

CORPORATE SOCIAL RESPONSIBILITY

NUCOR®

2023



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LETTER FROM THE CEO

LEON J. TOPALIAN

**Dear Stakeholders:**

In just a few short years, sustainability has gone from a topic of discussion in the steel industry to a driver of business strategy. A pathway for decarbonizing our industry is emerging, but it requires investment and technological breakthroughs to be realized.

To bring this future into existence, we have to actively engage with partners and invest in new and emerging technologies to make a decarbonized steel industry a reality. And we are doing just that.

During 2023 and the first few months of 2024, we continued to take action to accelerate the arrival of a clean industrial future for Nucor, the broader steel industry, and all industrial manufacturers. Some examples include:

- Investing in Helion Energy, a start-up company developing nuclear fusion technology.
- Forming a partnership with ExxonMobil to capture, transport and sequester CO₂ emissions from our Louisiana DRI facility.
- Announcing a science-based greenhouse gas emissions reduction target for 2030 and a net-zero 2050 target (Scopes 1, 2 and 3) based on the emission standard developed by the Global Steel Climate Council (GSCC), which we helped found.
- Supplying Mercedes-Benz with Econiq™-RE, a Nucor certified steel product that it is produced with 100% renewable electricity.
- Announcing a joint initiative with Google and Microsoft to accelerate the deployment of reliable clean electricity technologies.

Decarbonization in the steel industry is being driven by end-use customers looking to reduce carbon emissions in their supply chains. We introduced a marketing campaign – Made for Good – that highlights the work we are doing with our customers in markets such as automotive and non-residential construction, to help them achieve both their growth and sustainability goals.

In this report, we also provide data on our safety performance. Our team continues to drive down the number of safety incidents we experience. Since 2020, the Nucor team has lowered our Injury and Illness (I/I) rate by nearly 30%. In 2023, we achieved our lowest I/I rate in company history. We also had 31 Nucor divisions go an entire year without a recordable injury. We are extremely proud of our progress, but we still have work to do to reach our ultimate goal of becoming the World's Safest Steel Company.

As we execute our mission to grow the core, expand beyond and live our culture, our team is growing. Our teammates and our culture are our greatest competitive advantage. Beginning on page 17, you can read more about our efforts to develop the talents and career paths of our teammates, as well as the steps we are taking to build a more diverse and inclusive Nucor.

Steel is an essential material to our economy and our transition to a cleaner energy system. We are very excited about the proactive steps we are taking to advance the development and adoption of emerging technologies. I am proud of the way our 32,000 teammates are building on Nucor's history of innovation to lead the way in decarbonizing our industry.

Leon J. Topalian

Chair, President & Chief Executive Officer

WHO WE ARE & HOW WE CREATE VALUE



01



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 with 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 steel mills, which used 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 input 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 product businesses.

Approximately 20% of our steel mill production is converted into a wide range of fabricated products by Nucor's downstream product groups, including structural steel tubing, electrical conduit, joists and joist girders, steel deck, steel fasteners, fabricated rebar, steel grating, metal buildings, insulated metal panels, racking systems, overhead doors, utility towers and structures, wire and wire mesh, piling and foundation products. This 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.

2023 REVIEW & OUTLOOK

Strong demand and pricing for most of the products we offer, combined with the Nucor team's continued focus on performance, enabled us to deliver the third-most profitable year in Nucor history. We earned \$18.00 per share and generated a return-on-equity (ROE) of 23%.

The safety and well-being of our teammates – Nucor's true value creators – remains our highest priority. We finished the year with an Injury and Illness (I/I) rate of 0.79, down 17% from 2022, but we are not satisfied with our progress and have numerous initiatives underway so that we can further improve and attain world class safety performance.

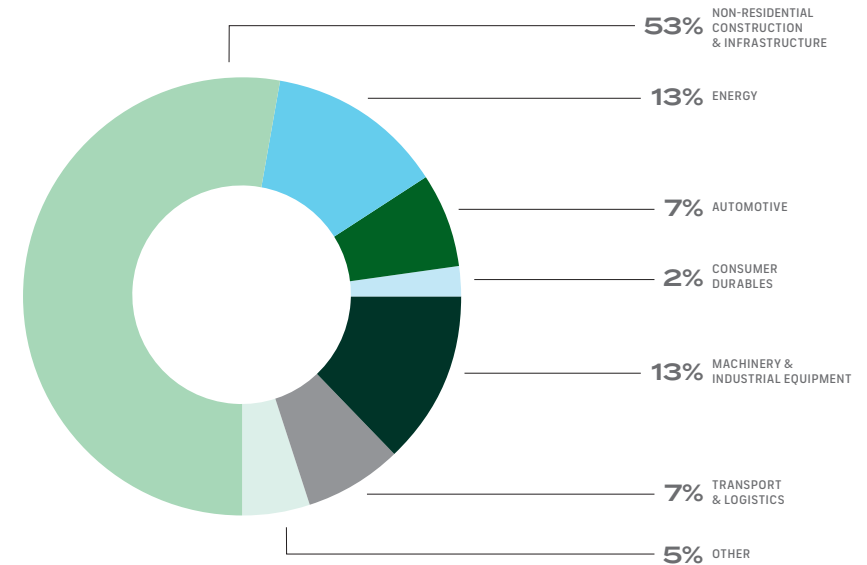
With the strongest balance sheet and credit ratings in the North American metals sector, and the most diverse product offering among all U.S. listed steel products manufacturers, the Nucor team remains well positioned to create more value for all our stakeholders.

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

- Rebuilding American infrastructure to make it more resilient.
- Repowering and decarbonizing the domestic energy sector.
- Reshoring manufacturing to lessen American dependence on far off global supply chains.


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

END-USE MARKETS SERVED



Figures are approximate percentages of total external shipments of steel and steel products for 2023.





From electric vehicles (EVs) to offshore wind towers to modern high-rise construction, steel is a ubiquitous component of the U.S. green economy. Its flexibility, strength, aesthetics and relatively low cost have made steel the choice of architects, engineers, manufacturers and consumers for more than a century.

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

A large percentage of the steel Nucor produces eventually makes it into a wide range of construction applications. From nuts and bolts to the beams underpinning the nation's tallest skyscrapers, Nucor steel can be found on almost every construction site in America. Construction of warehouses for goods distribution, as well as data centers, have been among

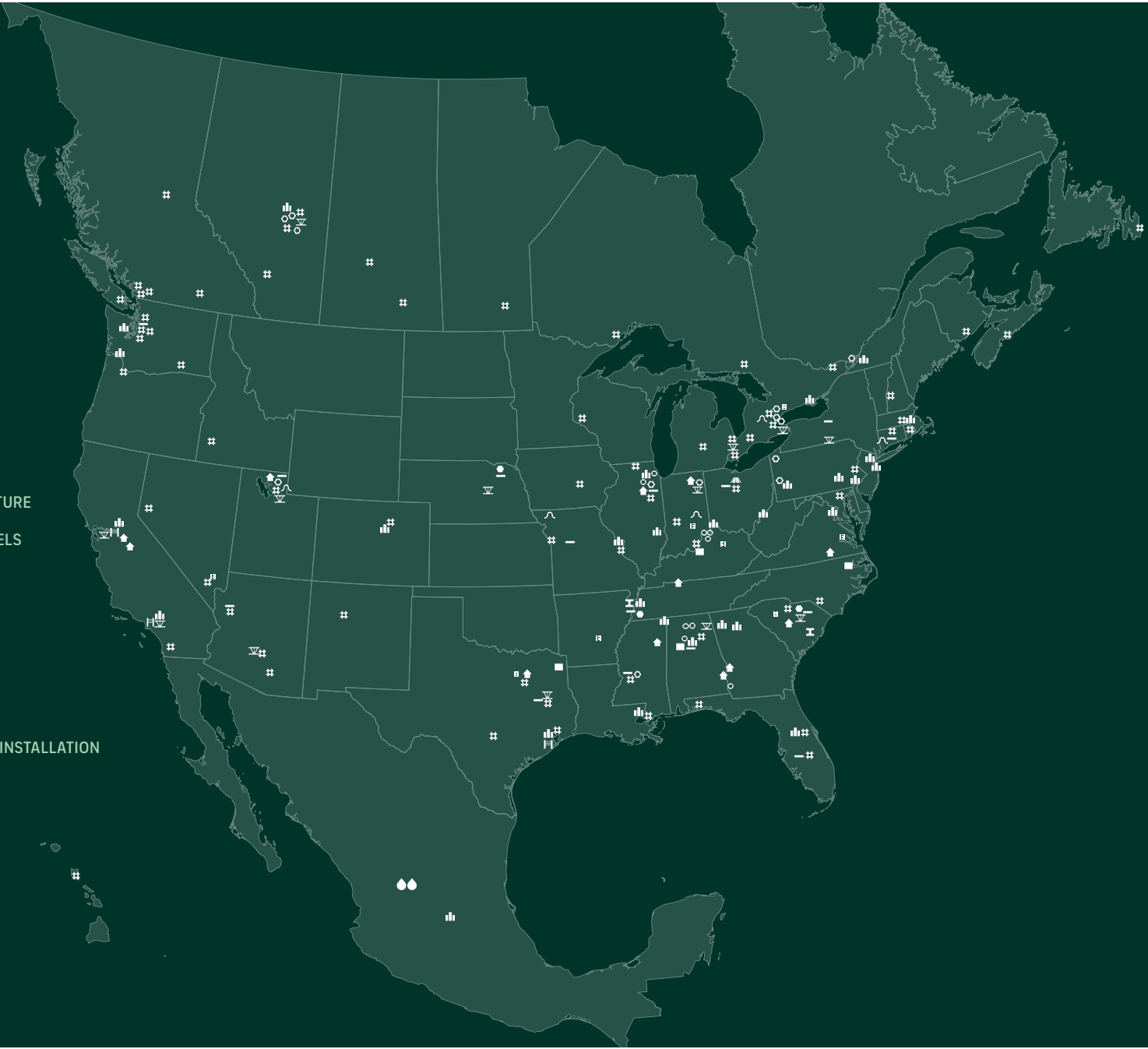
the fastest growing markets for our products in recent years and continue to represent an important construction market sub-segment for Nucor.

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

We continue to invest in new products and new capabilities, to build on our industry leadership position by sustainably meeting both current and emerging market needs. Over the past five years, Nucor has invested approximately \$14 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.

