

NUCOR®

CORPORATE SOCIAL RESPONSIBILITY

2022



03 LETTER FROM THE CEO

04 WHO WE ARE & HOW WE CREATE VALUE

14 GOVERNANCE

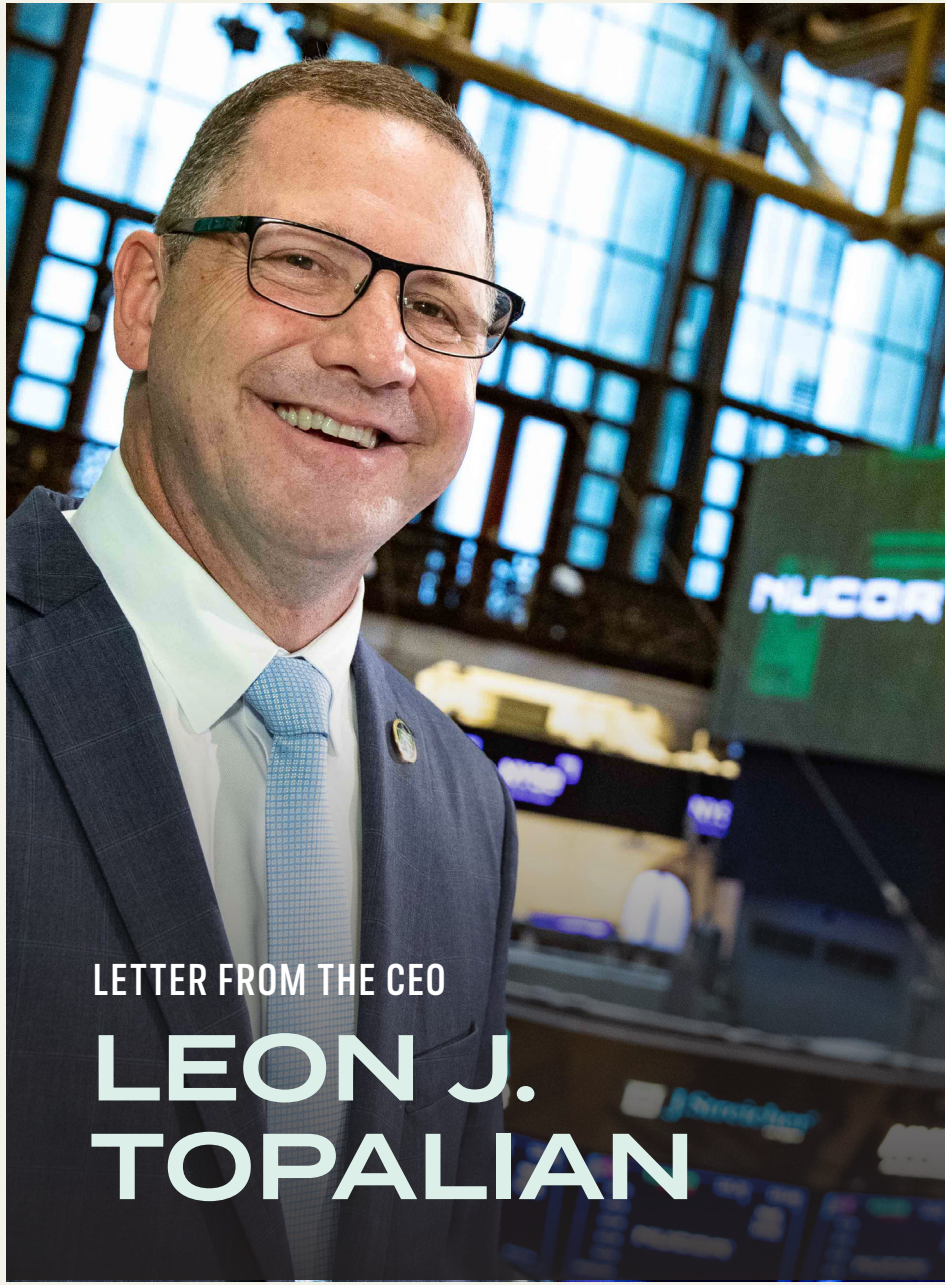
18 SAFETY & TEAMMATES

30 ENVIRONMENTAL PERFORMANCE

40 POLICY ENGAGEMENT

44 COMMUNITY & LOCAL STEWARDSHIP

48 GRI INDEX



Dear Stakeholders:

For more than 50 years, Nucor has been a leader in sustainability and decarbonizing the steel industry. This leadership position is serving us well as more of our customers are looking for ways to reduce emissions in their supply chains. This is no longer something they are planning to do in the future. It is happening right now, and Nucor is meeting this challenge by providing them with the product solutions they need to meet their goals.

We are not only engaging our customers in conversations about sustainability, but also government officials and our neighbors in the communities where we operate. They want to know what Nucor and the steel industry are doing to address carbon emissions. We have a great story to tell. In 2022, we took additional steps to advance our leadership position in sustainability.

- We shipped the first tons of our net-zero emissions Econiq™ steel to General Motors early in 2022, and also began supplying Econiq to Trane Technologies for their HVAC products.
- Our new steel plate mill, Nucor Steel Brandenburg, announced that it will produce a new product called Elcyon™, a first-of-its-kind sustainable heavy gauge steel plate product for offshore wind energy producers.
- Nucor became the first major industrial company in the world to join the United Nations 24/7 Carbon-Free Energy Global Compact, and is a founding member of the Global Steel Climate Council – a coalition advocating for a single transparent global emission standard focused on steelmaking emissions.
- We made investments in companies working to develop technology that have the potential to reduce our emissions even more, including NuScale Power, a developer of small modular nuclear reactor technology, and Electra, a start-up company developing a process to produce carbon-free iron that can be used to make steel.

Our ESG focus goes beyond environmental performance. Safety is Nucor's most important cultural value. Our 31,000 teammates continue to demonstrate their commitment to our goal of becoming the World's Safest Steel Company. In 2022, our team set a record low injury and illness rate for the fourth consecutive year. Twenty Nucor divisions went the entire year without a recordable injury, up from sixteen in 2021.

Our company has experienced tremendous growth in recent years. We are dedicated to building a more diverse and capable workforce as we grow. Inclusion and a sense of belonging are essential to our team-oriented culture which is based on trust and open communication.

I am inspired by the work our 31,000 teammates do every day to advance our sustainability goals. In this report, we share more details about these initiatives and the stories of how our teammates are putting our commitments into action.

Sincerely,



Leon J. Topalian
Chair, President & Chief Executive Officer



01

WHO WE ARE
AND HOW WE CREATE VALUE



Nucor entered the steelmaking business in 1969, providing steel products to our then-fledgling steel joist business in South Carolina. Utilizing revolutionary steelmaking technology, the Electric Arc Furnace, or EAF, to melt scrap into new steel using electricity, Nucor grew to supply its own steel products divisions. Recycling scrap steel in EAFs, 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 in today's Nucor, now the largest steel producer in North America. Our business is organized into three segments: raw materials, steel mills and steel products.

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

Approximately 20% of our steel mill production is converted into a wide range of items by Nucor's downstream steel products businesses, 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 through 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.

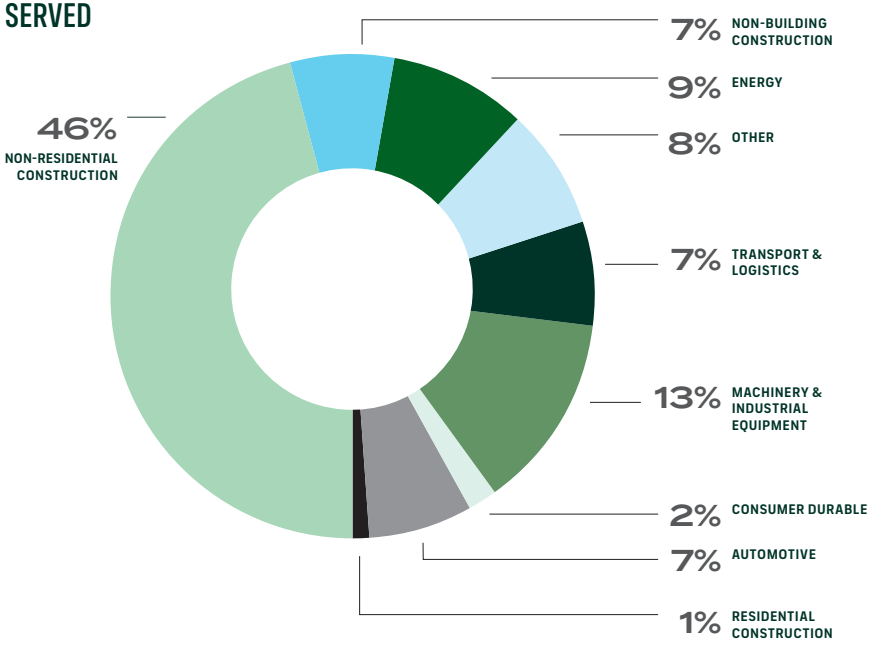
ANOTHER RECORD SETTING YEAR

Strong demand and pricing across most of the end-use markets we serve, and the disciplined execution of our growth strategy in recent years, drove our record financial results. In 2022, Nucor set a second consecutive earnings record of $7.60 billion or $28.79 per diluted share, exceeding the previous record of $6.83 billion or $23.16 per diluted share set in 2021.

Consolidated net sales in 2022 of $41.51 billion increased by 14% compared with consolidated net sales of $36.48 billion in 2021. Shipments to outside customers totaled 25.52 million tons, a decrease of 10% from the previous year, while the average sales price per ton increased 26%. While our 2022 performance unquestionably benefited from an exceptionally strong steel industry up-cycle, Nucor's results were also fueled by our team's focus and commitment to safely meeting our customers' needs.

Over the decades, our consistent focus on diversifying our product offering and lowering costs has enabled us to deliver profitable growth and create value for our stakeholders. As we have gained market share, we made it a priority to help lower the overall environmental footprint of the domestic steel industry in the United States, protect our teammates and support our communities. Fundamental to our success has been Nucor's commitment to remaining the employer of choice for our team of 31,000 men and women. Their dedication has forged Nucor into America's most diversified steel products company, and North America's largest recycler.

END-USE MARKETS SERVED



Based on Nucor internal data and estimates for Nucor shipments through service centers. Approximately 27% of Nucor steel by volume was sold to service centers in 2022.



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 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 circular EAF-based steelmaking facilities generate 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 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.

Renewable energy is a significant growth opportunity that has drawn our focus. To achieve the United States' renewable energy goals, a massive amount of steel will be needed to build wind and solar 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 renewable energy future. Nucor is not only providing steel to build out our nation's renewable energy infrastructure but is also supporting the development of new solar and wind energy projects by entering into electricity offtake agreements in the form of Virtual Power Purchase Agreement (VPPAs).

We continue to invest in new products and new capabilities, so that we can build on our industry leadership position by more sustainably meeting both current and emerging market needs. Over the past five years, Nucor has invested almost $13 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.



CONTINUED ACCOLADES IN THE AUTOMOTIVE MARKET

Nucor's performance as a valued partner in the supply of high-quality steels to the automotive sector was recognized once again in 2022. For the fifth straight year, General Motors recognized Nucor with its Supplier of the Year Award.

2022 marks the 31st time that General Motors has recognized its top suppliers through the Supplier of the Year Awards. Selection for the award is based on performance criteria as evaluated by a global cross-functional GM team with representatives from Product Purchasing, Global Purchasing and Manufacturing Services, Customer Care and Aftersales and Logistics.

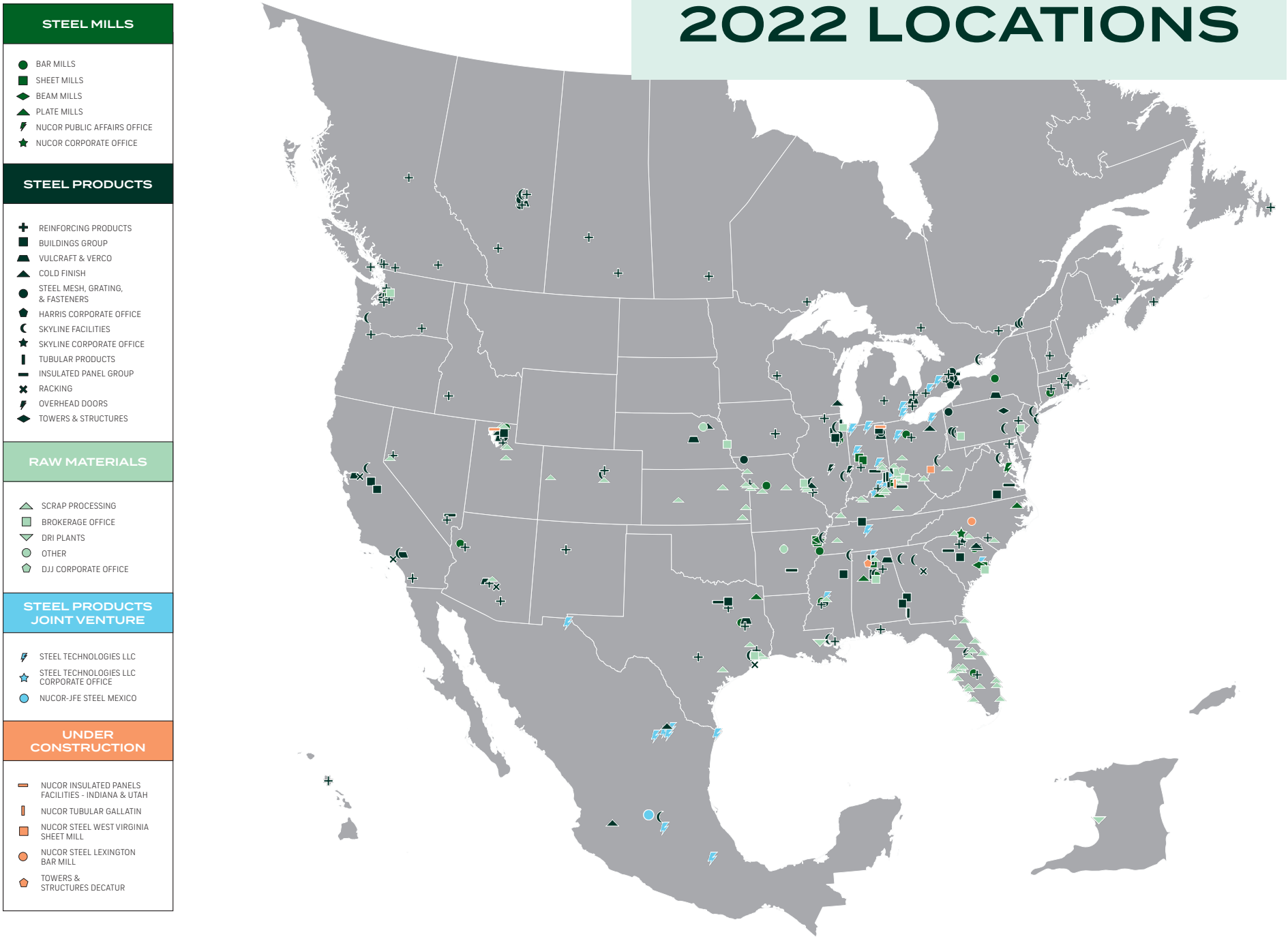
FIRST AWARD FROM TRANE

2022 marked the first year that Nucor was recognized with a Supplier of the Year Award from Trane Technologies, a leading manufacturer of HVAC equipment. Citing superior performance through Quality, Delivery, Cost and Sustainability, Trane specifically recognized Nucor's leadership in Sustainability and our Econiq™ steel offering in connection with the award.

QUALITY RECOGNITION FOR ENGINEERED BAR

Nucor also received recognition from heavy equipment maker Caterpillar in 2022 in the form of the CAT Platinum award. CAT's suppliers are certified through a Supplier Quality Excellence Process (SQEP) as meeting or exceeding stringent supplier performance standards, such as product quality and shipping performance, which are measured over the course of a year by a cross-functional global team of Caterpillar experts in the areas of engineering, manufacturing, logistics and procurement.

2022 LOCATIONS



ANNUAL OUTPUT CAPACITY & FINANCIAL SUMMARY

RAW MATERIALS SEGMENT	(METRIC TONS)
Direct Reduced Iron Operations (DRI)	4,500,000
Scrap Recycling Operations	5,824,000

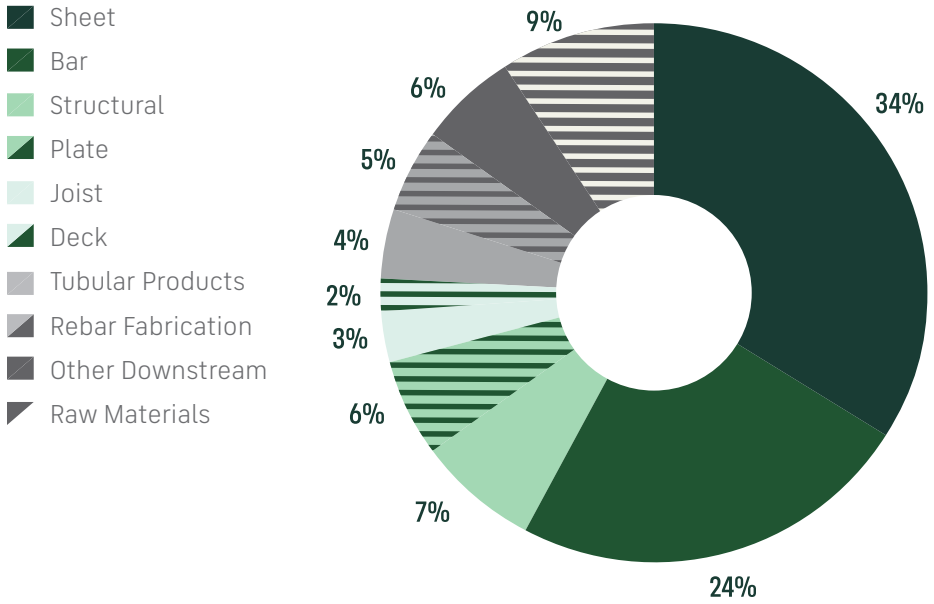
STEEL MILLS SEGMENT	(SHORT TONS)
Bar Mills	9,560,000
Plate Mills	2,925,000
Sheet Mills	13,800,000
Structural Mills	3,250,000

STEEL PRODUCTS SEGMENT	(SHORT TONS)
Buildings Group	360,000
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	2020	2021	2022
Net Sales	$20.1B	$36.5B	$41.5B
Steel Shipped	23.0M Tons	25.7M Tons	23.2M Tons
EPS	$2.36	$23.16	$28.79
Free Cash Flow	**$1.15B**	**$4.6B**	**$8.1B**

DIVERSIFIED PRODUCT MIX

TOTAL TONS SOLD TO OUTSIDE CUSTOMERS IN 2022





EXPANDING INTO NEW MARKETS

In mid-2022 Nucor completed our largest acquisition in company history, with the purchase of C.H.I. Overhead Doors for $3.0 billion. With this acquisition, Nucor added to its growing portfolio of businesses that support the broader construction market. C.H.I. is a leading manufacturer of overhead doors for residential and commercial markets in the United States and Canada. The company has approximately 800 teammates across two manufacturing plants in Arthur, Illinois, and Terre Haute, Indiana, and five regional warehouses located in California, Colorado, New Hampshire and New Jersey.

The acquisition of Summit Structures in mid 2022 formed the basis of a new group called Nucor Towers & Structures. The growing demand for utility infrastructure is being driven by grid hardening and replacements, renewable energy projects, and population growth. Additional demand for utility infrastructure will result from the Inflation Reduction Act (IRA), recently passed by Congress, which provides more than $300 billion for clean energy and climate programs. In December 2022, the company announced plans to expand production in the group with the addition of two state-of-the-art facilities. Each facility will utilize highly efficient straight-line production and will increase Nucor Towers & Structures' capabilities to provide engineered solutions for utility infrastructure and construction projects.

NET-ZERO STEEL • NET-ZERO STEEL • ECONIQ™

ECONIQ™ NET-ZERO CARBON STEEL

Launched in October of 2021 – with initial shipments in January 2022 – Nucor's Econiq steel products represent the first instance of widely available net-zero carbon steel. 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 through the use of carbon offsets, Econiq steel continues to attract attention from automakers, manufacturers, renewable energy producers and others searching for ways to lower their carbon footprint. With supply contracts signed over the course of 2022, shipments of Econiq to end-use customers are expected to grow strongly in 2023.

BUILDING AMERICA'S INFRASTRUCTURE

AEOS HIGH STRENGTH STEEL BRINGS 66 HUDSON BLVD TO LIFE

Standing out in New York City requires a rare combination of ingenuity, innovation and grandeur. The new, 1,041-foor-tall-skyscraper at 66 Hudson Boulevard, commonly known as The Spiral, surely stands out.

Developed by Tishman Speyer and designed by Bjarke Ingels Group and WSP USA, The Spiral features 2.85 million square feet (about the area of a large shopping mall) – 66 stories – of rentable commercial office space. Turner Construction Company oversaw the completion of this complex structure, while Banker Steel together with NYC Constructors supplied and erected the building's fabricated steel – much of which was Nucor's Aeos™ A913 steel.

The structure's signature cascading spiral is actually a connected system of outdoor terraces, each supporting ample greenery and extending usable floor space. The Spiral's terraces and their supporting plate sizes shrink with each increment in elevation.

> **"Using Grade 65 Aeos steel beams, we were able to not only reduce the tonnage of this building, [we were able to] reduce the column size as well, which allows for more usable space for the clients."**
>
> Patrick Chan,
> Senior V.P. of Building Structures, WSP USA

Of the 31,000 tons of structural steel used in the project, approximately 4,900 tons were comprised of Nucor's Aeos high-strength steel beams, 2,700 tons consisted of plate and 2 million square feet incorporated Vulcraft decking – all supplied by Nucor. But AEOS steel was the key to reducing overall time and construction costs on the project, particularly during the welding process.

The path to innovation is hardly linear, but it never ceases to deliver world-class results. With dependable supply of Aeos steel, the 66 Hudson Boulevard project stayed on schedule, avoided major construction issues and stretched to the sky.



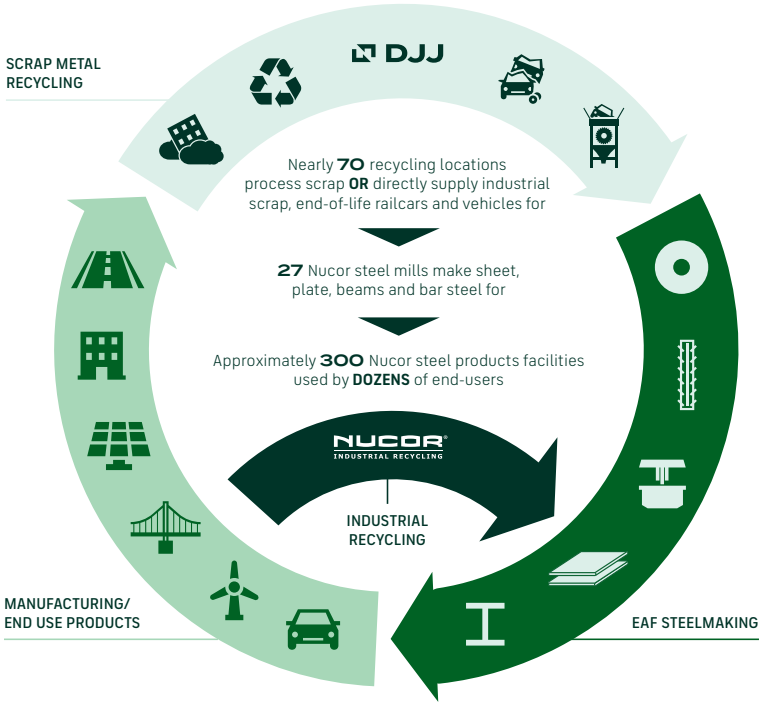
IMAGE COURTESY OF BINYAN STUDIOS
CASE STUDY: 66 HUDSON - THE SPIRAL

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 into life in Darlington, South Carolina, it 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.

Throughout our over 50 years of circular steelmaking, Nucor has pushed its sustainability efforts further toward circular steelmaking. Our Nucor Industrial Recycling group's goal is to close the recycling loop by partnering with current and potential steel customers to find new and better ways to return steel scrap directly from manufacturing facilities back to our steel mills for remelting.

Vertical Integration & Product Lifecycle







GREENBRIER COMPANIES: A CIRCULAR PARTNERSHIP

The Greenbrier Companies, one of the largest manufacturers of railcars in North America, can produce over 25,000 railcars per year. They have four plants in Missouri and Arkansas. To make these railcars, Greenbrier utilizes steel plate from Nucor Steel Tuscaloosa, Nucor Steel Hertford, and soon Nucor Steel Brandenburg.

Nucor Industrial Recycling is now managing Greenbrier's scrap and transporting it directly to Nucor Steel Arkansas and Nucor-Yamato Steel. By shipping this material to the most freight-efficient home, Greenbrier can work to minimize its Scope 3 emissions. Additionally, Nucor Industrial Recycling is helping Greenbrier with a "rebody" program. Greenbrier brings in older railcars and can salvage many of the parts to be reused in new railcars. The parts that cannot be salvaged are processed by Nucor Industrial Recycling and shipped to Nucor mills where they are melted and made into new steel products.

Nucor's DJJ recycling business, the largest independent rail car fleet in the country, has also purchased 350 Gondola Railcars from Greenbrier, made with 100% Nucor Steel, to move material from our Recycling Yards and other Nucor Industrial Recycling Customers directly to our Steel Mills.

By remelting the recycled material from the Greenbrier production process and end-of-life parts from railcars, sending Greenbrier new recycled steel, and then purchasing Greenbrier railcars to be used to transport Nucor Industrial Recycling scrap steel, the Nucor Greenbrier partnership is an example of circularity and sustainability at its best.



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



02

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 us far into the future. Our dedication to the health and safety of our teammates, our focus on being powerful and 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 greater 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.

CURRENT (2023) BOARD MEMBERS


NORMA B. CLAYTON


PATRICK J. DEMPSEY


CHRISTOPHER J. KEARNEY


LAURETTE T. KOELLNER


MIKE LAMACH


JOSEPH D. RUPP


LEON J. TOPALIAN


JOHN H. WALKER


NADJA 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. The Audit Committee then meets with our managers and provides its recommendations on how Nucor should prioritize and manage the risk factors under consideration.

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.
- 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 has Standards of Business Conduct and Ethics that all officers and teammates are expected to follow. They 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.





03

SAFETY & TEAMMATES



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.

2022 was another extraordinary year for Nucor. Our team delivered incredible financial and operating results with record sales and earnings, while also achieving our safest year in company history.

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. As a leading steel company, we have a responsibility to create a culture where all our teammates feel they are a part of our organization.

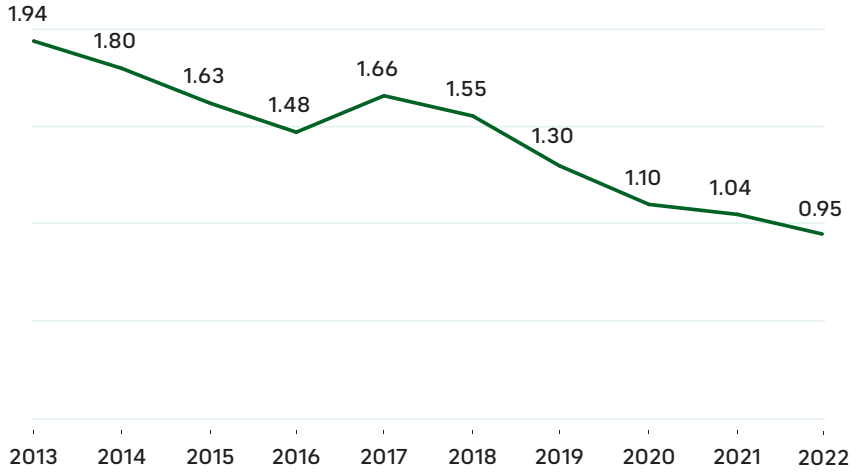
Nucor's commitments to inclusion and diversity have been integral parts of Nucor's culture of teamwork and trust since our start when Ken Iverson desegregated all aspects of our first steel products facility in Florence, South Carolina. And we have always understood that benefiting from diversity, equity 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.

2022
NUCOR'S SAFEST YEAR IN COMPANY HISTORY

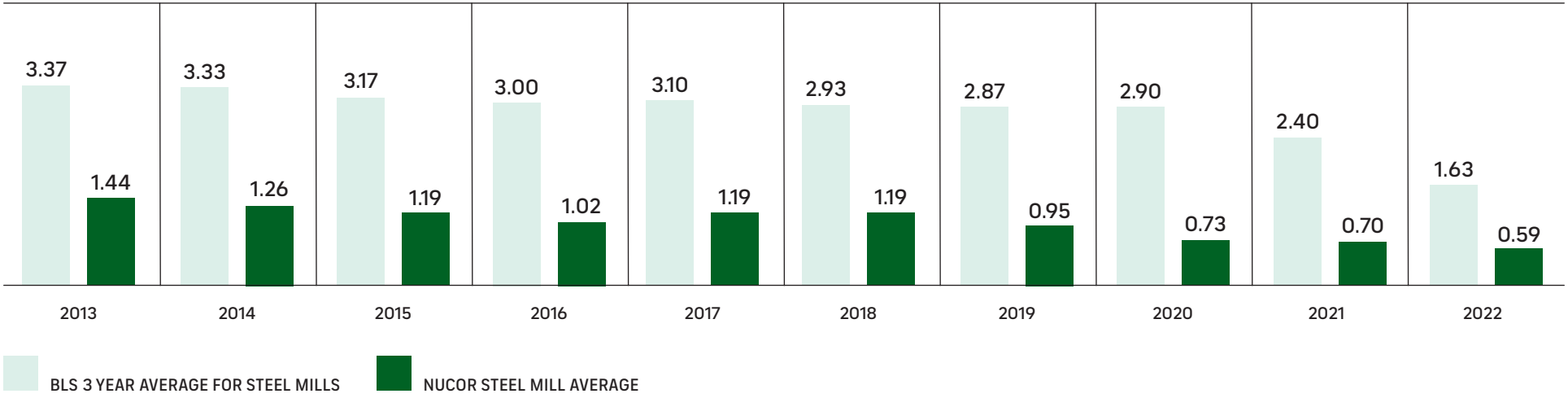
Becoming the World's Safest Steel Company is a lofty goal, and record years in safety are helping to get us there. Nucor had 20 divisions that had zero recordable injuries in 2022. We look forward to the day when our entire company achieves that same goal.

NUCOR INJURY & ILLNESS RATES (2013-2022)

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) (2013-2022)





2022 SAFETY COIN

Nucor Challenge Coins are presented to each of our teammates. Teammates are encouraged to carry the coins with them so they remember the family and friends who are the "why" they work safely for each day. We are also challenged to engage with our fellow team members to know more about their "whys" – the people they are working safely for. Our 2022 Safety Coin continues our tradition of recognizing the work of our teammates to produce great results while ensuring that safety remains at the forefront of everything we do. When Nucor challenged our teammates to make Nucor the World's Safest Steel Company, they rose to the occasion. The challenge continues today as we all strive to improve upon our safety record for a fifth consecutive year.





PROTECTING OUR HANDS

Though not life-threatening, hand injuries can be devastating, as they limit one's ability to do basic things. A recent assessment found that hand injuries account for nearly half the injuries we see across Nucor. To meet the challenge of becoming the World's Safest Steel Company, we made the determination that we must drastically reduce hand injuries.

We have implemented specific training to recognize and make adjustments in situations where there is particular risk for hand injuries, as well as hold an annual enterprise-wide Hand Safety Week. Our fellow Nucor teammates are also coming up with their own innovative solutions to this problem and sharing these strategies across our Nucor family. Our teammates have led the way in helping to determine which ideas can be widely applied to ensure hand safety across the company.

In 2022, the percentage of injuries that occurred to hands increased from the 2021 low of 32% to 39%. Teammates are refocusing their efforts to continue to reduce the number of hand injuries across the enterprise.

PARTNERING WITH OSHA/ VPP STAR

Nucor partners with the Occupational Safety and Health Administration (OSHA) through its Voluntary Protection Program (VPP), which 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 of them 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 rates below the national average for their industries.

Nucor also participates in the Special Government Employee Program (SGE), 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.

DIVISIONS RECOGNIZED BY VPP

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



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/Illness 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 2022 President's Safety Cup was awarded to the teammates of the Atlantic Region:

- Skyline
- Corporate Office
- Metal Recycling Services
- Nucor Steel South Carolina
- Nucor Steel Berkeley
- Nu-Iron
- Vulcraft South Carolina
- Vulcraft South Carolina Carrier
- Nucor Buildings Group South Carolina
- Cold Finish South Carolina
- True Core South Carolina
- Nucor Business Technology



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 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 73%.

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 sampling of 5,000 teammates and compares our results to those of the average company surveyed by GPTW, as well as other manufacturing companies. This survey resulted in Nucor becoming Great Place to Work certified, as well as being ranked #12 on Fortune's Best Workplaces in Manufacturing and Production.

Notably, our employee survey results show that approximately 93% of our teammates feel a sense of pride working for Nucor and 83% of teammates feel Nucor takes a genuine interest in their well-being compared to 60% nationally. Additionally, since 1999 we have facilitated multiple, cross-divisional annual teammate forums to understand our progress on goals and the effectiveness of our inclusive and open-minded culture.

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 second 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 2022 because of the hard work and dedication of our teammates.

Competition between companies to attract and retain top talent was already intense before the COVID-19 pandemic and it is even more so now. 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 is merely recognizing what we already know to be true – the Nucor culture is admired because of our teammates.

93% OF OUR TEAMMATES ARE PROUD TO TELL OTHERS THAT THEY WORK FOR NUCOR

ATTRACTING AND RETAINING TEAMMATES

Our retention rate 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 one of them is Part of Something Bigger – and that's truly something to be proud of.

So much 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

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 Top Workplace in Manufacturing and Production lists.

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 year, when companies have really been tested. Although, for Nucor, the values it represents are 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 $115 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 are:

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



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.

DIVERSITY, EQUITY AND INCLUSION

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. As a leading steel company, we have a responsibility to create a culture where all our teammates feel they are a 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.

94%

OF OUR JOB CATEGORIES REFLECT THE DEMOGRAPHICS OF THEIR LOCAL COMMUNITIES

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 31,000 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.

93% of teammates feel they are personally treated fairly according to the company's work rules and practices.

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.



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 operate 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.

38%

OF NUCOR'S BOARD OF DIRECTORS ARE WOMEN AND/OR MINORITY.

DIVERSITY IN LEADERSHIP

We know the countless benefits of having diverse leadership at the helm of Nucor. That's why 38% 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.



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, Equity and Diversity, including our most recently available EEO-1 data, please see our essay on this topic **here**.



04

ENVIRONMENTAL PERFORMANCE

ENERGY AND GREENHOUSE GASES

Nucor is America's largest steel producer and the largest recycler in North America. