injury and Fatality (SIF) Prevention

Our strategy starts with Serious Injury and Fatality (SIF) prevention and focuses on moving from reactive to proactive safety by identifying high-risk tasks, strengthening critical controls, educating our team, engaging leadership and using data from potential SIFs (pSIFs) to prevent serious incidents before they happen.

Our goal is to prevent the incident from occurring, not only at the division where it was reported, but also in every division throughout the enterprise. Nucor has a targeted focus on the speed and consistency in which we share information on near misses.

Safety Management System

Nucor divisions have implemented safety management systems focused on continuous improvement, teammate engagement, and the use of health and safety teams to encourage collaboration and sharing of work practices across divisions. While each division manages its day-to-day activities based on its operating environment, divisions regularly share safety observations, lessons learned and work practices across the company.

We use a variety of communication, training, and awareness tools to support ongoing safety engagement throughout the company. These efforts include routine safety meetings, leadership involvement, teammate participation initiatives and sharing safety information and observations across divisions.

Nucor also reviews safety trends and operational information to support awareness initiatives, teammate education efforts, work practices and evaluation of technologies where appropriate. Through these efforts, we reduced our Incident & Injury (I&I) rate by more than 8% in 2025.

Developing Our Safety Leaders

Safety leaders at Nucor, particularly front-line supervisors, directly impact our teammates' safe working environment. Their impact includes the ability to influence, inspire, guide and support teammates in their safety journey and overall success at Nucor.

The Nucor Safety Leadership Program, through an initial eLearning, in-person sessions and post session learning journey, prepares leaders to be more effective through self-awareness, self-discovery, peer group learning, practice and feedback to create an environment in which every teammate is safe.

The five-day instructor-led program is hosted regionally for all Nucor front-line supervisors and leads. **The overall program includes five modules:**

Module 1: Connect

Connecting to the role as a leader for the Nucor mission.

Module 2: Engage

Creating an environment to unlock a team's full potential.

Module 3: Identify

Creating an environment that results in safe outcomes.

Module 4: Act

Learning, improving and removing injury potential.

Module 5: Thrive

Leading courageously with ownership and intention.

The program kicked off in April 2025, and 324 front-line leaders were trained throughout the year.



Spreading Innovation Across Nucor

Teammates in each of Nucor's divisions accomplish unique and innovative things every single day. To further encourage this, a communication system has been developed and deployed to educate the entire enterprise about safety innovations across the company – SAFETY-N-ACTION. These are sent out as alerts companywide. **Examples include:**

First Responder Notification

Test Sample Robot

Remote Operated Slag Crane

Remotely Operated Equipment

Mobile Equipment Pedestrian Systems

Water Rescue Drone

Drones

Language Translation Radios

Remote E-Stops

Wearable Electrical Voltage Detectors

Debris Zone Indicator Lighting

Cameras for Identifying Incipient Fires

Crane Scales

J-Hook Engagement Identification Technology

Hands-Free Rigging Attachments

Over-The-Road Truck Operation Monitoring

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 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 at other manufacturers. 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 Berkeley	Nucor Steel Utah
Nucor Steel Marion	Nucor-Yamato Steel Company
Nucor Steel Seattle	

Divisions Recognized by VPP:

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

Contractor and Supplier Management

Nucor is committed to maintaining strong partnerships with our valued contract partners. To support this commitment, Nucor regularly organizes contractor meetings designed to promote collaboration, to share best-practices and drive continuous improvement. These ongoing efforts have resulted in significant improvements in contractor safety and overall performance across Nucor.

In addition to these contractor meetings, Nucor maintains a comprehensive **Supplier Code of Conduct** and **Contractor Safety Policy**. As part of our standard process, each new supplier receives a copy of the Supplier Code of Conduct. Suppliers are generally subject to our form contract, which states that the supplier is required to comply with this Code.

Emergency Response Management

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

Nucor Steel Tuscaloosa hosted the Tuscaloosa Fire Department for multi-day on-site walkthroughs, allowing each shift to become familiar with the facility layout and potential rescue areas. These visits strengthened communication, built trust and improved coordination for potential emergency scenarios.

Nucor Steel Memphis further enhanced response capabilities by constructing a dedicated helicopter pad on-site, reducing

medical response times from 30–45 minutes by ambulance to as little as nine minutes. Teammates also trained with local hospital crews to safely assist during landings, improving collaboration and site awareness.

Nucor's American Buildings Company in El Paso, Illinois expanded its first responder team from two members to 20 in 2025. Teammates completed EMT-B certification through the National Registry of Emergency Medical Technicians, building a team of 10 EMT-Bs, eight Emergency Medical Responders, and two administrative members. Enhanced training improved first aid access and strengthened evacuation procedures, demonstrating the division's proactive approach to safety.

In September 2025, **Nucor Steel Nebraska** raised \$158,568 to support seven local volunteer fire departments, with each department receiving more than \$22,000 to enhance emergency response capabilities. The funds will help to purchase life-saving equipment such as defibrillators, medical kits and CPR machines, strengthening the safety of the communities where our teammates live and work.

In October 2025, teams from across Nucor gathered at **Nucor Steel Texas** for the annual ERT summit. The two-day event tested emergency response skills through high-intensity rescue and medical scenarios, reinforcing readiness, teamwork and best-practice sharing across divisions.

Through strong community partnerships, advanced training and ongoing preparedness initiatives, Nucor ensures we are ready to respond with speed, precision and care when it matters most.

Mental Health Awareness

At Nucor, our commitment to Becoming the World's Safest Steel Company includes protecting our teammates' mental and emotional health as well as their physical safety. 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:

1. Mental Health First Aid (MHFA)
2. Emotional Wellness (Stress Management)
3. Health Care Resources
4. Financial Wellness
5. Physical Wellness

MHFA training continues to expand across the company. Nucor Rebar Fabrication West managers recently completed MHFA training, strengthening their ability to recognize warning signs, support teammates and connect individuals with resources. At the end of 2025, 85 certified MHFA trainers and approximately 2,321 teammates attended the training.

In addition, Nucor is helping to lead the steel industry's conversation on mental well-being. In July 2025, our Product Group Safety Manager participated as a panelist for the National Council for Mental Wellbeing (NCMW) webinar, "Addressing Mental Health and Safety in Manufacturing Workforces." The webinar focused on addressing mental health challenges when working in manufacturing, including shift work, high-stress environments, and how to integrate mental health awareness into safety and Human Resources programs.

In June 2025, Nucor Steel Gallatin hosted its first "Nucor Needs U" mental health fair, engaging with more than 300 attendees and 22 community partners. Organized by its 15-member support squad, the event promoted suicide prevention, substance abuse recovery and overall wellness resources—reinforcing that strength in our industry includes supporting one another emotionally as well as physically.

Through leadership engagement, training and community partnerships, Nucor continues to embed mental well-being into our safety culture.



The President's Safety Cup

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. 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 many geographic regions to compete to determine the safest Nucor region in the country.

Our President's Safety Cup encourages divisions from different product groups to actively collaborate on safety strategies, best practices, lessons-learned and continuous improvement opportunities.

The 2025 President's Safety Cup was awarded to the teammates of the Atlantic Region:

Metal Recycling Services

NIPG South Carolina

Nu-Iron Unlimited

Nucor Buildings Group South Carolina

Nucor Business Technology

Nucor Cold Finish South Carolina

Nucor Corporate Office

Nucor Skyline Steel

Nucor Steel Berkeley

Nucor Steel Lexington

Nucor Steel South Carolina

Nucor Towers & Structures Office

Vulcraft South Carolina



Teammates



04



“

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.

“

The team supports and genuinely cares about each other. People are interested in learning about other teammates' roles and struggles to help find improvements, even if it happens outside of their own role or department.”

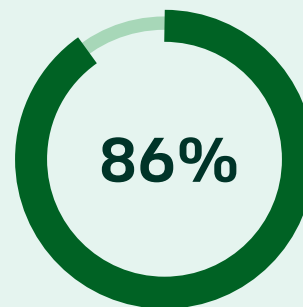
- Comparably Survey Participant

Monitoring and Measuring

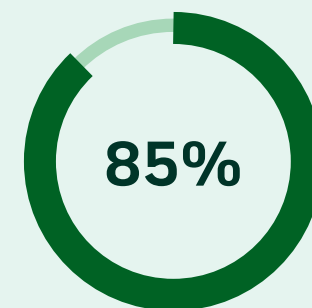
We retain Mercer, a leading human resource consulting firm, to conduct a teammate-wide survey every three years, with the most recent survey conducted in 2025. The response rate for the 2025 survey was approximately 93%. Overall, the results indicated widespread satisfaction, and the survey results helped us to identify areas where we can further improve (e.g., communications, development opportunities). We are listening to this feedback and are continuously working to improve the experience of being a Nucor teammate.

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.



of teammates are proud to tell others that they work for Nucor.



of teammates are satisfied with Nucor as a place to work.





Nucor's 2025 retention rate remained strong at 89% – a number that rises to 92% when retirements are excluded.

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. "Assemble. Unlock. Win.," reflects our ongoing focus on building and sustaining a deep, well-rounded talent pool.



Assemble

Assemble a team with the experiences, leadership and values that will lead our company into the future. Retaining our teammates through a sense of belonging and connecting to the communities where we live.



Unlock

Unlock each teammate's unique potential by creating an environment where every teammate feels connected and supported. Advocating for all and ensuring the safety of our team. Developing each teammate to realize their unique potential and connecting with every teammate through curiosity and open communication.



Win

Fuel innovation, creativity, and solutions to amplify our competitive advantage and win together. Delivering on the demand for talent and exceeding expectations for all our stakeholders.

Our retention and development initiatives focus on providing opportunities for personal and professional growth for all teammates. This reflects the company's deep commitment to fostering an inclusive workplace where every teammate feels valued and empowered. 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.



Nucor is One of Fortune's Most Admired Companies in 2025*

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 on Fortune Magazine's list of the World's Most Admired Companies in the metals industry, for the fifth 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 2025 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.

Engaging and Developing Our People

Nucor is committed to fair compensation for all of our teammates. We regularly review internal and external pay data, as well as our compensation structure, policies and practices, to inform compensation decisions. At Nucor, we are committed to basing compensation decisions on merit-related factors such as experience, job duties, qualifications, performance and work location, and we continue to evaluate our practices to support that goal.

Nucor also implements several internal programs to promote 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.

*Nucor is not affiliated with the applicable entity, and except with respect to the recognition received, the applicable entity does not sponsor or endorse Nucor.

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 and developing military talent into Nucor teammates.

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.

Nucor's military recruiting efforts continued to expand in 2025, building on the momentum established in 2024, with an additional partnership with SkillBridge. This partnership, along with long-standing relationships with organizations such as American Corporate Partners (ACP), the Cohen Group – Navy Nukes, Alliance (Junior Military Officers), RecruitMilitary, the Service Academy Career Conference (SACC) and MBA Veterans, enable Nucor to cultivate a workforce that has the leadership skills to support our long-term growth and continued success.

Women of Nucor

The Women of Nucor (WoN) initiative was spearheaded by four Nucor teammates who shared the vision of connecting, developing and inspiring the next generation of Leaders at Nucor. Women of Nucor hosts periodic virtual meetings open to all teammates across the company to address recruiting, teammate development, mentorship programs, culture and enterprise initiatives. We are empowering teammates who are shaping the future of steel, and together we are building the leading team in the steel industry. In 2025, WoN had over 3,000 members across 115 Nucor divisions in the USA, Canada and Mexico.

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

01 VA Benefits Information:

Providing veterans with information on benefits available through the Department of Veterans Affairs.

02 Mentorship:

Offering mentorship programs to support veterans in their career development.

03 Mental Health Resources:

Committed to providing mental health resources for veterans and their families, including Mental Health First Aid training across divisions.

04 Veteran Discount Programs:

Offering discount programs for veterans.



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 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 opportunities for self-paced 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 also 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.

We recently created and launched a new safety leadership development program, Nucor Safety Leadership (NSL). NSL is an intensive five day development experience where frontline leaders CONNECT their role as a leader to the Nucor Mission, ENGAGE to create an environment in which every teammate feels and is safe, IDENTIFY hazards to create safe outcomes, ACT to remove injury potential and THRIVE by leading courageously with

ownership and intention. We expect to have over 1,200 teammates participate in NSL in 2026 with a goal of having all 2,800 frontline supervisors participate in NSL program by the end of 2027.

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.



85%

**of teammates agree that they are treated fairly,
according to Nucor's work rules and practices.**

- Mercer Survey



Community



05



Nucor's charitable giving is guided by four key focus areas: Community, Health and Safety, Military and Veterans, and Education. Through the Nucor Charitable Foundation and division-led initiatives, we support programs that strengthen communities, promote health and safety, honor and assist military members and veterans, and expand educational opportunities for students of all ages. While these pillars shape our corporate approach to philanthropy, our divisions have the autonomy to support organizations that make a meaningful impact in their respective communities.

Deepening Our Commitment to the Community

Locations where Nucor calls home can always rely on the commitment and support of teammates, whether it's through established fundraising traditions or swift responses to emerging needs. Teammates are encouraged to recognize and address the unique needs of their local areas. Nucor teammates combat food insecurity by collaborating with food pantries and organizing ongoing food drives, or by assisting children and families through fundraising, volunteer efforts and essential-needs initiatives. By participating in these activities, our teammates continually demonstrate care for their neighbors.

At **Nucor Steel Indiana**, teammates raised \$12,000 for the Grace and Mercy Community Food Pantry to address food insecurity in their region. Following severe flooding in the Texas Hill Country, teammates at **Nucor Steel Texas** organized a donation drive and matched contributions, raising \$22,000 to support families and communities through the Community Foundation of the Texas Hill Country.

Nucor Steel Jackson in Mississippi raised \$156,000 at its annual charity golf tournament and has contributed more than \$1 million over the past decade to organizations serving children, demonstrating a long-term commitment to organizations supporting youth in their community.

Opening Doors Through Education and Workforce Development

Nucor champions education initiatives that ensure all students from elementary through post-secondary education have access to quality resources, workforce readiness and career development. Teammates specialize in hands-on, locally relevant programs that connect students and educators to real-world learning and workforce pathways, sometimes even dedicating time to create unique programs and curriculum for students.

For over 50 years, Nucor has offered scholarships to Nucor teammates and their dependents through the Nucor Foundation. Each child qualifies for up to \$20,000 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 \$140 million to more than 29,000 students.

Nucor Steel Nebraska launched the Ken Iverson Project more than 20 years ago, a steel sculpture competition that engages career and technical education students in problem solving, creativity and craftsmanship. Building on that model, **Nucor Steel West Virginia** (NSWV) created its own version of the Ken Iverson Project this year in their community. NSWV teammates also designed and delivered Steelmaking Sweet, a 12-week STEM series that translated steelmaking concepts into chocolate making—bringing complex ideas to life in an engaging, hands-on way for students at their local school.

In North Carolina, **Nucor Steel Lexington**, dedicated more than \$80,000 in funds raised through its annual golf tournament to support both immediate student needs and long-term educational opportunities in their local community. Teammates proudly presented critical funds to a local charity, Students-Loved-to-Life, their local elementary school, Silver Valley Elementary, and the United Way of Davidson County.

The **Nucor Charitable Foundation** has further strengthened this work by dedicating more than \$4 million in education funding over the past four years. In 2025, education-focused funding supported critical services for underserved youth through grants supporting scholarships, providing school supplies, as well as investments in essential out-of-school time programs.



Nucor champions education initiatives that ensure all students from elementary through post-secondary education have access to quality resources, workforce readiness and career development."



Recognizing Service and Supporting Veterans' Futures

In addition to active recruitment and mentoring programs through Veterans of Nucor, divisions tailor additional support to the priorities of their local veteran and military communities through fundraising, events and longstanding community partnerships.

Nucor Steel Sedalia hosted its fifth annual charity golf tournament, raising more than \$111,000 for Whiteman Air Force Base Top III, reinforcing a sustained commitment to the military community near the division's operations. **Nucor Steel Texas** further extended its impact through its 21st annual charity event by directing \$50,000 to Wheelchairs for Warriors, supporting custom mobility solutions for veterans and first responders.

In 2025, **Operation Steel Warrior** (OSW) surpassed \$2M in fundraising since the program started in 2013. OSW is a Nucor partnership with the Gary Sinise Foundation's program focused on building smart homes for disabled veterans. Creative fundraising efforts drive this impact, including \$26,000 raised by **Nucor Steel West Virginia** through an inaugural bake sale and poker run, \$16,000 raised by **Nucor Steel Brandenburg** through its first OSW golf scramble, and \$2,000 raised by **Nucor Steel Gallatin** through its inaugural chili cookoff. **Nucor Rebar Fabrication** supports every home built by the Gary Sinise Foundation with donated rebar. And in 2025, the Nucor Charitable Foundation provided a \$250,000 donation to the Gary Sinise Foundation, matching division support and strengthening Nucor's collective impact for veterans. Overall, the Nucor Charitable Foundation provided \$2.8 million in grants to veterans' organizations across the country since 2022.

Promoting Health and Safety Across Our Communities

Nucor's commitment to health and safety goes far beyond the workplace. Team members bring their dedication into the community by working to promote health and safety awareness, supporting access to care, and enhancing overall community well-being via long-standing event-driven fundraising traditions.

Nucor Steel Berkeley's annual charity event raised \$511,430 in 2025, the most in the event's history, contributing to a 25-year total of \$7.2 million in community health support.

Nucor teammates led the way in supporting the **American Cancer Society** through **Relay for Life** with eight teams across the country, many earning top fundraising accolades annually. Overall Nucor's support of the American Cancer Society contributed over \$2.2 million in support of cancer-focused research, patient care and advocacy in 2025.

Company-wide mental health initiatives positioned mental well-being as an extension of Nucor's safety culture, increasing awareness and access to resources such as the **988 Lifeline**.

The **Nucor Charitable Foundation** further amplified this work through sponsorship of the **American Cancer Society's** EMPOWER Program, a grant to the **National Alliance on Mental Illness** to help build a mental health navigator and online platform that increases accessibility to mental health services, as well as a \$1 million capital campaign commitment to the **Charlotte Mecklenburg Forging Justice Center**, strengthening both immediate care and long-term community health and safety infrastructure.



Engaging the Next Generation Through Recycling Education

Nucor teammates are extending the impact of steel recycling beyond our operations by engaging young students in hands-on sustainability education. At our scrap metal recycling facilities, teams have partnered with **Recycling Is Like Magic!** to teach elementary and middle school students how metal recycling keeps valuable materials out of landfills and supports a circular economy. Using age-appropriate storytelling, interactive presentations and real recycling examples, teammates help students understand how scrap metal is transformed into new steel. This effort expanded further at **Nucor Steel Seattle**, where teammates collaborated on a new children's book, **A Recycling Adventure to the Steel Mill**, illustrating how recycled metal is melted and reused through an electric arc furnace. Through education and storytelling, Nucor teammates are fostering environmental awareness and inspiring curiosity about sustainable steelmaking in the communities where we live and work.

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 nearly 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 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 2025

Scope 1: Direct emissions from operations.

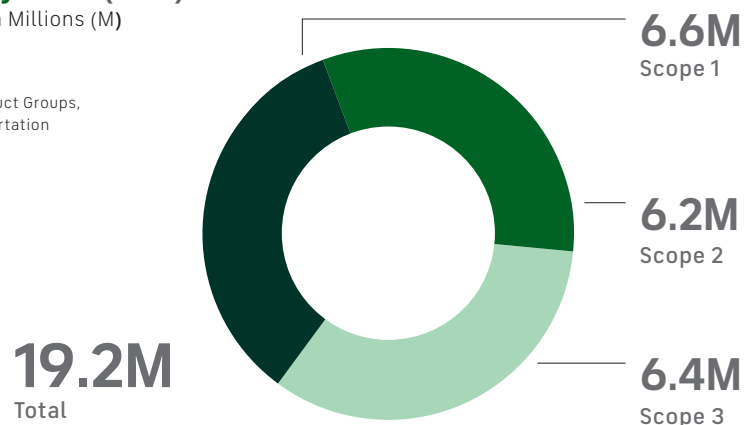
Scope 2: Indirect emissions from purchased electricity.

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

Nucor Company Wide (GHG)

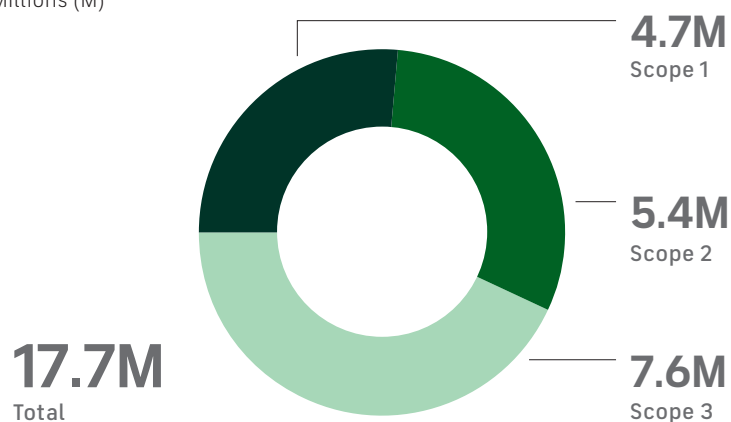
Metric Tons of CO₂e in Millions (M)

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



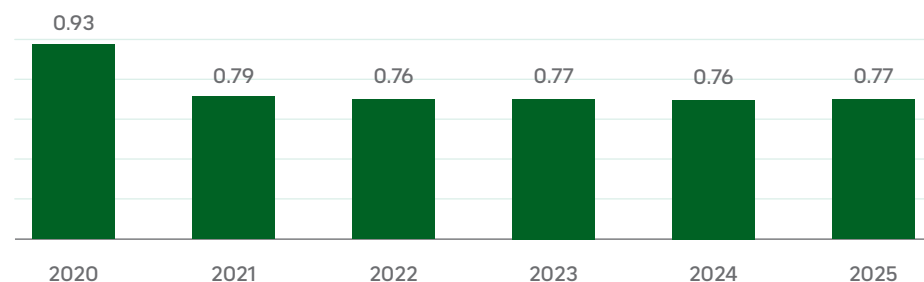
Nucor Steel Mills¹ (GHG)

Metric Tons of CO₂e in Millions (M)



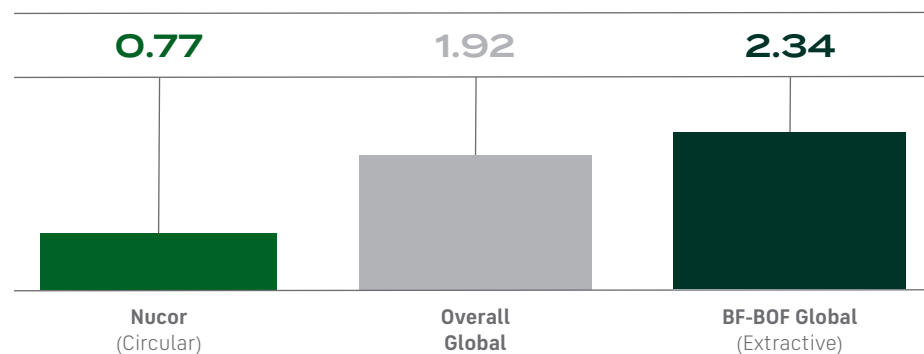
Nucor Scope 1, 2 & 3 Intensity (2020-2025)²

(Metric Tons of CO₂e Per Metric Ton of Steel Produced)



Scope 1, 2 & 3 Intensity³

(Metric Tons of CO₂e Per Metric Ton of Steel Produced)



External Assurances

2025 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 Lexington and Kingman, which are still in the ramp-up phase. Emissions from these mills, however, are included in the Nucor company-wide graph above.
2. All steel mills with melting capacity owned and operated by Nucor were included in the steel mill Scope 1, 2 & 3 intensity.
3. 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, 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 **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 our support for the Paris Agreement's objective of limiting global temperature rise to 1.5°C above pre-industrial levels.

Nucor remains on track to meet its 2030 emissions targets. Since the 2023 base year, the company has achieved a reduction in steelmaking greenhouse gas intensity. While there was a modest increase in absolute steel mill greenhouse gas emissions from 2024 to 2025, this can be attributed in part to the startup of two new steel mills. New facility ramp-up periods typically involve higher emissions intensity. As these facilities reach steady-state operations, emissions per metric ton of production are expected to decline. In addition, Nucor's existing steel mills continue to pursue ongoing process improvements and greenhouse gas optimization, reinforcing our confidence in the company's ability to achieve its long-term emissions reduction goals.

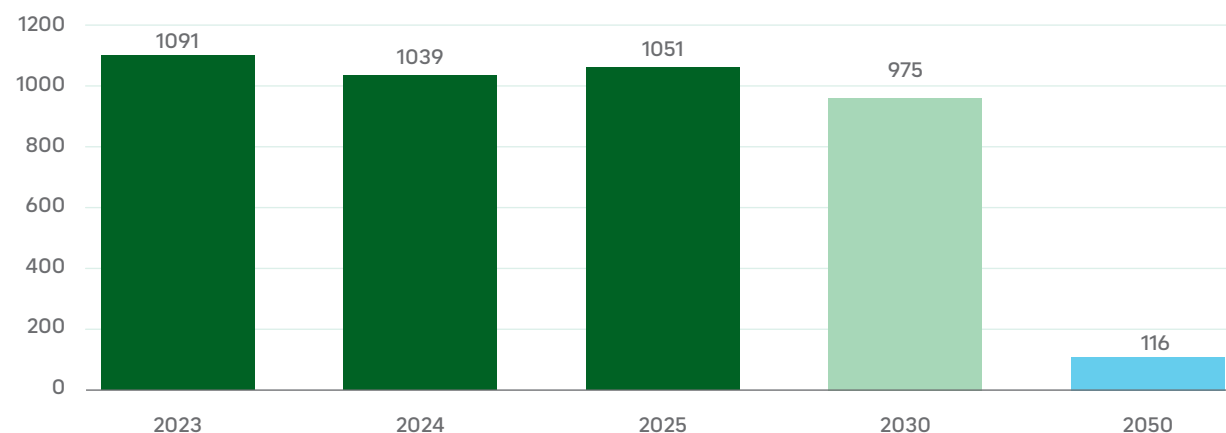
In January 2025, Nucor announced that the GSCC certified the Company's SBET. In the submission for GSCC certification, which was independently verified by SCS Global Services, Nucor uses a 2023 base year to set an interim SBET of 0.975 metric tons of CO₂e per metric ton of hot-rolled steel produced by 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

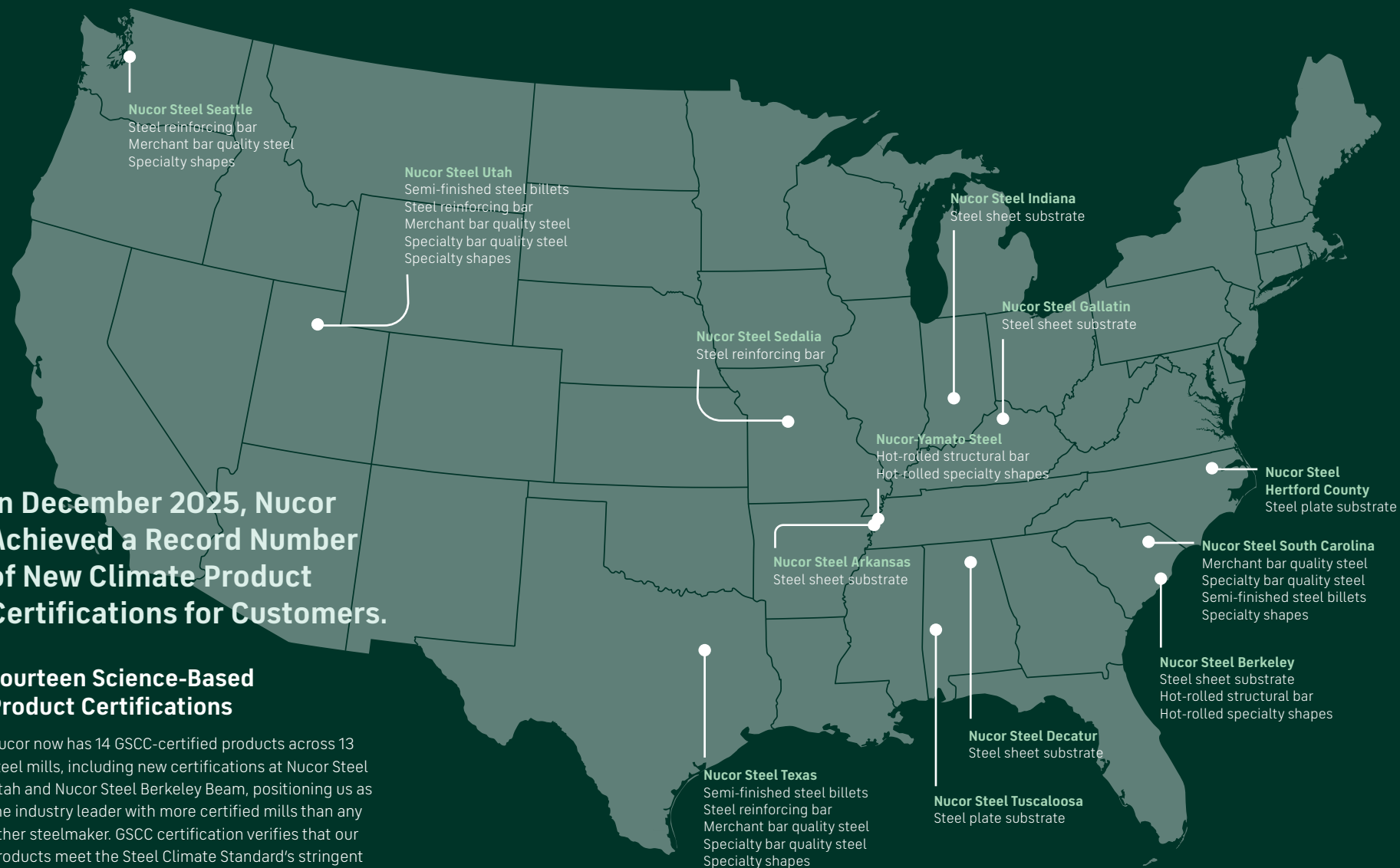
Nucor Company-Average Steel Emissions Intensity (kg CO₂e/metric ton of hot-rolled steel)



In December 2025, Nucor Achieved a Record Number of New Climate Product Certifications for Customers.

Fourteen Science-Based Product Certifications

Nucor now has 14 GSCC-certified products across 13 steel mills, including new certifications at Nucor Steel Utah and Nucor Steel Berkeley Beam, positioning us as the industry leader with more certified mills than any other steelmaker. GSCC certification verifies that our products meet the Steel Climate Standard's stringent emissions-intensity requirements through independent third-party review. This certification applies to products produced at the locations shown on the map.



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. 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 can be 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 and Water Security](#)
- [TCFD Report](#)
- [SASB Report](#)

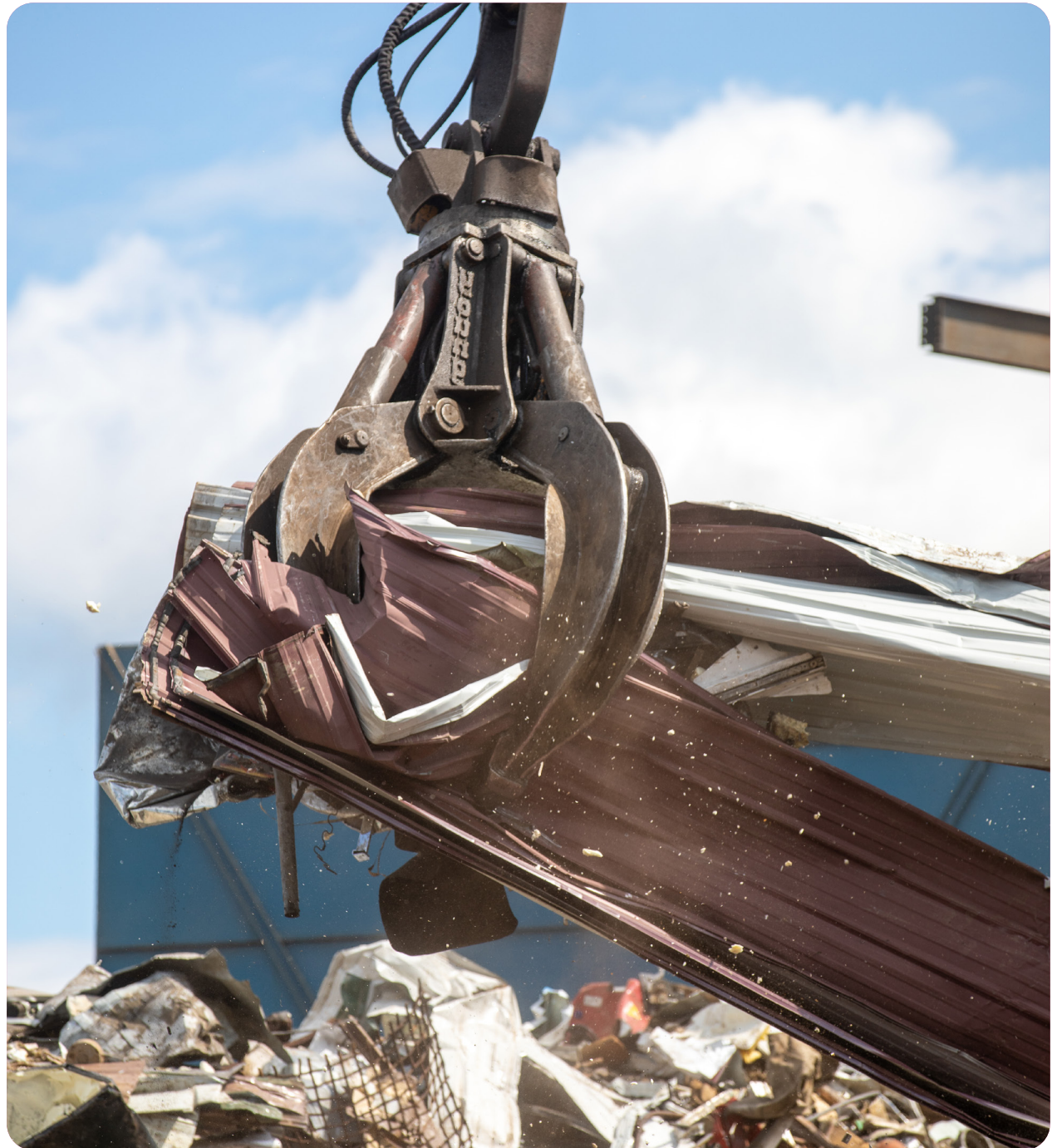
Environmental Product Declarations

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, at the end of 2025 Nucor's EPD library included 28 EPDs, covering 18 products across over 60 facilities.

In 2025 and looking ahead to 2026, Nucor is focused on the following key initiatives:

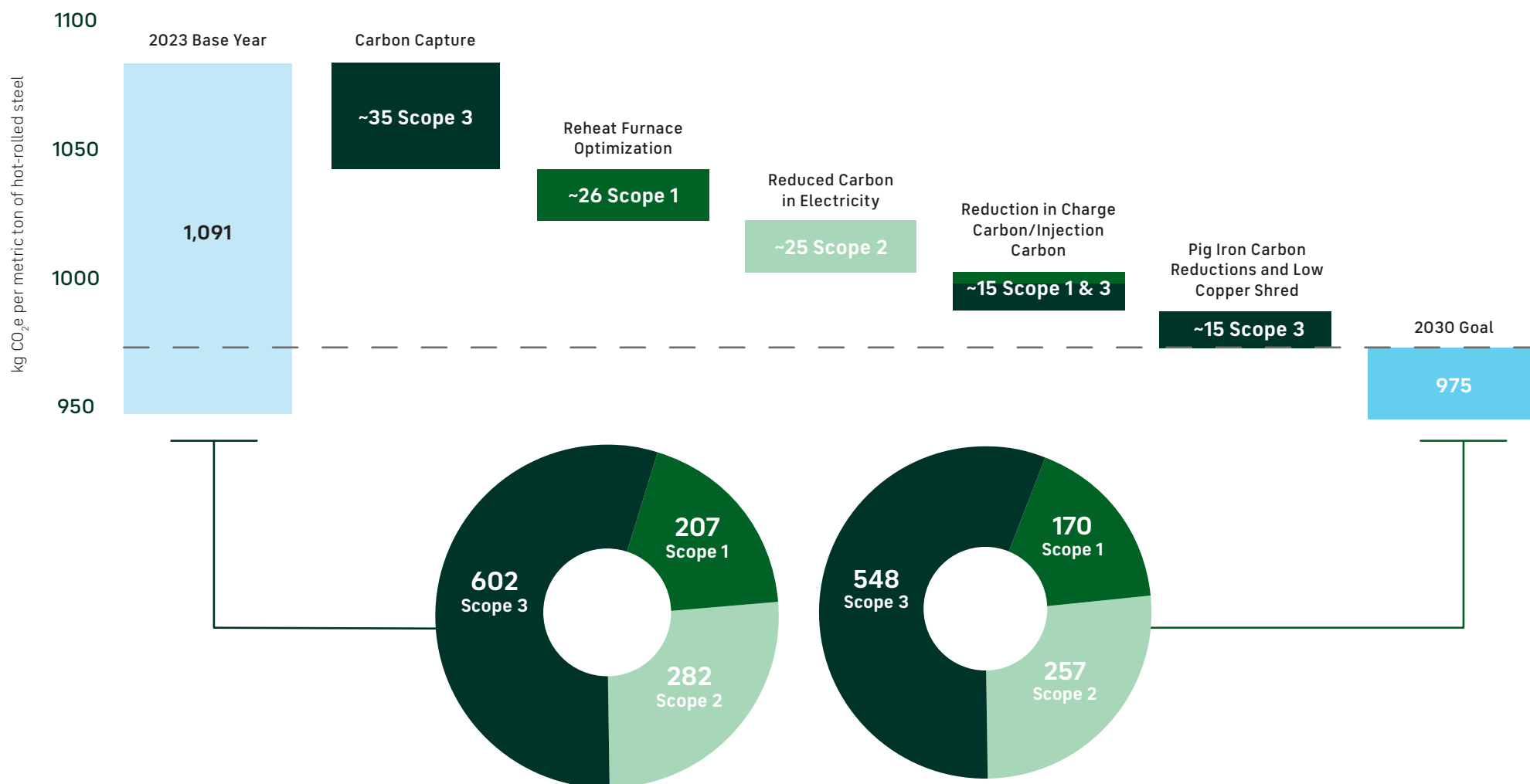
- Obtain 100% coverage of our steelmaking divisions with EPDs.
- Update our bar and sheet sector declarations.
- Continue to expand our EPD offerings in our downstream product groups.
- Introduce a line of Econiq certified EPDs, demonstrating Nucor's continued dedication to sustainability and providing our customers with sustainability solutions.

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:



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 to manufacture a wide variety of essential steel products by recycling scrap metal.
Supersonic Injection	Nucor utilizes injection carbon in steelmaking operations to provide additional energy for melting materials in electric arc furnaces. 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 greenhouse gas 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

Electricity Grid Decarbonization	Electricity serves as the primary energy source for melting scrap metal in Nucor's electric arc furnaces, making us a significant consumer of electricity, and contributing to our Scope 2 emissions. Consequently, Nucor collaborates with our utilities on opportunities to advance carbon-free electricity generation.
Enabling Clean Energy	Nucor's electric arc furnaces require a reliable supply of electricity. To help meet this demand sustainably, Nucor is working with companies advancing next generation carbon-free nuclear technologies including Helion, in which we have invested and are engaged with to understand future deployment opportunities.
Energy Efficiency Projects	Nucor remains committed to enhancing energy efficiency across all its facilities as a key strategy to reduce greenhouse gas emissions. Through ongoing efforts, we aim to achieve greater operational efficiency and contribute to a more sustainable future.
On-Site Renewable Power Generation & Storage	At select facilities we are evaluating the use of on-site solar power generation and energy storage as opportunities to reduce electricity costs and lower carbon emissions. These systems can help optimize facility load profiles and improve peak demand management.
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 a reduced steel GHG intensity.

Scope 3 Strategies

Biocarbon	Nucor continues to investigate the use of bio-based carbon materials, such as biochar, as substitutes for conventional carbon sources like coal in our steelmaking operations. The use of these materials can reduce the embodied carbon of our products, further advancing our sustainability objectives.
Green Pig Iron	Nucor has arranged to procure lower embodied carbon pig iron. This material, derived from sustainably forested eucalyptus charcoal, facilitates the reduction of iron ore into pig iron with remarkably low embodied carbon levels. As Nucor is able to increase use of this material in its steelmaking operations, Scope 3 greenhouse gas emissions related to our iron inputs will decrease.
Low Carbon Iron Innovations	Iron inputs, such as pig iron and direct reduced iron, 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 these with much lower carbon footprints.
Low Copper Shred	Nucor has initiated a low copper shred project at its Berkeley, South Carolina facility. This initiative focuses on removing non-magnetic materials, like copper, to enhance the quality and utility of scrap metal. By increasing recycled content and reducing our reliance on high-embodied carbon iron inputs, Nucor can produce even higher quality steel materials with low environmental impacts.
NSLA Carbon Capture	Nucor has entered into an agreement with ExxonMobil to implement carbon capture and sequestration (CCS) at our Louisiana Direct Reduced Iron (DRI) facility. Expected to begin operations in 2026, this initiative is designed to capture, transport, and store up to 800,000 metric tons of CO ₂ annually, significantly reducing the greenhouse gas emissions profile of Nucor Louisiana's DRI operations.



Sourcing Carbon-Free Energy

Affordable and reliable electricity is fundamental to our operations as a steelmaker and to the competitiveness of U.S. manufacturing. The United States is experiencing unprecedented electricity load growth, creating a significant opportunity for steel demand across energy sectors including electric generation and transmission infrastructure. Regardless of generation source, steel is essential to building the assets that will power the grid of tomorrow. Nucor occupies a unique position in this transition as both a large industrial consumer of electricity and a producer of the steel that serves as the backbone of the nation's evolving power system. We support bringing new generation development through power purchase agreements (PPAs) and strategic investments.

In August 2023, Nucor announced a virtual power purchase agreement (VPPA) for 250 megawatts (MW) from Sebree Solar, LLC, a

subsidiary of NextEra Energy Resources, LLC for the project's first phase Sebree Solar I. Sebree Solar is an innovative two-phase project in Henderson County, Kentucky. Steel for Sebree Solar I was sourced from multiple Nucor mills in the region, including Nucor Steel Gallatin in Ghent, Kentucky. Sebree Solar I began generating electricity in September 2025, making it the second project associated with Nucor's VPPAs to reach commercial operation. Nucor previously executed a VPPA for 100 MW from Western Trail Wind farm in North Texas, which began operations in 2021. Together, these projects reflect our continued support for the development of new electricity generation.

In coordination with our utility partner, we evaluated opportunities to deploy battery storage and solar generation in support of the Kingman, Arizona bar mill expansion. In 2025, Nucor completed the agreement with Ameresco, Inc. for a 50-MW onsite battery energy storage system (BESS), which became operational in late 2025. The Kingman site will host a 25-MW solar

project, with construction planned for 2026. The solar facility at Kingman will utilize Nucor steel for its construction. A similar example of utility collaboration is the sleeved PPA for Nucor Steel Sedalia, providing 75 MW of wind power to support the facility's operations. These projects reflect the value Nucor places on working closely with our utility partners to advance clean electricity solutions.

Beyond traditional clean electricity sources, Nucor has announced agreements for collaboration on pilot projects to explore the development of advanced nuclear facilities. Nucor announced a collaboration with fusion power company Helion in September 2023 to facilitate siting 500 MW of fusion power within Nucor's U.S. footprint.

Clean electricity is both an operational priority and a business opportunity for Nucor. As the energy landscape evolves, we will continue to pursue opportunities and investments that advance an affordable, reliable, and increasingly carbon-free grid. The steel we produce supports

the energy value chain, enabling generation assets and strengthening the transmission infrastructure that connects power to the communities it serves.



275 MW



175 MW



50 MW

Figures include operating and executed agreements.



Enterprise Total Energy Consumption (2025)

	Measure	Value
Total Energy Consumed (Gigajoules)	170,044,000	
Total Fuel Energy Consumed (Gigajoules)	103,810,000	61%
Percentage of Fuel that is Natural Gas		83%
Percentage of Fuel that is Renewable		0%
Total Electricity Energy Consumed (Gigajoules)	66,234,000	39%
Percentage of Electricity that is Renewable		17%
Percentage of Carbon-Free Electricity (CFE)		42%
Energy Intensity - Steel Mills Only (Gigajoules/Metric Ton)	5.22	

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.

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. Nucor’s agreement with ExxonMobil for Carbon Capture and Sequestration will provide for the capture, transport and storage of 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 on schedule and expected to start up in 2026.

Research & 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.

In 2025, Nucor continued to partner with the Lawrence Livermore National Laboratory (LLNL) 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.

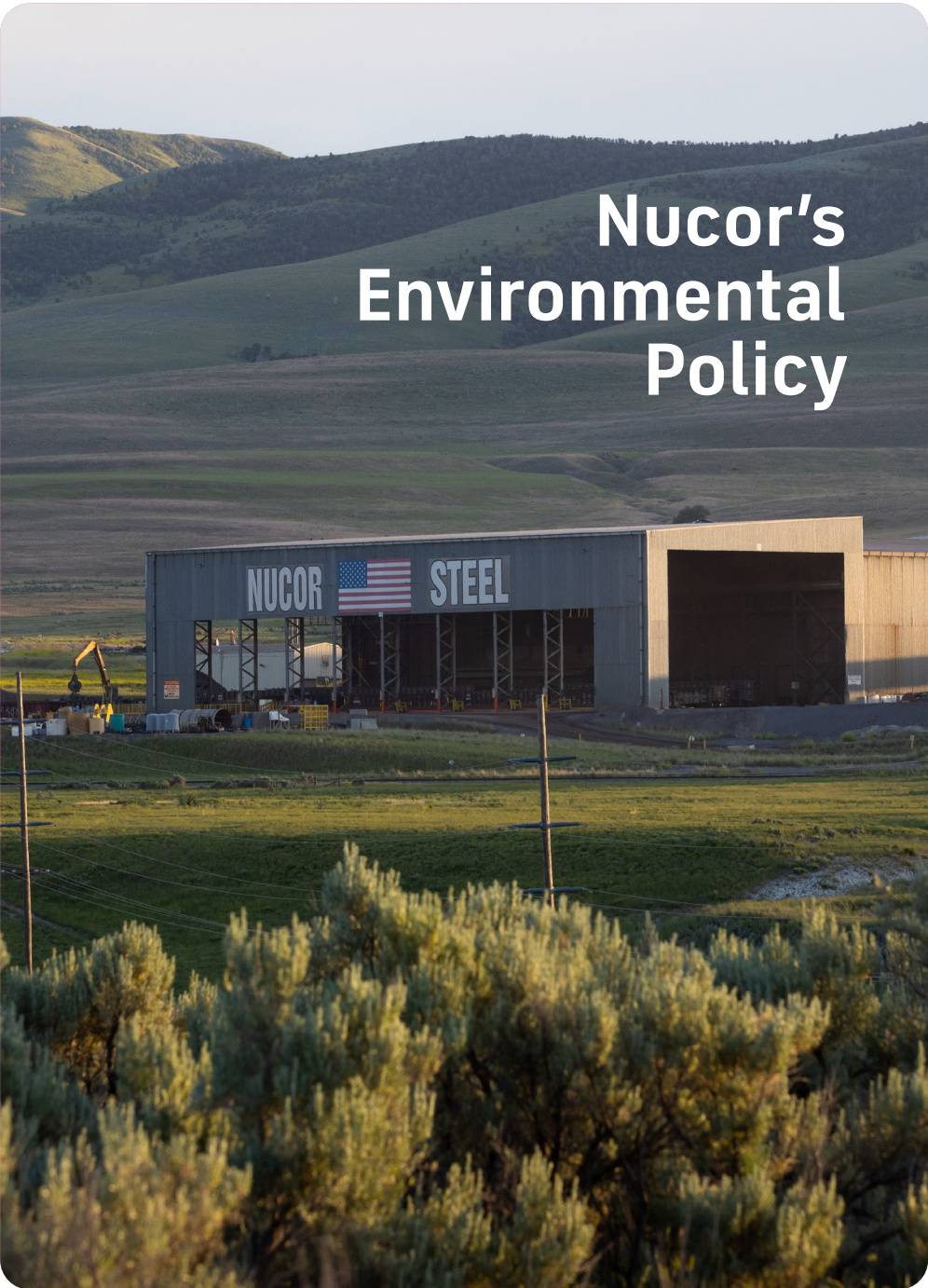
Low Copper Shred

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.

Sustainable 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.





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.



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, advancing its use as a valuable, high-performance product in

sustainable applications. 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 2025, 38 sites were audited by Nucor teammates or a contracted third-party firm. Of the 38 sites audited, no major findings were observed. Minor findings are tracked and maintained in Nucor's waste vendor audit portal.

Lastly, Nucor manages office waste through established recycling and waste programs that support responsible materials use, landfill diversion and continuous environmental improvement. Common recyclables collected include paper, cardboard, cans and plastics.

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 Waste (2025)

	Measure	Value
Total Waste (tons)¹	1,279,000	
Hazardous Waste (tons)	434,000	
% Recycled		93%
% Landfilled		7%
% Incinerated		0%
Non-Hazardous Waste (tons)	844,000	
% Recycled		35%
% Landfilled		65%
% Incinerated		0%
% of Total Waste Recycled	55%	
% of Total Waste Landfilled	45%	
% of Total Waste Incinerated	0%	

1. Nucor's waste data includes the totals from all steel mills, DRI facilities, and product divisions. In cases where data was unavailable, estimates were used to determine facility hazardous and non-hazardous waste generation. Total waste from Nucor Enterprise (2025) and Nucor Scrap Recycling Group (2025) represents over 95% of Nucor's company-wide waste generation.

Nucor Scrap Recycling Group (2025)

	Measure	Value
Total Waste (tons)²	1,123,000	
Non-Hazardous Waste (tons)	1,123,000	
% 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, teammate training and advanced containment measures. In the event of a spill, 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.

Nucor Spills (2025)¹

Number of Reportable Spills	26
Volume of Reportable Spills (gallons)	1,890
Volume of Reportable Spills Recovered (gallons)	450

1. Nucor's spills data reflects spills associated with steel mill and direct reduced iron (DRI) operations only.



Commitment to Biodiversity



Nucor is committed to protecting biodiversity and supporting healthy ecosystems in the communities where we operate. We seek to avoid, minimize and mitigate impacts on ecosystems associated with our operations and to contribute positively through habitat conservation, restoration and community partnerships.

Supporting Wildlife and Habitat Conservation

Nucor divisions and teammates engage in initiatives to conserve wildlife, restore habitats and support environmental education.

Peregrine Falcon Conservation

Nucor Steel Gallatin actively participates in a U.S. Fish and Wildlife Service program to reintroduce peregrine falcons to the Ohio River region. Since installing a nest box in 2017, the facility has hosted nesting peregrine falcons each year, contributing to regional recovery efforts that have helped raise hundreds of fledgling birds. The initiative also fosters teammate engagement and awareness of local wildlife conservation.

Wetland Restoration

Nucor Steel Arkansas, **Nucor Steel Memphis** and **Nucor-Yamato Steel** committed funding to restore approximately 1,500 acres of wetlands along the Mississippi River. The project aims to improve water quality, enhance wildlife habitat and create public green space that support recreation and environmental education.

Nature Center Development

Nucor Rebar Fabrication, Southeast and **Nucor Vulcraft South Carolina** are supporting the development of a

nature center at Apopka Birding Park through donations of rebar, roof deck and joists. The center will serve as a hub for wildlife education and conservation programming, strengthening Nucor's community partnerships and environmental stewardship efforts.

Reforestation and Community Engagement

Nucor teammates also participate in hands-on restoration activities to support local ecosystems. In Trinidad and Tobago, **Nu-Iron** teammates, along with friends and family members, partnered with the Eco-Titans nonprofit organization to plant more than 1,000 saplings representing seven native and fruit-bearing species. This effort supports forest restoration and provides habitat and food sources for wildlife while strengthening community engagement and teammate participation in sustainability initiatives.

Nucor Steel Marion teammates supported local biodiversity efforts by volunteering at a community park, where they planted 150 trees to enhance green space and promote long-term environmental health. The team also refreshed a community building, reinforcing Nucor's commitment to strengthening the communities where we operate.

Biodiversity Framework

Biodiversity considerations are integrated into Nucor's environmental management systems, permitting processes and project development activities. Nucor evaluates potential impacts to ecosystems and engages with regulators, communities and conservation organizations where appropriate.

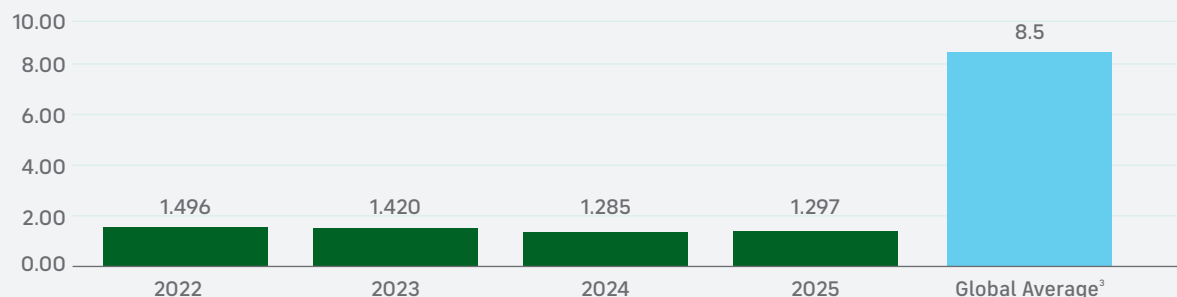
Nucor's approach to identifying and managing biodiversity risks and opportunities across our operations and value chain is available [here](#).

Nucor Enterprise Water Consumption & Discharge (2025)¹

	Measure	Value
Total Fresh Water Withdrawn (Thousand cubic meters)	41,300	
Fresh Surface Water (Including rainwater, water from wetlands, rivers, and lakes)		24%
Groundwater (Water which is being held in, and can be recovered from, an underground formation) – renewable		41%
Groundwater (Water which is being held in, and can be recovered from, an underground formation) – non-renewable		12%
Third Party Sources (Municipal/city water suppliers, public or private, utilities)		23%
Total Water Discharge (Thousand cubic meters)	17,300	
Water Discharge to Fresh Surface Water (Including wetlands, rivers, and lakes)		60%
Water Discharge to Brackish Surface Water/Seawater		4%
Water Discharge to Third-Party Sources (City wastewater treatment, sewage)		36%
Percentage of Water Recycled - Steel Mills	83%	
Percentage of Water Recycled - Enterprise	69%	
Percentage in Regions with Extremely High Baseline Water Stress - Steel Mills²	16%	
Percentage in Regions with High Baseline Water Stress - Steel Mills²	6%	

Steel Mill Fresh Water Withdrawal Intensity

(m³ water withdrawal per metric ton of steel)



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 up to 90% of our water up to 8–10 times before disposal, significantly reducing water consumption and waste. Across our operations, Nucor actively tracks water withdrawals and discharges to ensure responsible use, support operational decision-making, and maintain transparency with regulators and local stakeholders. As Nucor continues to operate and invest in its facilities, we consistently evaluate opportunities to further improve water efficiency, and our overall water intensity has decreased over time as a result of these efforts.

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 from all steel mills, DRI facilities, and product divisions. In cases where data was unavailable, estimates were used to determine facility water consumption and withdrawal.
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 local 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 the utilities and local systems.
3. Based on World Steel Association's latest sustainability indicator report.

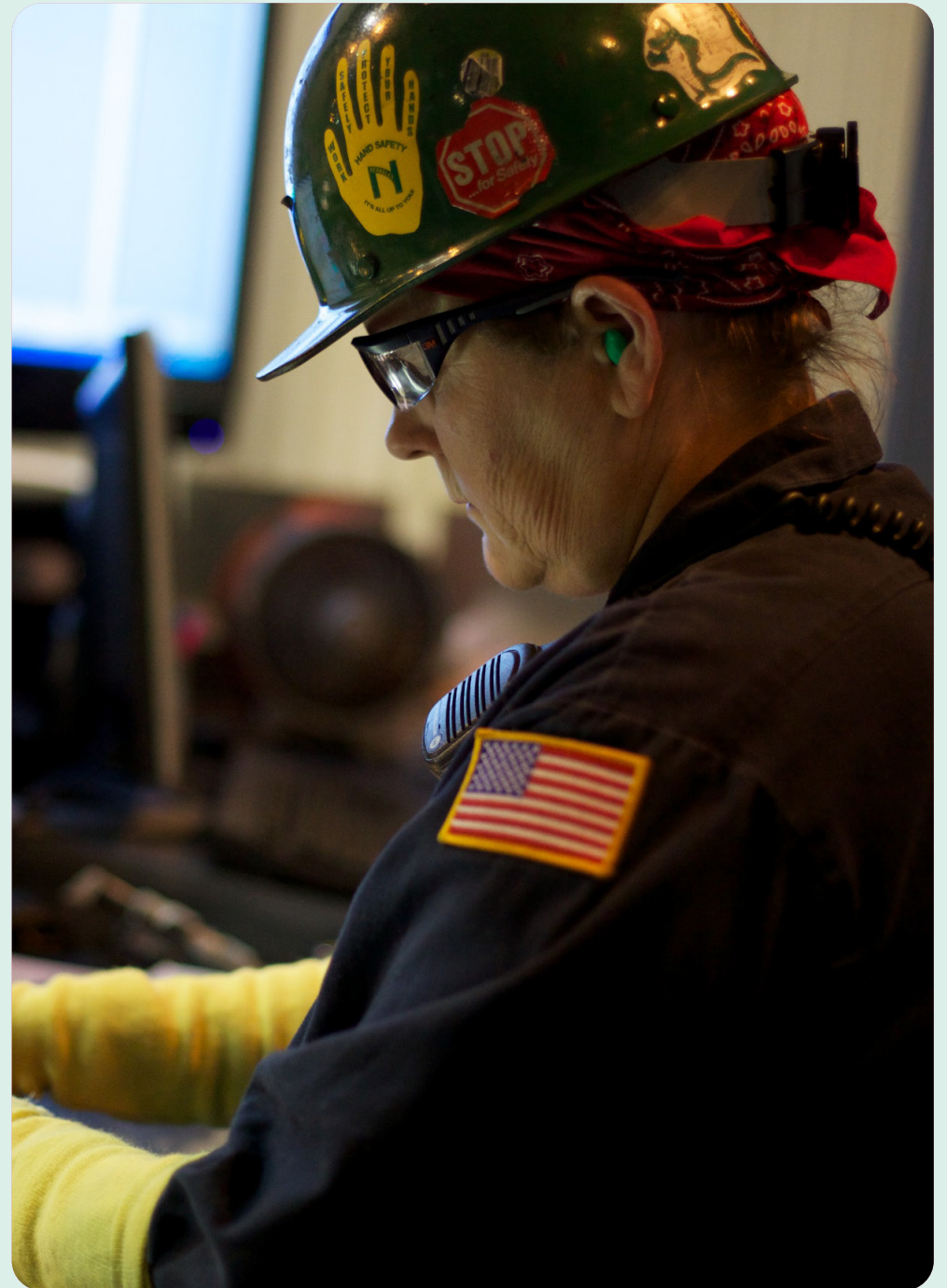
President's Environmental Award

Sixty-nine 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.

2025 Recipients

Steel Mills				
Nucor Steel Texas	Nucor Steel Texas	NIPG Shelbyville	Nucor Building Systems South Carolina	Vulcraft Nebraska
Nucor Steel Auburn	Nucor Steel Tuscaloosa	NIPG Sheridan	Nucor Building Systems Texas	Vulcraft South Carolina
Nucor Steel Berkeley	Nucor Steel Utah	NIPG Utah	Nucor Building Systems Utah	Vulcraft Texas
Nucor Steel Connecticut	Nucor-Yamato Steel Company	NIPG Waterloo	Nucor Bright Bar Ohio	Vulcraft Utah
Nucor Steel Florida	Product Divisions	NTP Birmingham	Nucor Coatings	Raw Materials Group
Nucor Steel Gallatin	American Buildings Company Midwest	NTP Cedar Springs	Nucor Data Systems Madison	Advantage Metals Recycling
Nucor Steel Hartford	CHI Overhead Doors	NTP Decatur	Nucor Data Systems Frankfort	Metal Recycling Services
Nucor Steel Jackson	Kirby Building Systems	NTP Gallatin	Nucor Fastener	Nu-Iron Unlimited
Nucor Steel Kankakee	Laurel Steel	NTP Louisville	Nucor Skyline Steel Sheet & Beam	Nucor Steel Louisiana
Nucor Steel Lexington	Nucor Cold Finish Nebraska	NTP Marseilles	Nucor Skyline Steel Pipe	River Metals Recycling
Nucor Steel Marion	Nucor Cold Finish South Carolina	NTP Trinity	Nucor Skyline Steel Geosstructural	Texas Port Recycling
Nucor Steel Memphis	Nucor Cold Finish Wisconsin	NTS Alabama	Nucor St. Louis Cold Drawn	Western Metals Recycling
Nucor Steel JFE	NIPG Hamilton	NTS Indiana	Nucor Wire Products LMP	
Nucor Steel Seattle	NIPG Laurens	NTS Pennsylvania	Nucor Wire Products Utah	
Nucor Steel Sedalia	NIPG Prince George	Nucor Building Systems Indiana	Vulcraft Alabama	

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 American 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; support for ongoing infrastructure investment; strong Buy America provisions; ensuring access to low cost, reliable, clean energy; building on 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 plays 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 electrical 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.

Carbon Measures

Nucor is a founding member of **Carbon Measures**, a global coalition of companies working to develop a more accurate, product-level carbon accounting framework. The initiative focuses on creating standardized, verifiable data that tracks emissions across supply chains and avoids double counting, enabling clearer comparisons of carbon

intensity between materials. By helping advance this ledger-based approach, Nucor supports the development of market mechanisms grounded in high-quality, verifiable, consistent data. This work aligns with Nucor's active leadership in GSCC, by strengthening the underlying data needed to measure and compare performance. Participation in Carbon Measures reinforces Nucor's commitment to data-driven sustainability and leadership in industrial decarbonization.

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 energy 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.

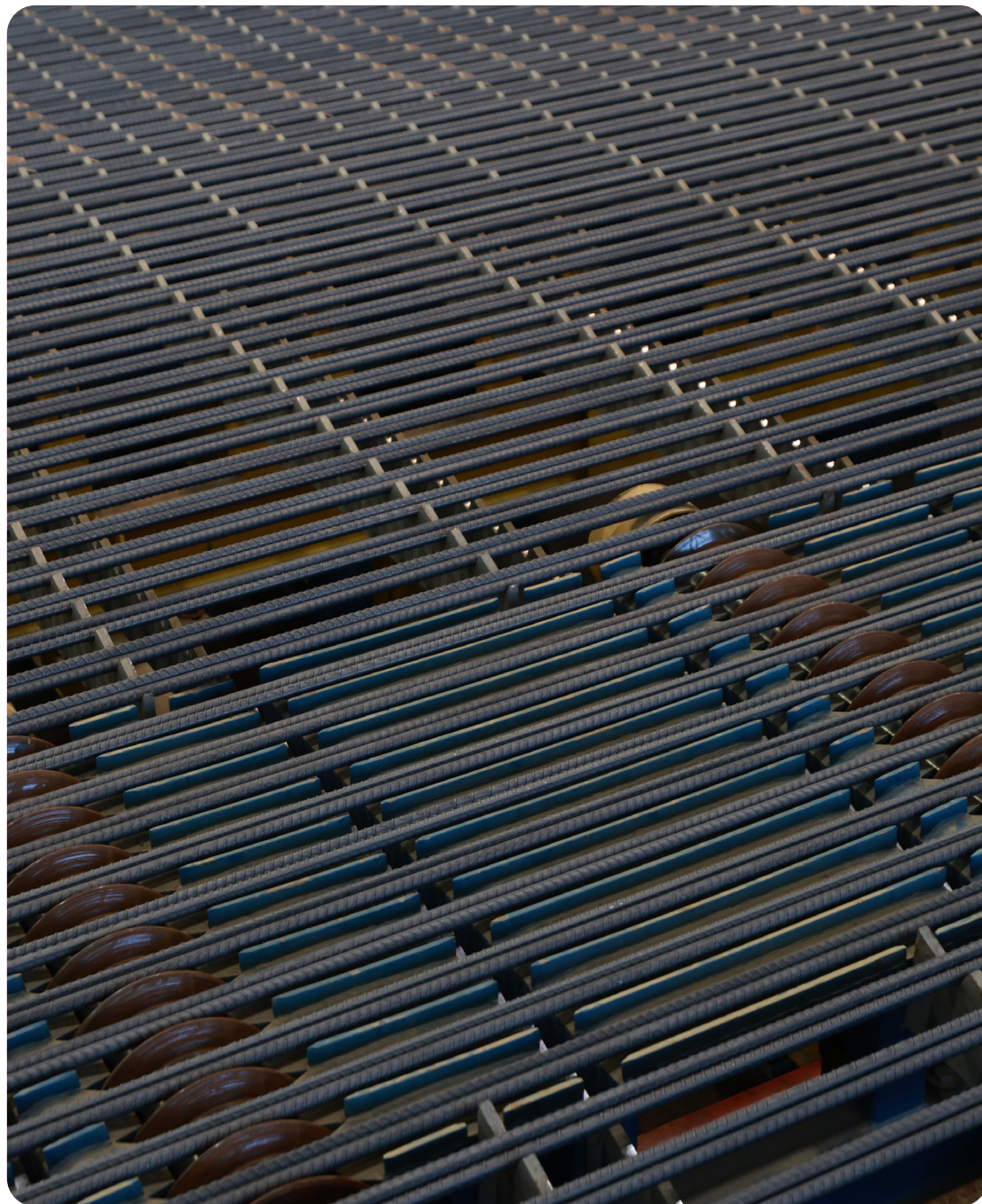
The steel Nucor manufactures at our facilities throughout the U.S. is simply more sustainable on many levels. It is made with a higher percentage of recycled content, less and cleaner energy, and consequently has lower GHG emissions per ton produced. In addition, steel manufacturing in the United States 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 2025, we were pleased to see the Trump Administration establish Section 232 50% 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. This comprehensive action has already led to improved 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 have also committed to political spending principles consistent with the CPA-Zicklin Framework for Corporate Political Spending and are designated as one of 4 CPA-Zicklin Framework Companies.

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 our 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 views. 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, Corporate 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



08

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. 2025 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 36. 2025 Nucor Corporation 10-K Filing , please see pages 1-7.
2-3	Reporting period, frequency and contact point	Nucor's 2025 Corporate Sustainability Report encompasses data for the calendar year 2025, 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 14-15. Environmental Performance, please see page 37.
2-6	Activities, value chain and other business relationships	Who We Are & How We Create Value, please see pages 5-10. 2025 Nucor Corporation 10-K Filing , please see pages 1-11.
2-7	Employees	Letter From The CEO, please see page 3. Safety, Teammates & Community, please see pages 24-30.
2-9	Governance structure and composition	Governance, please see pages 14-15. 2025 Nucor Corporation 10-K Filing , please see page 30. Nucor Board of Directors
2-10	Nomination and selection of the highest governance body	Governance, please see pages 14-15. Corporate Governance Principles Governance and Nominating Committee Charter
2-11	Chair of the highest governance body	Governance, please see page 14. 2025 Nucor Corporation 10-K Filing , please see page 30. Nucor Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Governance, please see pages 14-15. 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 14-15. Nucor Board of Directors
2-14	Role of the highest governance body in sustainability reporting	Governance, please see page 15.
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 2026 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 2026 Proxy Statement , please see page 48.
2-22	Statement on sustainable development strategy	Letter From The CEO, please see page 3. Nucor 2026 Proxy Statement , please see page i.
2-23	Policy commitments	Governance, please see page 15. Nucor Policies
2-24	Embedding policy commitments	Governance, please see page 15. 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	2025 Nucor Corporation 10-K Filing , please see page 28. Environmental Performance, page 46.

General Disclosures		Information or Page Reference
G2: General Disclosures 2021		
2-28	Membership associations	Policy Engagement, please see pages 52-55.
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
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 52-55.
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	2025 Nucor Corporation 10-K Filing , please see pages 34-45.
201-2	Financial implications and other risks and opportunities due to climate change	Nucor TCFD , please see pages 5-20.
201-3	Defined benefit plan obligations and other retirement plans	2025 Nucor Corporation 10-K Filing , please see page 74.

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	Community, please see pages 32-34.
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	100% of our business operations and every functional area are 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 this matter is closed.
GRI 301: Materials 2016		
301-2	Recycled input materials used	2025 Recycled Content Letter - Mill Products 2025 Recycled Content Letter - Downstream Products
GRI 302: Energy 2016		
302-1	Energy consumption inside of the organization	Environmental Performance, please see pages 43-44.
302-2	Energy consumption outside of the organization	Environmental Performance, please see pages 43-44.
302-3	Energy intensity	Environmental Performance, please see pages 43-44.

General Disclosures		Information or Page Reference
GRI 302: Energy 2016		
302-4	Reduction of energy consumption	Environmental Performance, please see pages 43-44.
302-5	Reductions in energy requirements of products and services	Environmental Performance, please see pages 43-44.
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Environmental Performance, please see page 50.
303-2	Management of water discharge- related impacts	Environmental Performance, please see page 50.
303-3	Water withdrawal	Environmental Performance, please see page 50.
303-4	Water discharge	Environmental Performance, please see page 50.
303-5	Water consumption	Environmental Performance, please see page 50.
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Environmental Performance, please see page 37.
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Performance, please see page 37.
305-3	Other indirect (Scope 3) GHG emissions	Environmental Performance, please see page 37.
305-4	GHG emissions intensity	Environmental Performance, please see pages 37-38.
305-5	Reduction of GHG emissions	Environmental Performance, please see pages 37-38.
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 pages 47-48.
306-2	Management of significant waste-related impacts	Environmental Performance, please see pages 47-48.
306-3	Waste generated	Environmental Performance, please see pages 47-48.
306-4	Waste diverted from disposal	Environmental Performance, please see pages 47-48.
306-5	Waste directed to disposal	Environmental Performance, please see pages 47-48.
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	Teammates, please see page 27.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2025 Nucor Corporation 10-K Filing , please see pages 17-18.
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				
403-1	Occupational health and safety management system	100% of Nucor’s operations are covered under an occupational health and safety management system based on legal requirements and recognized standards		
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	73	0.21
		Work-Related Injuries	Number	Rate
		Teammates	254	0.71
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 27-30. Environmental Performance, please see page 47.		
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Demographics of governance	Percent of board of directors – female		37.5%
		Percent of board of directors – male		62.5%
		Percent of board of directors – ethnically diverse		25%
		Percent board of directors <30 years old		-
		Percent board of directors 30-50 years old		-
		Percent board of directors >50 years old		100%

General Disclosures		Information or Page Reference	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Demographics of senior leadership	Percent of senior leaders – female	7.4%
		Percent of senior leaders – male	92.6%
	Demographics of teammates	Percent of teammates – female	14.5%
		Percent of teammates – male	85.5%
		Percent of teammates <30 years old	20%
		Percent of teammates 30-50 years old	53%
		Percent of teammates >50 years old	27%
GRI 407: Freedom of Association and Collective Bargaining 2026			
407-1	Percent of teammates covered by collective bargaining agreements	Less than 5%	
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.	
GRI 410: Security Practices 2016			
410-1	Percent of teammates receiving cybersecurity training	100%	

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	Political Disclosures and Lobby Oversight Report