OCCASIONS

- BAR
- I BEAM
- ◆ CASTINGS
- COLD FINISH
- FASTENERS
- ▲ HIGHWAY INFRASTRUCTURE
- ▣ INSULATED METAL PANELS
- ⬆ METAL BUILDINGS & SOLAR STRUCTURES
- PIPE & TUBE
- PLATE
- ≡ RACKING
- # REBAR FABRICATION & INSTALLATION
- ▮ STEEL FOUNDATIONS
- ∇ METAL BUILDINGS & SOLAR STRUCTURES
- ∩ WIRE PRODUCTS



ANNUAL OUTPUT CAPACITY & FINANCIAL SUMMARY

RAW MATERIALS SEGMENT	(METRIC TONS)
Direct Reduced Iron Operations (DRI)	3,350,000
Scrap Recycling Operations	5,972,000

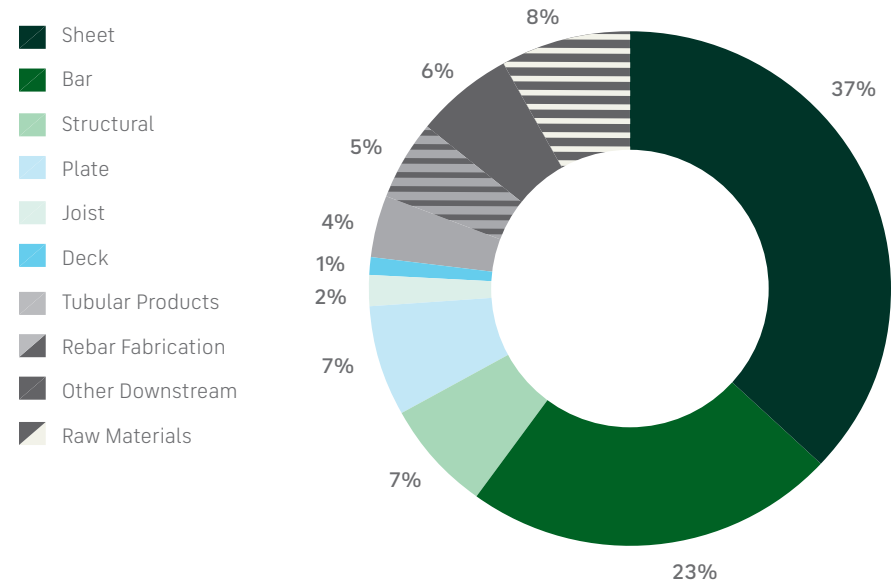
STEEL MILLS SEGMENT	(SHORT TONS)
Bar Mills	9,560,000
Plate Mills	2,800,000
Sheet Mills	14,600,000
Structural Mills	3,250,000

STEEL PRODUCTS SEGMENT	(SHORT TONS)
Buildings Group	355,000
Cold Finish	1,069,000
Fasteners	75,000
Grating	49,000
Rebar Fabrication	1,736,000
Steel Mesh	128,000
Tubular Products	1,365,000
Vulcraft/Verco Joist	745,000
Vulcraft/Verco Deck	560,000
Insulated Metal Panels	97,000
Warehouse Systems	168,000
Overhead Doors	125,000
Towers & Structures	10,000

RESULTS	2021	2022	2023
Net Sales	\$36.5B	\$41.5B	\$34.7B
Steel Shipped	25.7M Tons	23.2M Tons	23.3M Tons
EPS	\$23.16	\$28.79	\$18.00
Free Cash Flow	\$4.6B	\$8.1B	\$4.9B

DIVERSIFIED PRODUCT MIX

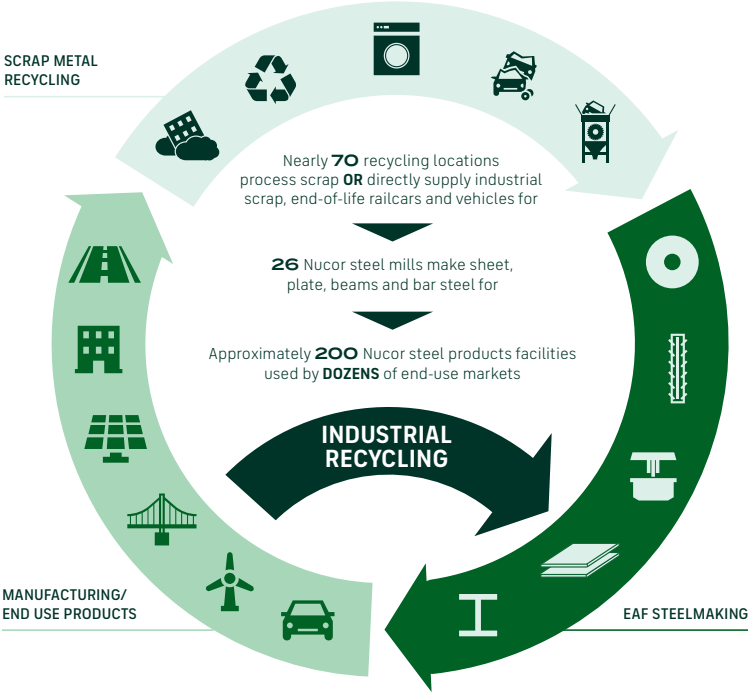
TOTAL TONS SOLD TO OUTSIDE CUSTOMERS IN 2023



WORKING WITH OUR CUSTOMERS TO CREATE THE CIRCULAR STEEL ECONOMY

From the time we entered the steel business more than 50 years ago, Nucor has been focused on producing steel sustainably. When our first EAF roared to life in Darlington, South Carolina, Nucor ushered in a new era of steelmaking in the U.S. and radically transformed the industry. The impact is still felt today with more than 70% of U.S. steel production 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 current and potential steel customers to find new and better ways to return steel scrap directly from manufacturing facilities to steel mills for circularity via remelting. In 2023, we recycled approximately 20.6 million net tons of scrap steel.

Vertical Integration & Product Lifecycle



MADE FOR GOOD

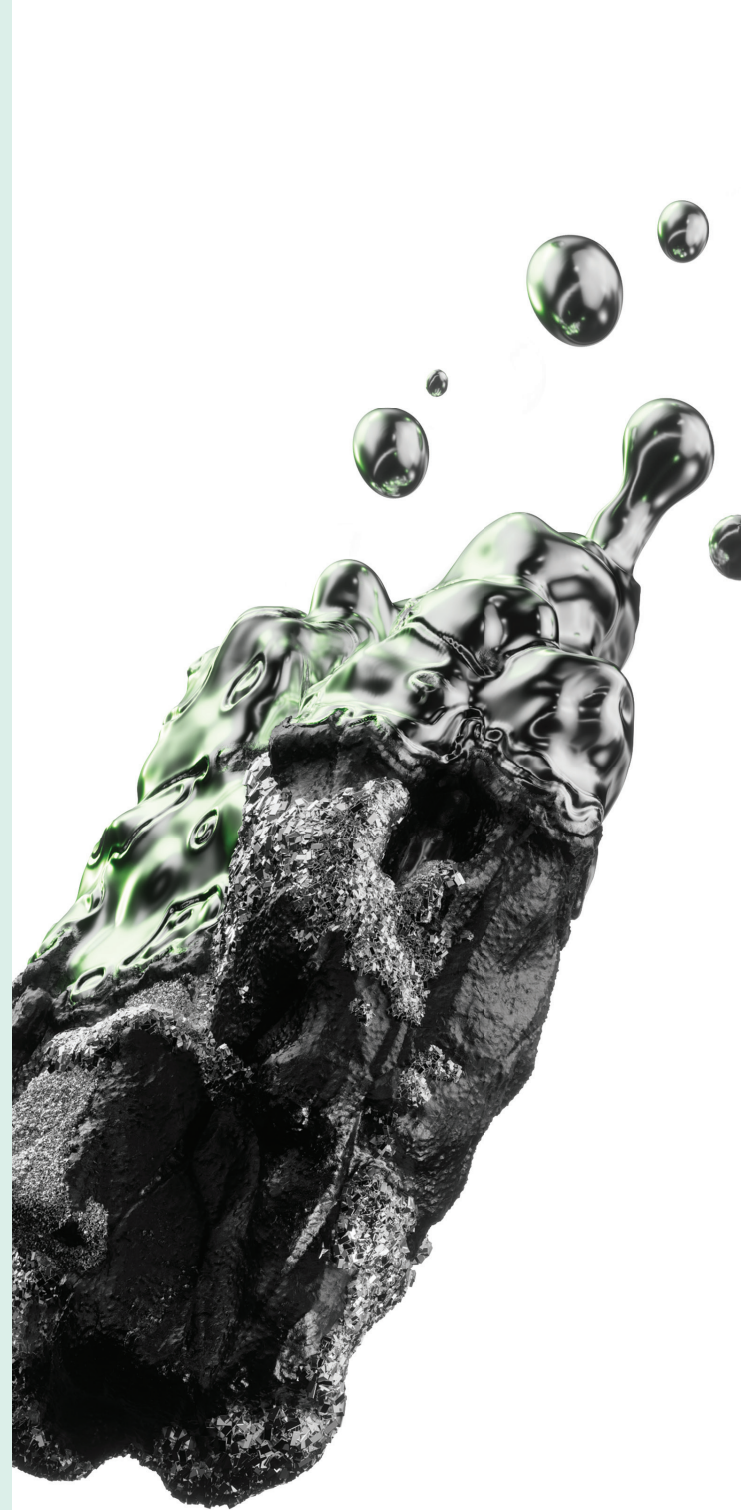
In 2023, Nucor launched "Made for Good," a campaign highlighting our sustainability leadership and partnerships across a broad range of industries to help achieve sustainability goals and develop innovative solutions for industrial decarbonization.

As a steel industry leader, we understand the importance of environmental stewardship and continuously challenge ourselves to further reduce our emissions. Sustainability is also being driven by our customers' focus on reducing their carbon footprint. Through partnership and purposeful innovation, we are providing both steel and solutions that empower our customers to meet their business and environmental goals successfully.

"Made for Good" invites customers, investors, industry stakeholders and policymakers to partner with Nucor in tackling the challenge of decarbonization. The campaign's featured case studies include Nucor's investments in next generation technologies such as advanced nuclear technologies, Nucor's industry leading Econiq™ low-embodied carbon certification, and innovative products like Elcyon™, the first domestically produced low-embodied carbon steel product for wind energy applications.

For more than five decades, Nucor has produced steel using the most sustainable technologies commercially available. Today, we are focused on the future of sustainability. The green and digital economies are being built with steel and the steel they're built with matters. Together, we're working to ensure that everything we make is "Made for Good".

Learn more at nucor.com/madeforgood



WHAT DOES
IT REALLY
TAKE TO
MAKE GREEN
STEEL?

See how a new process is
turning zero-carbon iron into
low-emission steel.

nucor.com/madeforgood

NUCOR®

Made for good



POWERING THE GREEN ECONOMY

Nucor stands out as one of the most environmentally friendly steel producers globally, boasting combined greenhouse gas (GHG) emissions that are less than half of those emitted by the average blast furnace extractive steel producer. Nucor is committed to further reducing our GHG emissions by making strategic investments in creating carbon-free iron and industrial-scale carbon-free energy.

ECONIQ™ CERTIFIED LOW-EMBODIED CARBON STEEL

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

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



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®

OUR MISSION

GOVERNANCE



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

LEGACY OF CARING

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

BOARD, STRUCTURES, COMMITTEES

Nucor's Board of Directors is currently made up of nine members, three of whom are women and one of whom is our current President and CEO. Eight of the Board members are independent as defined by SEC guidelines. The Chair role is held by our CEO. Our Lead Director is Christopher Kearney, retired Chairman, CEO and President of SPX FLOW, Inc. The Board has three committees: Audit, Compensation and Executive Development, and Governance and Nominating. The Audit Committee is responsible for financial oversight and compliance, the Compensation and Executive Development Committee determines compensation for senior officers and Directors, while the Governance and Nominating Committee evaluates and recommends nominees for Board membership and oversees and makes recommendations to the Board regarding corporate sustainability and other environmental, social and related governance ("ESG") 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 staff members 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.

2023 BOARD MEMBERS



NORMA B. CLAYTON



PATRICK J. DEMPSEY



NICHOLAS C. GANGESTAD



CHRISTOPHER J. KEARNEY



LAURETTE T. KOELLNER



MICHAEL W. LAMACH



JOSEPH D. RUPP



LEON J. TOPALIAN



NADJA Y. WEST

APPROACH TO RISK ASSESSMENT

The Board of Directors establishes guidelines to assess and manage risks faced by Nucor. 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, Director of Internal Audit and General Counsel and submitted to the Audit Committee for review. In its oversight role, the Audit Committee then meets with our managers to discuss and provide feedback on how Nucor prioritizes its risks.

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

Specifically:

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

SUSTAINABILITY

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

ETHICS AND COMPLIANCE

Nucor establishes Standards of Business Conduct and Ethics that all officers and teammates are expected to follow. These Standards cover issues including ethical business conduct, conflicts of interest, gifts and confidentiality. We also have a separate Code of Ethics for Senior Financial Professionals. Each senior financial officer, including our CEO, must sign this document by hand, and submit it to our corporate headquarters. These documents are available to view on our website [here](#).

HUMAN RIGHTS

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

FAIR EMPLOYMENT PRACTICES

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

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

SAFETY, TEAMMATES & CULTURE



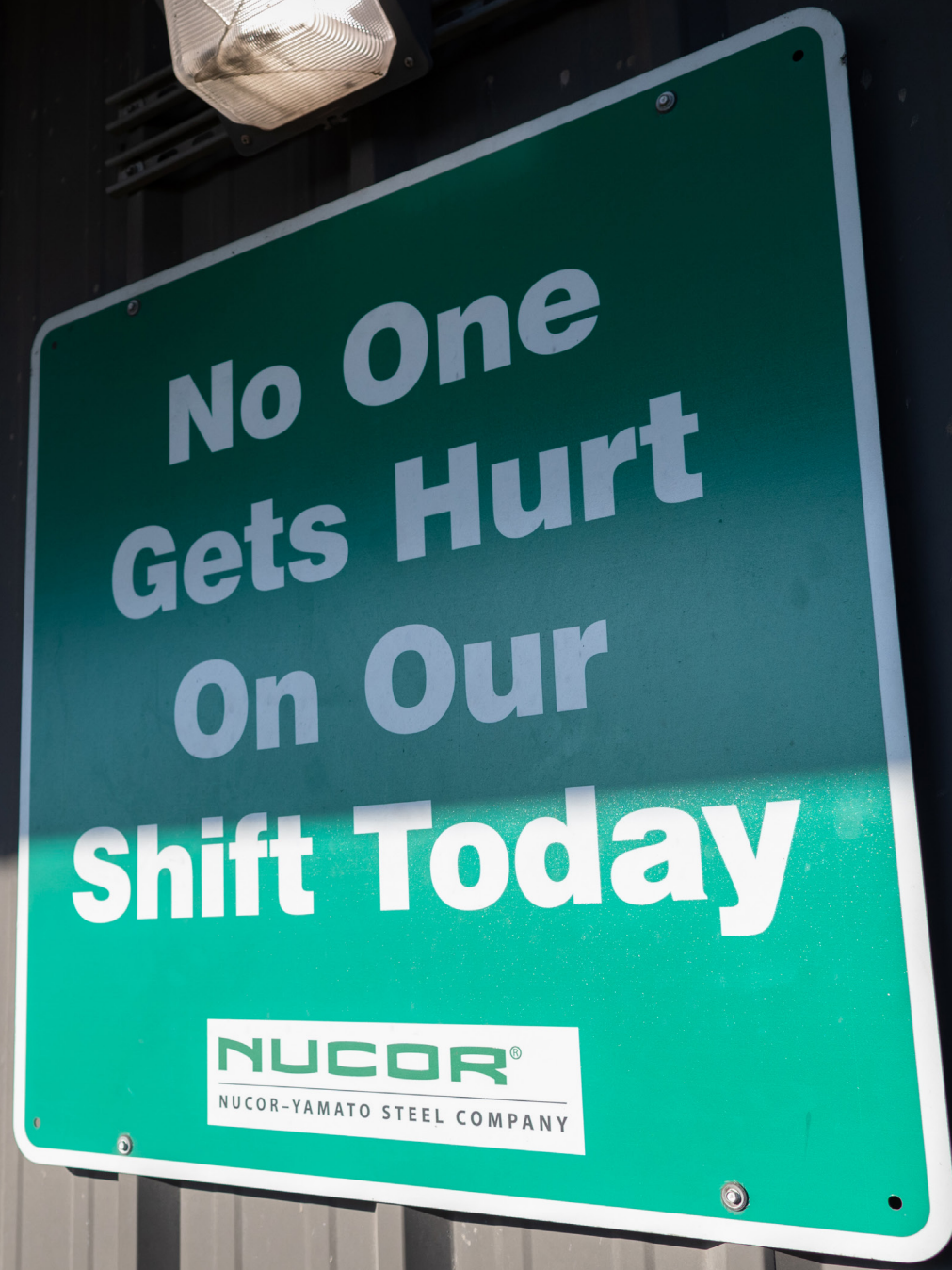
SAFETY

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

At Nucor, we use every resource available to ensure the safety of our teammates, including partnering with outside groups and agencies. And we have tapped into the naturally friendly competitive spirit of our Nucor teammates, challenging our geographic regions to compete to determine the safest Nucor region in the country. Our President's Safety Cup encourages all our teammates to work together to ensure everyone goes home safely to their families and communities after every shift.

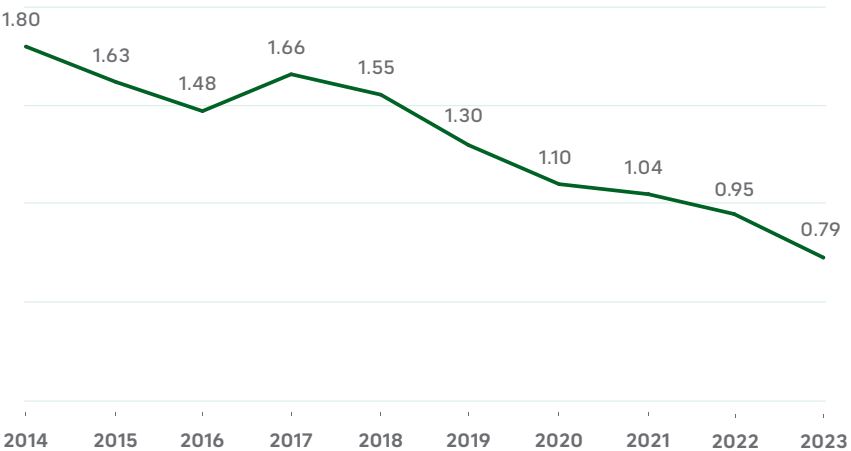
In 2023, we lowered our Injury and Illness (I/I) rate for the fifth year in a row as an enterprise. That rate decreased 17% from the prior year.

- Enterprise-wide I/I rate for 2023 was 0.79, for steel mills the I/I rate for 2023 was 0.62.
- I/I rate for US Steel Industry in 2023 was 2.69.
- In addition to the lowest I/I rate, we scored the lowest rates in all four OSHA metrics. Days Away Restricted or Transferred (DART) (0.32), Lost Work Day Case Rate (0.21), and Severity Rate (9.45).



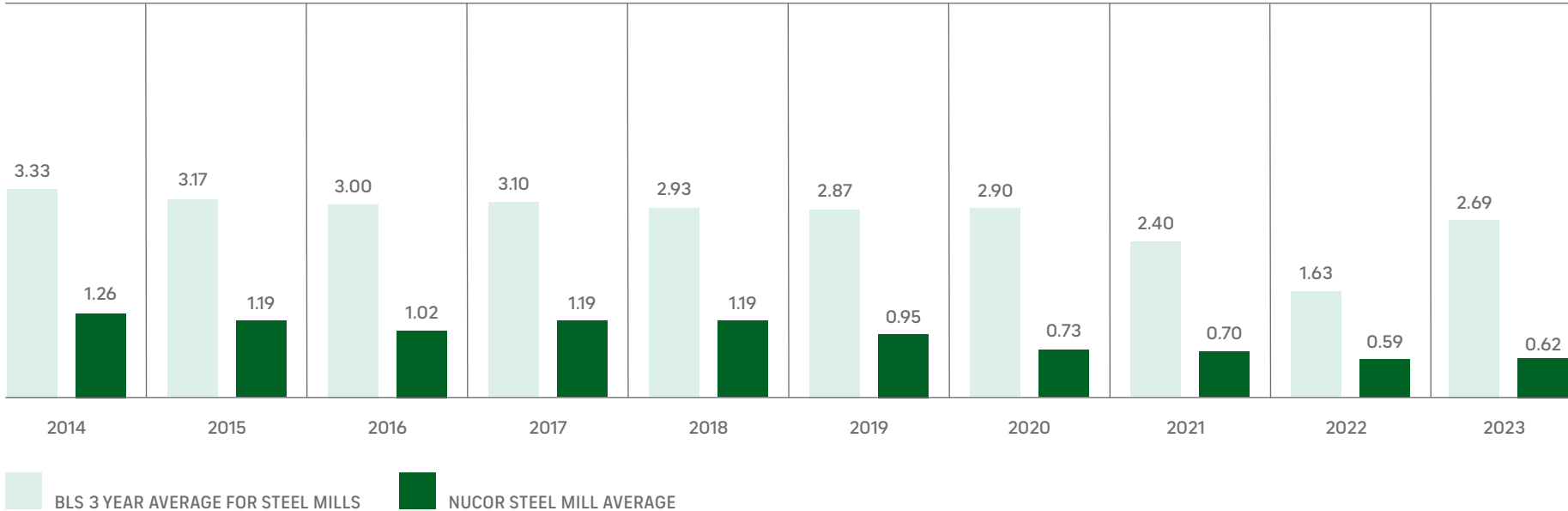


NUCOR INJURY & ILLNESS RATES (2014-2023)
ANNUAL OSHA RECORDABLES PER 200,000 HOURS/YEAR



COMPARISON OF INJURY & ILLNESS RATES BETWEEN NUCOR STEEL MILLS AND THE U.S. STEEL INDUSTRY

AS PUBLISHED BY THE BUREAU OF LABOR STATISTICS (BLS) (2014-2023)



2023 NUCOR DIVISIONS WITH ZERO RECORDABLES

- DJJ Cincinnati
- General Recycling of Mississippi
- General Recycling of Washington
- Kirby Building Systems
- Laurel Steel
- Nucor Bright Bar Ohio
- Nucor Business Technology
- Nucor Cold Finish South Carolina
- Nucor Cold Finish Utah
- Nucor Cold Finish Wisconsin
- Nucor Grating
- Nucor IPG Centria Arkansas
- Nucor IPG Melt-Span Canada
- Nucor IPG Melt-Span Nevada
- Nucor IPG Melt-Span Texas
- Nucor Logistics Group
- Nucor Rebar Fabrication Birmingham
- Nucor Rebar Fabrication Jackson
- Nucor St. Louis Cold Drawn
- Nucor Tubular Products Gallatin
- Nucor Tubular Products Louisville
- Nucor Warehouse Systems California
- Texas Port Recycling
- TrueCore Indiana
- Universal Industrial Gases
- Vulcraft Nebraska
- Vulcraft New York
- Vulcraft Texas

101 CRITICAL DAYS OF SUMMER

In 2023 we made the time between Memorial Day to Labor Day a time of even more intense focus on safety. These 101 Days of Summer have been higher risk months for injuries across the Nucor family. From heat stroke to boat safety, from firework safety to mosquito and tick awareness, this year Nucor teammates led initiatives to better focus each other on how to have a safe summer. We are proud to celebrate that we achieved 35% fewer injuries during the summer of 2023 than the average for the previous ten summers.

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 & Health Achievement Recognition Program (SHARP).

VPP recognizes companies that voluntarily exceed the safety standards required by law. Achieving VPP Status requires a rigorous safety and health management system. Among our divisions, 24 participate in the VPP, and all of these have achieved VPP Star status, the highest award possible in the program. To qualify, divisions must have Injury and Illness (I/I) rates below the national average for their industries.

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

Approximately 44% of Nucor steel mill teammates are certified under VPP and 24% are ISO 45001. Some Nucor steel mill teammates are certified under both of these programs, as well as SHARP.





THE PRESIDENT'S SAFETY AWARDS & THE PRESIDENT'S SAFETY CUP

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

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

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

The 2023 President's Safety Cup was awarded to the teammates of the Mid Central Region:

- IPG-Centria Arkansas
- Kirby Building Systems
- Nucor Logistics Group
- Nucor Rebar Fabrication Birmingham
- Nucor Steel Birmingham
- Nucor Steel Memphis
- Nucor Tubular Products Birmingham
- Nucor Tubular Products Decatur
- Nucor Tubular Products Trinity
- Nucor-Yamato Steel Company

MONITORING AND MEASURING

We take teammate feedback seriously, both on an ongoing basis, and through an employee-wide survey administered every three years. Negative responses have dropped by 25% since our first survey in 1986. The teammate survey was sent out in August of 2022 and again had over a 90% participation rate. In addition, 88% of teammates stated they were satisfied with Nucor as a place to work compared to the national average of 72%.

Recently, we have added two more surveys to monitor the teammate experience at Nucor. Nucor participates in the Great Place to Work (GPTW) certification process, which surveys an anonymous random sample of 5,000 teammates and compares our results to those of the average company surveyed by GPTW, as well as other manufacturing companies.

Notably, our employee survey results show that approximately 93% of our teammates feel a sense of pride when they look at what they accomplish, and 93% of teammates are made to feel welcome when joining the company. Additionally, since 1999 we have facilitated multiple, cross-divisional annual teammate gatherings to understand our progress on goals and the effectiveness of our inclusive and open-minded culture.



92% OF OUR TEAMMATES ARE PROUD TO TELL OTHERS THAT THEY WORK FOR NUCOR.

NUCOR IS ONE OF FORTUNE'S MOST ADMIRED COMPANIES IN 2023

Nucor teammates know how fulfilling it is to be a part of our culture, but it is always gratifying when people outside of Nucor recognize that as well. That is why we were extremely pleased to be ranked number one in Fortune Magazine's list of the World's Most Admired Companies in our industry, for the third 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 2023 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.



ATTRACTING AND RETAINING TEAMMATES

Our retention rate typically exceeds 92%.

In 2022 Nucor's Talent Team launched our talent brand and value proposition. The brand allows us to capture and share our unified story of who we are as an employer for the talent of tomorrow, and to differentiate ourselves from talent competitors. Our talent brand is simple- it's our teammates, our stories, and our culture that matter.

This new employer brand is built around recognizing everything Nucor teammates achieve as a team. Each and every teammate is Part of Something Bigger - and that's truly something to be proud of.

What sets Nucor apart from our competition is how our team lives our culture each day. The three pillars of the brand and value proposition are: **Family, Freedom and Stability.**

FAMILY-LIKE CULTURE

It's no surprise that "like a family" was consistently referenced when teammates were asked to describe the working culture at Nucor. And though other companies may say the same, at Nucor, there is no mistaking that our culture is indeed the "real deal." Our teammates often form deep bonds from time spent together, both inside and outside of work. Just one of the many reasons why Nucor is one of the companies included on Fortune Magazine's Best Workplaces in Manufacturing and Production list.

FREEDOM

The level of freedom Nucor affords its teammates is at the heart of our innovative culture. If a teammate has an idea that would make things more efficient, safer, or better, they are encouraged to develop it. Nucor doesn't hire the best and brightest to bury them under forms and bureaucracy. Nucor wants to leverage what the best and brightest are typically known for: thinking outside the box and making things better. So, our teammates are given the go-ahead to execute on good ideas and are encouraged to get back on the horse if things don't go as planned. Quite simply, Nucor believes that good teammates are going to want to do the right thing for themselves, their teams and their company, and leaves it to them to make it happen.

STABILITY

Possibly now more than ever, Nucor's unwavering commitment to its teammates resonates with today's workforce. Perhaps our founder, Ken Iverson, said it best:

"A teammate who does their job well today should feel confident they will have it tomorrow."

Ken Iverson, Founder

Nucor's reputation as a reliable employer has become a more important consideration among job seekers, especially over the past few years, when companies have really been tested. Although, for Nucor, the values it represents is nothing new. 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.



ENGAGING AND DEVELOPING OUR PEOPLE

According to our “Teammate Value Proposition” survey, 90% of teammates feel fulfilled in their current job.

Nucor maintains numerous internal programs and initiatives to help ensure the quality and equity of our teammate recruitment, retention and talent development systems. We also provide extensive “on-the-job” as well as external education training opportunities for teammates. Our \$4,000 per school year reimbursement of educational expenses for teammates has helped many to pursue college degrees, helping them further advance their careers while they are employed at Nucor.

We consistently seek feedback from our teammates about these programs to ensure that we continue to meet the growth and development needs of our Nucor family. We also provide extensive support to help our teammates further their children’s growth and development – providing \$16,000 to each teammate’s child to use for educational expenses after high school graduation. Through the Nucor Foundation, we regularly fund over \$6 million a year in these scholarship payments and have contributed over \$127 million since the inception of the program.

CORE PARTNER SCHOOLS

Investing in our core partner schools allows Nucor to develop the degrees that are needed to advance steelmaking technology, and to help young engineers find their passion in the metals industry.

At Tuskegee University, Nucor has invested in the Nucor Education & Research Center of Excellence, also known as the Nucor Lab. There, engineering students receive hands-on experience studying real-world examples from our mills and solving real problems for Nucor customers.

At the South Dakota School of Mines and Technology, Nucor has donated toward the construction of its new state-of-the-art Mineral Industries Building which, following its expected completion in early 2024, will house all disciplines related to steelmaking.

Nucor was the first industry partner to contribute to the Missouri University of Science and Technology’s \$300 million Arrival District Project, contributing \$2.5 million in cash and in-kind donations.



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

- Baylor University
- Carnegie Mellon University
- Colorado School of Mines
- Indiana University
- Michigan Technical University
- Missouri University of Science and Technology
- Montana Technical University
- Purdue University
- South Dakota School of Mines and Technology
- Tuskegee University
- University of Alabama
- University of South Carolina

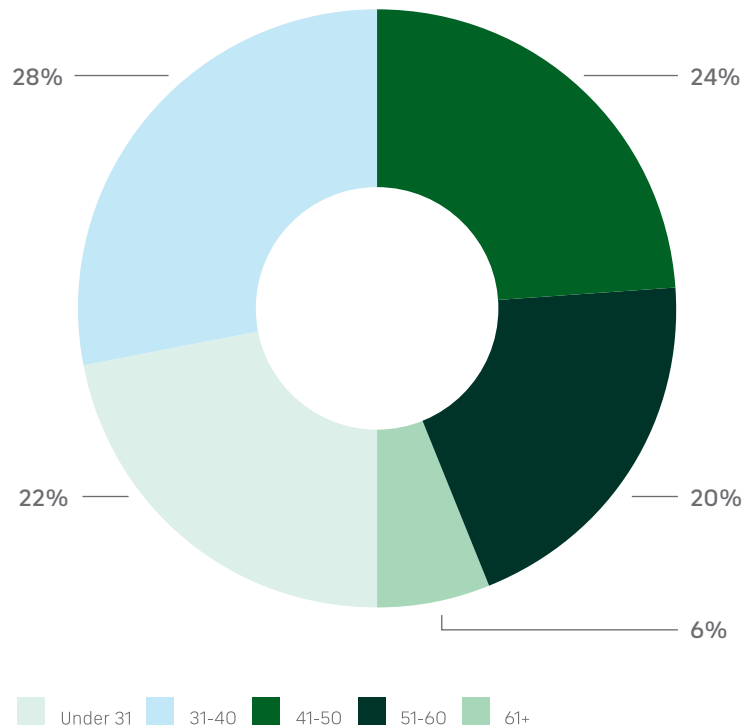
SUCCESSION PLANNING

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

NUCOR'S TEAMMATE POPULATION

Our teammate population is relatively balanced with respect to age group representation (see accompanying chart) but females are underrepresented at 13%. We believe that this represents an opportunity for Nucor to diversify its talent base, and are actively working to increase this percentage.

US TEAMMATE POPULATION BY AGE



PAY EQUITY

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

INCLUSIVE CULTURE FOSTERS DIVERSITY

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

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

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

We have been holding focus groups for teammates that we believe have helped to promote open dialogue on making the workplace feel inclusive for all. And we have been incorporating the resulting feedback into our training on diversity issues.

In addition, diverse senior leaders have been sharing their experiences with Nucor teammates via video interviews to reinforce our values and expectations with the purpose of creating a stronger sense of belonging for all our 32,000 teammates.

We are optimistic that more open communication about differences and difficulties encountered will make us all more aware, supportive and empathetic, so that our culture continues to develop along a path of improving equity and inclusivity. We believe this kind of progress can help make Nucor even more diverse and high performing over time.



COLLABORATING WITH PARTNERS TO ADVANCE INCLUSION IN HIRING AND DEVELOPMENT

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

- Tuskegee University, one of the leading historically black universities in the United States, where we funded the Nucor Education and Research Center.
- The Society of Women Engineers, the world's largest advocate and catalyst for change for women in engineering and technology.
- The National Society of Black Engineers, one of the largest student-governed organizations, supports and promotes the aspirations of collegiate and precollegiate students and technical professionals in engineering and technology.
- INROADS, an organization that identifies, develops and prepares youth from underserved communities for leadership positions in business and industry.
- The Society of Hispanic Professional Engineers, the nation's largest association dedicated to fostering Hispanic leadership in the STEM field.

To ensure that our workforce reflects the local demographics of each of our facilities' locations, Nucor consults the U.S. Census Bureau for data on the percentage of racial and ethnic minorities in a given area and factors that data into our hiring practices for that region. Approximately, 94% of our job categories reflect the demographics of their local communities. Approximately 22% of our workforce identifies as a racial and/or ethnic minority.

33%

of Nucor's board of directors are women and/or minority.

DIVERSITY IN LEADERSHIP

We also recognize the benefits of having diverse leadership at the helm of Nucor. That's why 33% of Nucor's Board of Directors are women and/or minority. We currently have three women (two of whom are minority women) seated on our Board of Directors. In addition, over the past two years, 35% of our placements into management and executive levels have been diverse candidates.

LOOKING FORWARD

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

While Nucor is proud of its approach and track record of fostering diversity, equity and inclusion, we recognize that there is still more work to be done. Looking ahead, we will continue to increase the representation of minorities and women among our leadership, partner with external organizations, and listen more carefully to each other. By continuously evaluating our approach and executing where we detect opportunities to improve, Nucor and all its stakeholders will benefit.

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



CULTURE

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

In 2023, Nucor donated over \$17 million to charitable organizations through our operating divisions across North America and the Nucor Charitable Foundation. Here are just a few examples of the ways the Nucor team is making a difference.

NUCOR TAKES ON HEART HEALTH WITH THE AMERICAN HEART ASSOCIATION

Nucor has played a vital role in advancing heart health awareness and supporting the life-saving research of the American Heart Association. From Heart Walks to the Heart Ball, Nucor teammates have championed the Heart Association’s mission to be a force for longer, healthier lives.

Nucor’s President and CEO, Leon Topalian, and his wife, Kim served as co-chairs for the Greater Charlotte Heart Ball in 2023, helping raise \$2.9 million in support of cardiovascular research and education. Since the fall of 2022, Nucor teammates Eileen Bradner and Carolyn Koonts have served as Leaders of Impact, raising additional awareness and nearly \$50,000 through personal campaigns highlighting the many ways individuals can be affected by heart disease and personally advocating for heart health awareness. In addition to these efforts, Nucor teammates from Alabama, California, South Carolina, and Texas participated in their local Heart Walk events. The South Carolina teams alone raised almost \$25,000.

The Nucor commitment to heart health extends well beyond raising funds. In partnership with the American Heart Association, Nucor developed and distributed over 32,000 Healthy Community toolkits in 2023. These comprehensive toolkits equipped our teammates and community members with life-saving tools and resources like CPR training kits, blood pressure monitors, recipe booklets, and pulse oximeters to promote heart health at work, at home, and at play.





PARTNERS FOR EDUCATION

In September 2023, Nucor embarked on an exciting partnership with Discovery Education. As a founding member of the Sustainability Education Coalition (SEC), a first-of-its-kind initiative to empower students to make informed decisions and take responsible actions promoting sustainability, Nucor is helping provide equitable access to high-quality resources and tools in classrooms across the United States. The Nucor team is proud to bring together its expertise and commitment to decarbonization with education experts to develop resources for K-12 teachers to bring relevant, relatable, real-world sustainability concepts into the classroom. Other founding partners for the Coalition include Honeywell, LyondellBasell, NEEF and Subaru of America.

Click [here](#) to learn more about the exciting work of the Sustainability Education Coalition.

A RELAY FOR LIFE POWERHOUSE

Nucor teams from all over continued to show their generosity of time and resources for the American Cancer Society's Relay for Life in 2023. Recognized for a second year in a row as the Nationwide Top Company, Nucor teammates raised more than \$1.2 million for Relay for Life across multiple events and fundraisers across the country.

Four of the Top 10 Team Fundraisers nationwide were Nucor-led from Nucor Steel Decatur, Nucor Steel Louisiana, Nucor Steel Hertford County, and Nucor Logistics. In addition, two Nucor teammates were among the top three individual fundraisers for 2023.

NUCOR HONORS HISTORY SPONSORING INTERNATIONAL AFRICAN AMERICAN MUSEUM

When the International African American Museum (IAAM) opened in Charleston, South Carolina, in the summer of 2023, it was the culmination of decades of planning and four years of construction on the first museum dedicated to telling the history of the Trans-Atlantic Slave Trade. The IAAM is bringing people together and forging compassion, empathy and understanding across people of all races and ethnicities.

Nucor donated \$1.25 million in cash and another \$1.25 million in steel for the museum's construction. Nucor is proud to play a role in bringing this important history to life by supporting this inspiring project, located just a few short miles from our steel mill in Berkeley County, South Carolina.

STANDING BY OUR MILITARY

AMERICAN CORPORATE PARTNERS

More than 50 Nucor teammates have poured their support into veterans and military spouses as mentors with the national nonprofit, American Corporate Partners (ACP). As a company, Nucor values the sacrifices of our service members and their families and recognizes the special needs service members have when transitioning back to civilian life. Many of our teammates provide professional support to help our heroes fulfill their potential after their service ends by serving as one-on-one mentors with ACP.

Nucor teammate and ACP mentor Aaron Wagener said of his work with ACP, "I'm extremely proud that Nucor 100% supports our Veterans and their families. The professionalism and passion for what ACP does shines through in every conversation. Moreover, the ability to match profiles, I assume, isn't an easy task - [my mentee's] needs and what I was able to bring to the table were perfectly aligned."

Nucor proudly recruits and encourages members of our armed forces to consider a second career within our organization.

GLOBAL WAR ON TERRORISM MEMORIAL

Nucor and the Nucor Charitable Foundation announced a donation of \$2.5 million to the Global War on Terrorism Memorial Foundation in 2023. The gift, which includes financial assistance along with the steel required for the construction of the Memorial, was the largest single gift in the organization's history.

For more than two decades, over two million Americans have served in the Global War on Terrorism, spanning the globe in defense of freedom. Tragically, over 7,000 American service members have made the ultimate sacrifice in the line of duty. The Global War on Terrorism Memorial will not only honor their service but also pay tribute to their families and all those who have safeguarded our liberties throughout this complex, multi-generational conflict.

When complete, the Global War on Terrorism Memorial will stand as a testament to those who have sacrificed for our nation in a prominent location between the Lincoln Memorial and the Vietnam Veterans Memorial on the iconic National Mall.

On behalf of the entire Nucor family, Nucor's President and CEO, Leon Topalian stated, "We are honored to show our gratitude and respect to the brave men and women of our country who have served in the Global War on Terrorism."



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

ENVIRONMENTAL PERFORMANCE



04

NUCOR & THE ENVIRONMENT

Nucor is the largest steel and steel products manufacturer in the United States and the largest recycler in North America. For over half a century, the environment and sustainability have been ingrained in every facet of our operations. Our pioneering utilization of Electric Arc Furnace (EAF) technology has revolutionized the industry, transforming scrap metal into high-quality steel products. Consequently, Nucor stands as one of the world's most environmentally conscious steel producers, with greenhouse gas (GHG) emissions measuring less than one-half of the global average and a mere one-third of the average extractive steel producer.

Nucor evaluates its greenhouse gas 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 footprint and introduces recently established targets. We not only explore the implications of these targets but also outline 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 2023

SCOPE 1: DIRECT EMISSIONS FROM OPERATIONS.

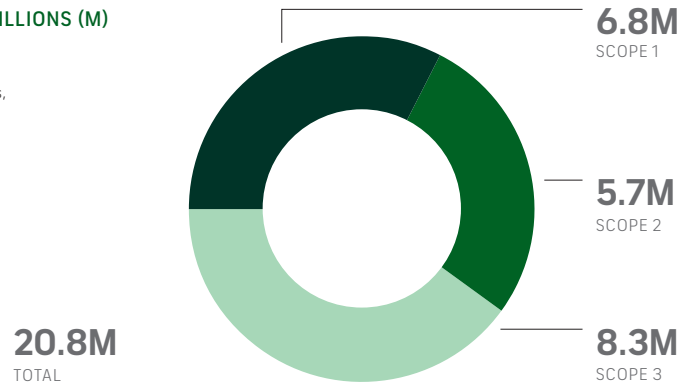
SCOPE 2: INDIRECT EMISSIONS FROM PURCHASED ELECTRICITY.

SCOPE 3: EMISSIONS ASSOCIATED WITH RAW MATERIALS AND TRANSPORTATION.

NUCOR COMPANY WIDE (GHG)

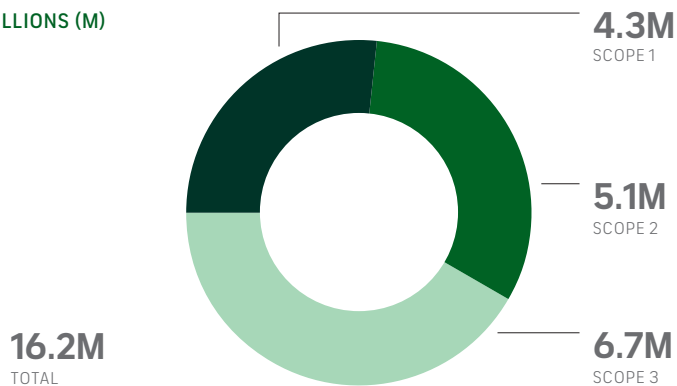
METRIC TONS OF CO₂ EQ. IN MILLIONS (M)

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



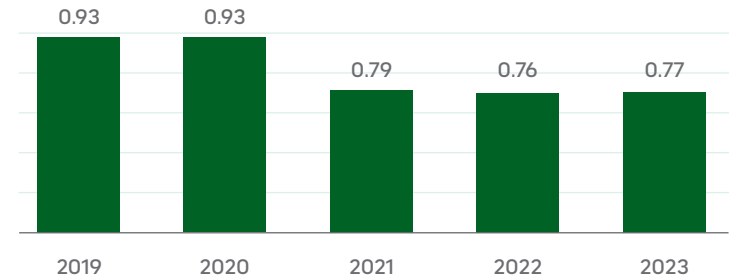
NUCOR STEEL' MILLS (GHG)

METRIC TONS OF CO₂ EQ. IN MILLIONS (M)



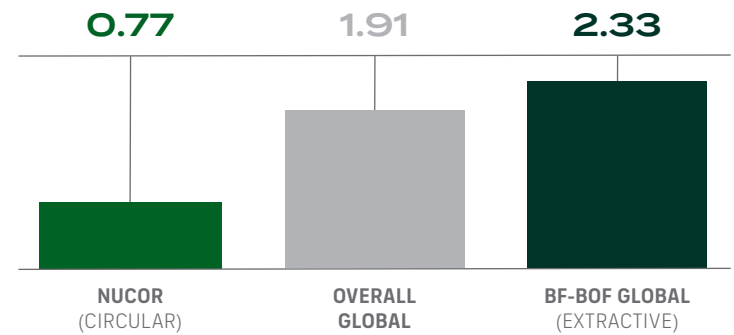
NUCOR SCOPE 1, 2 & 3 INTENSITY (2019-2023)²

(METRIC TONS OF CO₂ EQ. PER METRIC TON OF STEEL PRODUCED)



SCOPE 1, 2 & 3 INTENSITY²

(METRIC TONS OF CO₂ EQ. PER METRIC TON OF STEEL PRODUCED)



EXTERNAL ASSURANCES

2023 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 included as part of this verification as well. SCS Global's Verification Statements can be found [here](#) and [here](#).

1. All steel mills with melting capacity owned and operated by Nucor were included in the steel mill inventory, except for Nucor Steel Longview and Nucor Steel Brandenburg. This is due to the fact these facilities have operated for less than a full year. Emissions from these mills, however, are included in the Nucor company-wide graph above.
2. Overall Global and BF-BOF Global Scope 1, 2 and 3 Intensities are based on Worldsteel Association's latest sustainability indicator report.



NET-ZERO

IN NOVEMBER 2023, NUCOR ANNOUNCED NET-ZERO SCIENCE-BASED GREENHOUSE GAS (GHG) TARGETS FOR 2050 AND ESTABLISHED A NEW INTERIM TARGET FOR 2030.

GREENHOUSE GAS REDUCTION TARGETS NOW INCLUDE SCOPE 3

In alignment with the **Global Steel Climate Council's** (GSCC) "Steel Climate Standard" and the **International Energy Agency's Net Zero by 2050: A Roadmap for the Global Energy Sector**, we are steadfast in our commitment to achieving a net-zero greenhouse gas (GHG) target by 2050. This ambitious target, defined by science-based criteria, signifies a pivotal milestone in our journey toward environmental sustainability and aligns with the Paris Agreement's efforts to limit global temperature rise to less than 1.5C above pre-industrial levels.

Our net-zero 2050 target entails achieving a GHG intensity of 116 kg GHGs per metric ton of steel, encompassing Scopes 1, 2, and 3 emissions as outlined by the GSCC. Additionally, we have set an interim science-based GHG reduction target for 2030, aiming for 975 kg GHGs per metric ton of steel, inclusive of Scopes 1, 2, and 3 emissions.

Nucor has not only established these targets but has also implemented comprehensive plans to achieve them.

BOUNDARY CHANGES

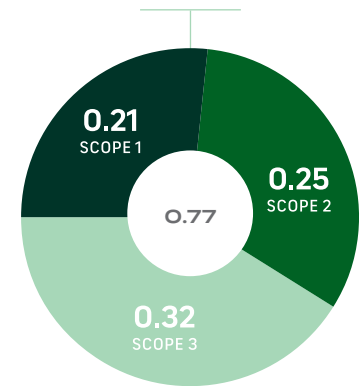
The "Steel Climate Standard" developed by the Global Steel Climate Council (GSCC) provides a comprehensive calculation methodology for steel companies to assess their Scope 1, 2 and 3 emissions intensity. This standard aligns with the Paris Climate Agreement's emission reduction goals for the steel sector by 2030 and with the International Energy Agency Net-Zero by 2050: A Roadmap for the Global Energy System glidepath (IEA NZE). The methodology defines a specific boundary that encompasses direct emissions, indirect emissions from electricity, and raw material procurement including transportation.

On the previous page, we reported our Scope 1, 2 and 3 intensities based on the Worldsteel CO₂ data collection methodology. However, when applying the GSCC methodology to our operational data, we observed higher intensity values, particularly for Scope 3 emissions (see below). This difference is attributed to the broader scope of the "Steel Climate Standard," which includes a more comprehensive assessment of raw materials, externally purchased steel, and transportation impacts.

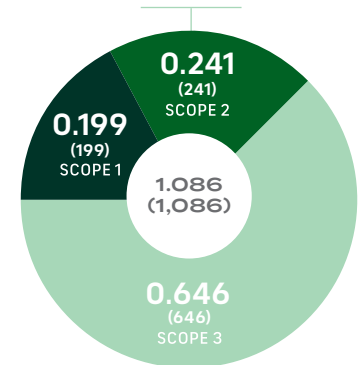
Based on our 2022 intensity of 1,075 kg CO₂e per metric ton of hot-rolled steel, we have set ambitious sustainability targets. Our short-term goal is to reduce this intensity to 975 kg CO₂e per metric ton of hot-rolled steel by 2030. Looking further ahead, we aim to achieve net-zero emissions by 2050, with a target intensity of 116 kg CO₂e per metric ton of hot-rolled steel. These targets represent our commitment to significantly reducing our carbon footprint and advancing toward a sustainable future. The comparison graphs below show our 2023 World Steel GHG intensity of 0.77 vs our 2023 GSCC GHG Intensity of 1.086. As mentioned above, the major difference in these intensities is the Scope 3 boundary.

NUCOR'S GREENHOUSE GAS INTENSITY COMPARISON

2023 WORLDSTEEL METHODOLOGY
MT CO₂ eq/MT Cast Steel

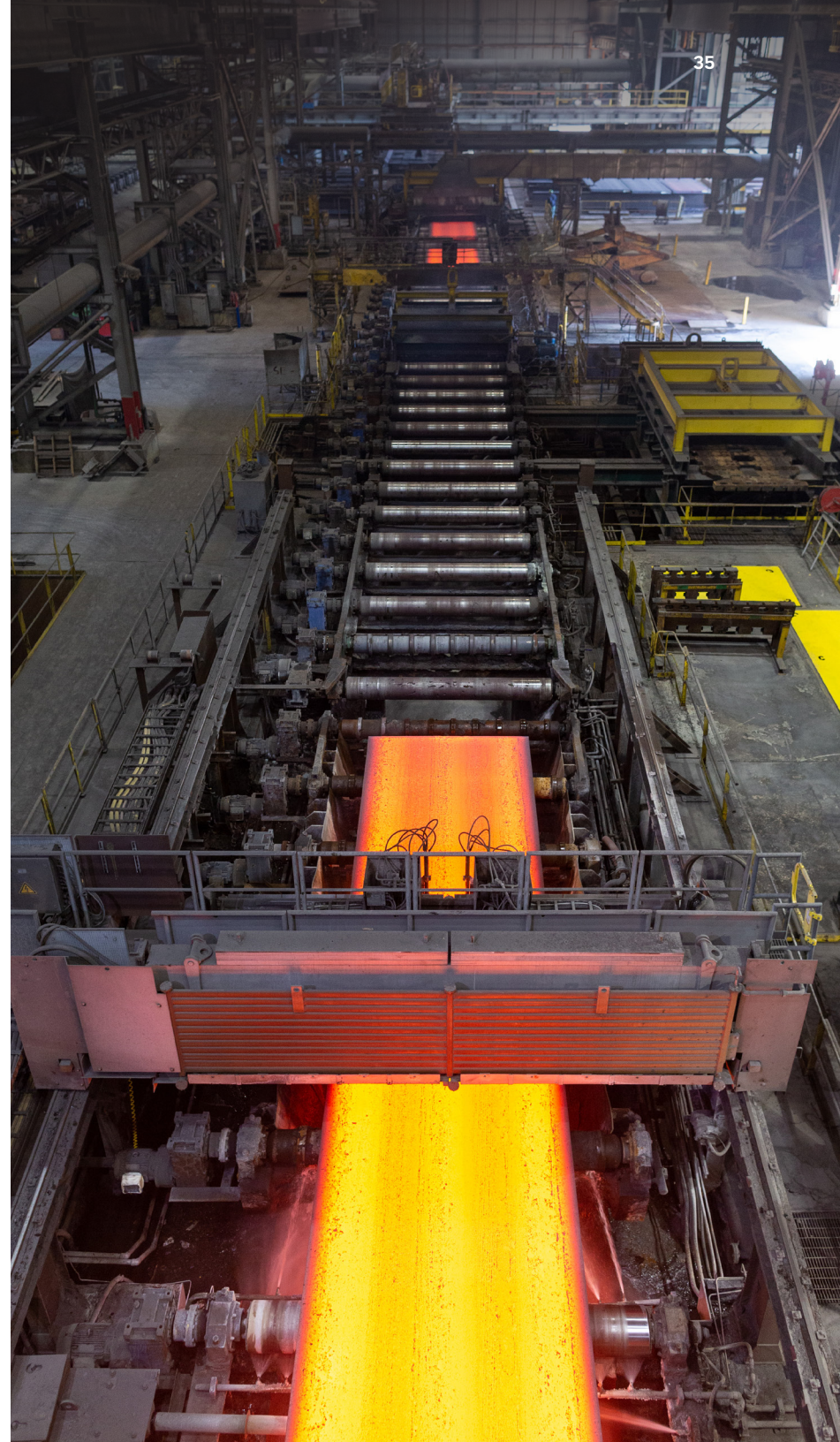
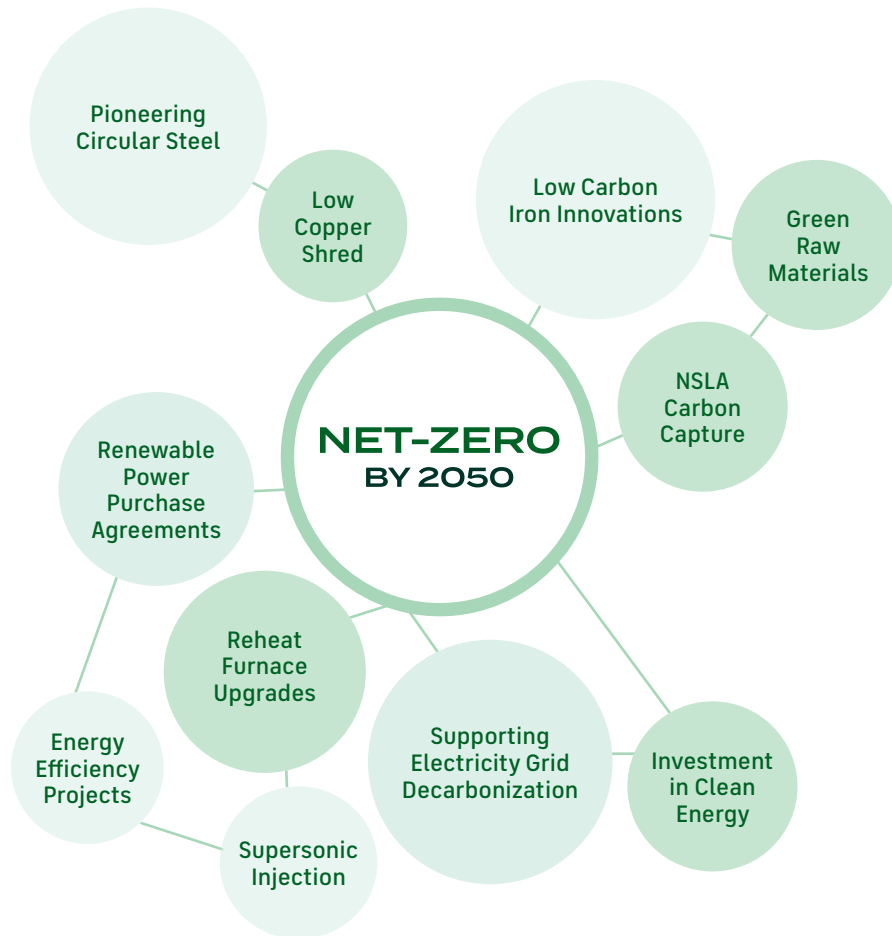


2023 GSCC METHODOLOGY
MT CO₂ eq/MT Hot Rolled Steel
(kg CO₂ eq/MT Hot Rolled Steel)



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. (SCS Global Services Verification Statements can be found [here](#) and [here](#).) 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.



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. This approach has enabled Nucor to achieve a greenhouse gas emissions intensity less than half of the global average. We are committed to sustaining this momentum by leveraging innovative practices to advance the circular economy further and continuing to lower our greenhouse gas footprint.
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

Supporting 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 electrical power, and contributing to our Scope 2 emissions. Consequently, Nucor is actively collaborating with utilities to advocate for the adoption of zero-carbon electricity generation methods.
Renewable Power Purchase Agreements	Nucor leverages power purchase agreements (PPAs) to procure renewable electricity for our operations, aligning with our commitment to sustainability. The renewable energy credits obtained from these PPAs are utilized to decrease the environmental footprint of our Econiq line of products, contributing to reduced GHG intensity.
Investing in Clean Energy	Nucor's electric arc furnaces require a reliable supply of electricity. To help meet this demand sustainably, Nucor is partnering with companies advancing next generation zero GHG nuclear technologies such as NuScale and Helion.
On-Site Renewable Power Generation & Storage	At select facilities, we are actively pursuing increased use of on-site solar power generation and energy storage to lower our power costs and reduce the carbon footprint of our power consumption.
Energy Efficiency Projects	Nucor remains committed to enhancing energy efficiency across all its facilities as a key strategy to reduce greenhouse gas emissions. Through ongoing efforts, we aim to achieve greater operational efficiency and contribute to a more sustainable future.

SCOPE 3 STRATEGIES

Lower 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.
Low Carbon Iron Innovations	Iron inputs, such as pig iron and Direct Reduced Iron (DRI), are energy-intensive to produce and contribute significantly to Scope 3 emissions in steelmaking. To mitigate the environmental impact of its iron inputs, Nucor is actively investing in and exploring methods to produce them with much lower carbon footprints.
Green Raw Materials	Nucor is dedicated to revolutionizing the steelmaking process by sourcing greener raw materials, including lower carbon ingredients, bio-based materials, and reclaimed waste, to align with its environmental goals. By integrating these sustainable alternatives, Nucor is reducing its product footprint and advancing a more sustainable steel industry.
NSLA Carbon Capture	In June 2023, Nucor finalized an agreement with ExxonMobil to implement a Carbon Capture & Sequestration process at our Louisiana DRI plant. This initiative will enable us to capture, transport, and store up to 800,000 metric tons of CO ₂ annually, lowering the GHG emissions profile of Louisiana's DRI.

CREATING CARBON-FREE ENERGY

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

In November 2022, Nucor was the first industrial company to join the UN 24/7 Carbon-Free Energy Compact, which is aimed at accelerating the decarbonization of the world’s electricity systems to mitigate climate change and ensure access to clean and affordable electricity.

The Compact was formed in response to the urgent need to drive rapid decarbonization across the global economy. A group of energy buyers, energy suppliers, governments, system operators, solutions providers, investors and other organizations joined together to adopt, enable and advance the transition to a zero-carbon electrical grid. The Compact is a set of principles and actions that stakeholders across the energy ecosystem can commit to as a way to drive systemic change.

To further its commitment, Nucor is working with our electricity suppliers to access 24/7 clean energy at the company’s steel mills, actively investing in a number of innovative projects that will accelerate the transition to 24/7 clean energy.

In August 2023, Nucor announced a Power Purchase Agreement (PPA) for 250 megawatts of renewable energy from Sebree Solar, LLC, a subsidiary of NextEra Energy Resources, LLC. Sebree Solar is an innovative two-phase solar project in Henderson County, Kentucky, which will have a capacity of up to 400 megawatts of American-produced energy. The project’s first phase – Sebree Solar I – began construction in April 2024 and is anticipated to be operational by the end of 2025.

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

Nucor has announced agreements for collaboration on pilot projects to explore the creation of advanced nuclear facilities using both fission and fusion technology. Nucor announced a collaboration with fusion power company Helion in September 2023 to develop a 500 MW fusion power plant. This transformational project will offer baseload zero-carbon electricity from fusion directly to a Nucor steelmaking facility. Nucor and Helion are actively working together to set a firm timeline and are committed to beginning operations as soon as possible. This partnership is the first fusion energy agreement of this scale in the world and will pave the way for decarbonizing the entire industrial sector.

ENERGY CONSUMPTION		
	MEASURE	VALUE
Total Energy Consumed (Gigajoules)	116,778,000	
Total Fuel Energy Consumed (Gigajoules)	60,474,000	52.0%
Percentage of Fuel that is Natural Gas	68.0%	
Percentage of Fuel that is Renewable	0%	
Total Electricity Energy Consumed (Gigajoules)	56,304,000	48.0%
Percentage of Electricity that is Renewable	15.0%	
Percentage of Carbon-Free Electricity (CFE)	41.0%	
Energy Intensity (Gigajoules/MT)	5.53	

CREATING CARBON-FREE IRON

Another important way that Nucor is seeking to lower our carbon footprint is by addressing the raw material mix that goes into steelmaking. Some grades of sheet steel, because of their strict tolerances and specifications, require some input of virgin iron units, whether Pig Iron, Direct-Reduced Iron (DRI), or Hot-Briquetted Iron (HBI). Nucor is a significant purchaser of low-carbon "green" pig iron and we have invested in other technologies to reduce carbon emissions.

In June 2023, Nucor entered into an agreement with ExxonMobil for a Carbon Capture & Sequestration process to capture, transport, and store up to 800,000 mt per year of CO₂ from Nucor's Louisiana Direct-Reduced Iron (DRI) plant. The CO₂ will be transported via pipeline from the DRI plant and stored at an ExxonMobil-owned storage site.

ExxonMobil owns the largest owned and operated CO₂ pipeline network in the U.S. including nearly 925 miles of CO₂ pipelines in Louisiana, Texas and Mississippi. The company also has access to more than 15 strategically located onshore CO₂ storage sites.

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

The project is expected to start up in 2026 and supports Louisiana's objective of reaching net-zero CO₂ emissions by 2050.

LOW COPPER SHRED

In 2023, Nucor's Berkeley, South Carolina steel mill started up a 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, thereby enhancing the recycled content of our products. Moreover, this advancement plays a pivotal role in reducing the total embodied carbon of our offerings, underscoring our unwavering commitment to sustainable manufacturing practices and environmental stewardship.

GREENER ALTERNATIVE MATERIALS

As a company deeply committed to innovation and sustainability, Nucor continuously strives to revolutionize the steelmaking process and achieve lower embodied carbon. We are dedicated to sourcing greener raw materials throughout our supply chain, ensuring that our practices align with our environmental goals. Nucor is constantly evaluating the use of lower carbon ingredients, bio-based materials, and reclaimed waste, recognizing that these sustainable alternatives are essential for a greener future. By integrating these materials into our operations, we are not only reducing our product footprint but also paving the way for a more sustainable steel industry.

ENVIRONMENTAL PRODUCT DECLARTIONS

As the demand for supply chain transparency grows, Environmental Product Declarations (EPDs) are increasingly required by states and the federal government, via Buy Clean legislation, and many of our customers. An EPD serves as an independently verified document that succinctly outlines the life cycle impacts of a product, offering quantitative data on where these impacts are most pronounced. Particularly in industries such as construction, automotive, appliance, and renewable energy, EPDs are becoming pivotal factors in material procurement decisions. Moreover, EPDs can facilitate obtaining green building certifications, such as LEED (Leadership in Energy and Environmental Design). As EPDs highlight sustainable manufacturing practices through lower environmental impacts, companies within the recycling sector, including Nucor, are well-positioned to capitalize on the demand for sustainable products and to meet Buy Clean requirements. Proactively, we are generating EPDs for our products to ensure compliance with regulations and to reinforce our status as a competitive partner in the market. As an industry leader, Nucor has published 19 Environmental Product Declarations for our wide offering of products, including EPD coverage of nearly 100% of our steel mill divisions. We anticipate our library of EPDs to double by the end of 2024 as we remain committed to the ongoing development of EPDs, which drive transparency in our manufacturing processes and ensure sustainable material procurement for our customers.

For more information, please click [here](#).



ENVIRONMENTAL RESEARCH AND DEVELOPMENT

Nucor is proud to announce that three of our collaborative research and development (R&D) projects with leading universities and laboratories have been awarded funding from the Department of Energy (DOE). These partnerships underscore our commitment to innovation and sustainability within the steel industry. By leveraging the expertise and resources of our academic and research partners, we aim to advance groundbreaking technologies that will drive efficiencies, reduce environmental impact, and enhance the competitiveness of our operations. We are excited about the potential impact of these projects and look forward to the insights and advancements they will bring to our industry.

Nucor and the National Renewable Energy Laboratory (NREL), alongside its collaborators, are dedicated to pioneering technological solutions aimed at mitigating direct emission sources in electric arc furnace (EAF) steelmaking. Our innovative strategies will encompass the utilization of carbon-neutral combustion fuels produced via carbon looping technology, injection materials sourced from biomass, and the substitution of needle coke with biomass-derived pitch in electrode production. Through pilot-scale demonstrations and the implementation of alternative injection carbon in a commercial EAF, NREL and its partners aspire to showcase the viability of these technologies. If successful, these endeavors will provide a feasible pathway for decarbonizing all major carbon emission sources in EAF steelmaking, facilitating a profound reduction of up to 80% compared to conventional processing methods.

Seerstone Development LLC, in collaboration with Nucor and its partners, is embarking on a pioneering initiative to conduct an unprecedented demonstration of electrodes produced using precursors sourced from CO₂, all at an industrial scale. These electrodes will undergo on-site trials in a ladle furnace at a production facility. This groundbreaking technology holds immense promise for significantly reducing graphite electrode-based emissions in EAF steelmaking, as well as in secondary steelmaking, by displacing carbon-intensive needle coke with a cost-competitive and renewable source.

Purdue University Northwest, in collaboration with Nucor and its partners, is embarking on a groundbreaking endeavor to showcase a variety of alternative stirring, oxidation, and foaming technologies through industrial trials conducted in a commercial-scale electric arc furnace (EAF). The innovative approach involves the development of novel gas injection technologies aimed at delivering low carbon reducing gases deep into the steel bath, alongside the utilization of 'soft' oxidation techniques, such as CO₂, to facilitate efficient mixing. Given the dominance of EAF steelmaking in the U.S., the elimination of fossil carbon injection in its processing has the potential to reduce direct emissions by an impressive 40%.



NUCOR'S COMMITMENT BEYOND CARBON

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

PERFORMANCE

To 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.

100% of our operating Nucor steel mills are ISO 14001 certified. In addition, over 25 of our downstream production facilities are ISO 14001 certified. We are committed to ensuring a high level of environmental performance and maintain compliance with state and federal laws in which we operate. For a full list of certified facilities please refer to our [Nucor Sustainability page](#).

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 management. Nucor requires our contractors, vendors, and suppliers to comply with applicable environmental laws.

STANDARD

Nucor and its divisions will comply with the laws and regulations governing our operations. Environmental compliance is a priority for Nucor management equal with all other business functions.

OUTREACH

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

BIODIVERSITY

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



COMMITMENT TO REDUCING WASTE

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

The recycling process in Electric Arc Furnaces 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 hazardous waste.

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

NUCOR STEEL MILL WASTE (2023)

	MEASURE	VALUE
Total Steel Mill Waste (tons)	1,286,000	
Total Non-Hazardous Waste (tons)	913,000	71.0%
Total Hazardous Waste (tons)	373,000	29.0%
Total waste recycled %	53.0%	



COMMITMENT TO WATER

In our commitment to minimizing environmental impact, Nucor prioritizes the efficient use of water resources across our operations. Through the implementation of advanced treatment systems, we have achieved the remarkable feat of recycling 90% of our water multiple times – up to 8-10 cycles – before it necessitates disposal. Nucor identifies new water pollutants under the standards of the Clean Water Act (CWA) to ensure compliance with environmental regulations, avoid potential legal and financial penalties and demonstrate corporate responsibility at our U.S. operations. The CWA sets water quality standards and regulates the discharge of pollutants into U.S. waters, requiring companies to monitor and control pollutants that may harm water quality. By proactively identifying and managing new or emerging pollutants, Nucor can protect local ecosystems to promote the safety of drinking water sources.

Additionally, we have strategically constructed stormwater retention ponds throughout our facilities to capture and reuse stormwater runoff. Recognizing the vital role water plays in our cooling processes, Nucor remains cognizant of the potential adverse impacts excessive water withdrawal can have on local ecosystems and communities.

NUCOR STEEL MILL WATER CONSUMPTION & DISCHARGE (2023)

	MEASURE	VALUE
Total Steel Mill Fresh Water Withdrawn (Thousand cubic meters)	29,960	
Fresh Surface Water (Including rainwater, water from wetlands, rivers, and lakes)		12.0%
Groundwater (Water which is being held in, and can be recovered from, an underground formation) – renewable		42.0%
Groundwater (Water which is being held in, and can be recovered from, an underground formation) – non-renewable		17.0%
Third Party Sources (Municipal water suppliers, public or private, utilities)		29.0%
Total Steel Mill Water Discharge (Thousand cubic meters)	8,570	
Water Discharge to Fresh Surface Water (Including wetlands, rivers, and lakes)		83.0%
Water Discharge to Third-Party Sources		17.0%
Percentage of Water Recycled	86.0%	
Percentage of water withdrawn in regions with high water stress¹	6.0%	
Percentage of water withdrawn in regions with extremely high water stress¹	16.0%	

1. 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.



TRAINING TEAMMATES ON THE ENVIRONMENT

The Nucor Environmental University (NEU) is a virtual platform initiated in 2015 to train teammates on environmental compliance, and to connect teammates whose responsibilities include environmental performance.

NEU begins with a "Welcome to Nucor" series, which seeks to provide a thorough understanding of Nucor's approach to environmental management and compliance, along with the tools and resources we offer to help oversee it. This introductory series is followed by courses on laws such as the Clean Air Act, Clean Water Act, and Resource Conservation and Recovery Act. For teammates whose roles require more in-depth training, more advanced courses are available on subjects relevant to their areas of responsibility.

Thus far, more than 2,800 teammates have completed over 25,000 NEU courses and passed more than 14,000 related exams.



PRESIDENT'S ENVIRONMENTAL AWARD

Sixty-four 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 evolve and improve.

2023 PRESIDENT'S ENVIRONMENTAL AWARD RECIPIENTS

BAR MILL GROUP

Nucor Steel Auburn
Nucor Steel Birmingham
Nucor Steel Florida
Nucor Steel Jackson
Nucor Steel Kankakee
Nucor Steel Kingman
Nucor Steel Marion
Nucor Steel Seattle
Nucor Steel Sedalia
Nucor Steel Texas
Nucor Steel Utah

BEAM MILL GROUP

Nucor-Yamato Steel

PLATE MILL GROUP

Nucor Steel Brandenburg
Nucor Steel Hertford
Nucor Steel Longview
Nucor Steel Tuscaloosa

SBQ BAR MILL GROUP

Nucor Steel Connecticut
Nucor Steel Memphis
Nucor Steel Nebraska
Nucor Steel South Carolina

SHEET MILL GROUP

Nucor Steel Arkansas
Nucor Steel Berkeley - Sheet
Nucor Steel Decatur
Nucor Steel Gallatin
Nucor Steel Indiana

DRI GROUP

Nu-Iron Unlimited
Nucor Steel Louisiana

COLD FINISH/FASTENER GROUP

Laurel Steel
Nucor Bright Bar Orville
Nucor Cold Finish Nebraska

Nucor Cold Finish South Carolina
Nucor Cold Finish Utah
Nucor Cold Finish Wisconsin
Nucor Fastener - St. Joe
Nucor LMP Steel
St. Louis Cold Drawn - St. Louis

NUCOR BUILDING GROUP

ABC - Alabama
ABC - Illinois
CBC Metal Buildings
Kirby Building Systems
Nucor Building Systems - Indiana
Nucor Building Systems - South Carolina
Nucor Building Systems - Texas
Nucor Building Systems - Utah
Nucor Building Systems - VA Plant

NUCOR TUBE GROUP

Nucor Tubular Birmingham
Nucor Tubular Cedar Springs
Nucor Tubular Chicago
Nucor Tubular Decatur
Nucor Tubular Louisville
Nucor Tubular Madison
Nucor Tubular Marseilles
Nucor Tubular Trinity

VULCRAFT/VERCO GROUP

Verco Decking Phoenix
Vulcraft Alabama
Vulcraft Indiana
Vulcraft Nebraska
Vulcraft New York
Vulcraft South Carolina
Vulcraft Texas
Vulcraft Utah

RAW MATERIALS GROUP

Recycling Group - East
Recycling Group - South
Recycling Group - West

POLICY ENGAGEMENT



ADDRESSING CARBON EMISSIONS

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

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 greenhouse gas (GHG) target. In 2023, Nucor became the first diversified steel maker in North America with net-zero, science-based greenhouse gas targets for 2050, including Scopes 1, 2 & 3. 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.

FEDERAL INFRASTRUCTURE & CLEAN ENERGY SPENDING

Three key pieces of legislation passed by Congress – the Infrastructure Investment & Jobs Act (IIJA), Inflation Reduction Act, and CHIPS Act – are providing hundreds of billions of dollars to rebuild traditional infrastructure, build-out clean energy infrastructure, and re-shore semiconductor chip manufacturing back to the United States. Each of these initiatives will be steel-intensive.

The bipartisan IIJA legislation also includes strong Buy America provisions, which means our infrastructure will be modernized using the cleanest, most sustainable steel in the world. 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.

With more than 50% of Nucor's steel going into the construction market, we are well positioned to supply steel for these projects – and we will do so using clean and sustainable American made steel. Every time an infrastructure project uses steel from Nucor, the project team is choosing to reduce the world's greenhouse gas emissions, support sustainable steelmaking and promote job growth in the United States.

As North America's largest producer of steel and steel products, Nucor regularly engages with government officials on regulatory and policy issues that concern our company and the U.S. steel industry, as well as the broader manufacturing sector in which we, and many of our customers, operate. For more than five decades, Nucor has established a circular model of steel production with a low-carbon footprint, accomplished through the recycling of scrap metal into new steel and steel products utilizing electric arc furnace (EAF) technology. Our key policy priorities include a level playing field for trade, infrastructure investment, strong Buy America provisions, advancing clean energy, ensuring America's competitive advantage in producing low-carbon steel, and creating greater awareness of the essential role a circular model of steel production with a low-carbon footprint must play in a modern and sustainable economy.



TRADE — LEVELING THE PLAYING FIELD

Nucor advocates 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 doesn't protect worker safety to the levels we have come to expect 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.

94.3%

With a score of 94.3%, Nucor is in the top tier of all companies, and considered a Trendsetter on the CPA-Zicklin Index, which seeks to bring transparency and accountability to corporate political spending. We continue to evaluate our lobbying activities and political disclosures, aiming for best-in-class standing for both accountability and effectiveness at advancing the interests of Nucor and its stakeholders.





POLITICAL ACTIVITY AND ACCOUNTABILITY

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

Nucor complies with federal, state, and local campaign finance laws and regulations governing political contributions and the disclosure of these contributions. In accordance with federal law, Nucor does not contribute to any political candidates, parties or

committees at the federal level. Contributions to federal candidates and committees are allowed only through the Nucor Corporation Political Action Committee, which is funded through voluntary contributions from eligible U.S. teammates. Nucor PAC fully discloses all contributions made and received through reports filed with the Federal Election Commission.

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

GRI INDEX



GENERAL DISCLOSURES

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G2: General Disclosures 2021

2-1	Organizational details	Who We Are & How We Create Value, please see page 5. 2023 Nucor Corporation 10-K Filing , please see page 1. 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 33. 2023 Nucor Corporation 10-K Filing , please see pages 1-7.
2-3	Reporting period, frequency and contact point	Nucor's 2023 Corporate Sustainability Report encompasses data for the calendar year 2023, 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 page 16. Environmental Performance, please see page 33.
2-6	Activities, value chain and other business relationships	Who We Are & How We Create Value, please see pages 6-9. 2023 Nucor Corporation 10-K Filing , please see pages 1-9.
2-7	Employees	Letter From The CEO, please see page 3. EEO 2022 Safety, teammates & culture, please see pages 17-22.
2-9	Governance structure and composition	Governance, please see pages 15-16. 2023 Nucor Corporation 10-K Filing , please see pages 29-31. Nucor Board of Directors
2-10	Nomination and selection of the highest governance body	Governance, please see pages 15-16. Corporate Governance Principles Governance and Nominating Committee Charter
2-11	Chair of the highest governance body	Governance, please see page 16. 2023 Nucor Corporation 10-K Filing , please see page 31. Nucor Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Governance, please see pages 15-16. Nucor Board of Directors

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G2: General Disclosures 2021

2-13	Delegation of responsibility for managing impacts	Governance, please see pages 15-16. Nucor Board of Directors
2-14	Role of the highest governance body in sustainability reporting	Governance, please see page 16.
2-15	Conflicts of interest	Corporate Governance Principles
2-16	Communication of critical concerns	Nucor Whistleblower Program
2-17	Collective knowledge of the highest governance body	Nucor 2023 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 2023 Proxy Statement , please see page 51.
2-22	Statement on sustainable development strategy	Letter From The CEO, please see page 3. Nucor 2023 Proxy Statement , please see page 2.
2-23	Policy commitments	Governance, please see page 16. Nucor Policies
2-24	Embedding policy commitments	Governance, please see page 16. Nucor Policies
2-25	Processes to remediate negative impacts	Standards of Business Conduct and Ethics Nucor Whistleblower Program
2-26	Mechanisms for seeking advice and raising concerns	Standards of Business Conduct and Ethics Nucor Whistleblower Program
2-27	Compliance with laws and regulations	2023 Nucor Corporation 10-K Filing , please see page 29.

GENERAL DISCLOSURES		INFORMATION OR PAGE REFERENCE
G2: General Disclosures 2021		
2-28	Membership associations	Who We Are & How We Create Value, please see page 11. Safety, Teammates & Culture, please see pages 28-30.
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	<ul style="list-style-type: none"> ▪ Economic Impacts ▪ Policy ▪ Materials and Suppliers ▪ Energy ▪ Water ▪ Emissions ▪ Waste ▪ Safety and Teammates ▪ Diversity, equity, and inclusion
3-3	Management of material topics	A comprehensive review of the organization's impact across various dimensions, including economic, environmental, and societal, is continuously evaluated. Policy Engagement, please see pages 45-47.
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	2023 Nucor Corporation 10-K Filing , please see pages 36-47.
201-2	Financial implications and other risks and opportunities due to climate change	2022 Nucor TCFD , please see pages 7-8.
201-3	Defined benefit plan obligations and other retirement plans	2023 Nucor Corporation 10-K Filing , please see pages 74-75.

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. \$3.1 Billion has been invested in this facility which aims to have the lowest carbon footprint of any sheet mill in the world.
203-2	Significant indirect economic impacts	Safety, Teammates & Culture, please see pages 28-30.
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	100% of our business operation and every functional area is included in our annual risk assessment, which includes bribery and corruption risk as a standard item.
205-2	Communication and training about anti-corruption policies and procedures	100% of governance body members and teammates have had our anti-corruption policies and procedures communicated to them.
205-3	Confirmed incidents of corruption and actions taken	No incidents
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2021, Nucor and other US steel producers were named in a federal antitrust case entitled <u><i>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. This Texas action alleged that Nucor, U.S. Steel, AK Steel, and Cleveland-Cliffs</i></u> 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 appealed the decision to the 5th Circuit Court of Appeals and the parties are awaiting the decision of the court.
GRI 301: Materials 2016		
301-2	Recycled input materials used	2023 Recycled Content Letter - Mill Products 2023 Recycled Content Letter - Downstream Products
GRI 302: Energy 2016		
302-1	Energy consumption inside of the organization	Environmental Performance, please see page 37.
302-2	Energy consumption outside of the organization	Environmental Performance, please see page 37.
302-3	Energy intensity	Environmental Performance, please see page 37.

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GRI 302: Energy 2016

302-4	Reduction of energy consumption	Environmental Performance, please see page 37.
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302-5	Reductions in energy requirements of products and services	Environmental Performance, please see page 37.
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GRI 303: Water and Effluents 2018

303-1	Interactions with water as a shared resource	Environmental Performance, please see page 42.
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303-2	Management of water discharge- related impacts	Environmental Performance, please see page 42.
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303-3	Water withdrawal	Environmental Performance, please see page 42.
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303-4	Water discharge	Environmental Performance, please see page 42.
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303-5	Water consumption	Environmental Performance, please see page 42.
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GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	Environmental Performance, please see page 33.
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305-2	Energy indirect (Scope 2) GHG emissions	Environmental Performance, please see page 33.
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305-3	Other indirect (Scope 3) GHG emissions	Environmental Performance, please see page 33.
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305-4	GHG emissions intensity	Environmental Performance, please see page 33.
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305-5	Reduction of GHG emissions	Environmental Performance, please see pages 34-37.
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305-6	Emissions of ozone-depleting substances (ODS)	Ozone-depleting potential per product is reported in each of Nucor's Environmental Product Declarations
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305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2022 SASB Report , please see page 5.
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GENERAL DISCLOSURES		INFORMATION OR PAGE REFERENCE
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Environmental Performance, please see page 41.
306-2	Management of significant waste- related impacts	Environmental Performance, please see page 41.
306-3	Waste generated	Environmental Performance, please see page 41.
306-4	Waste diverted from disposal	Environmental Performance, please see page 41.
306-5	Waste directed to disposal	Environmental Performance, please see page 41.
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	2023 Nucor Corporation 10-K Filing , please see page 19.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Nucor Corporation 10-K Filing , please see page 19.
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		
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GRI 403: Occupational Health and Safety 2018

306-1	Work-related injuries	Work-Related Injuries	Number of Fatalities	Rate of Fatalities
		Teammates	1	0.003
		High-Consequence Work-Related Injuries	Lost Work Day Cases	Rate
		Teammates	79	0.24
		Recordable Work-Related Injuries	Number	Rate
		Teammates	263	0.79
403-10	Work-related ill health	Work-Related Injuries	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	Environmental Performance, please see page 43.
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GRI 405: Diversity and Equal Opportunity 2016

405-1	Diversity of governance bodies and employees	2023 Nucor Corporation 10-K Filing , please see page 18.
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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.
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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.
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GENERAL DISCLOSURES

INFORMATION OR PAGE REFERENCE

GRI 414: Supplier Social Assessment 2016**414-1**

New suppliers that were screened using social criteria

Each of our divisions uses Virtual Compliance to screen all potential international suppliers.

GRI 415: Public Policy 2016**415-1**

Political contributions

Nucor Public Affairs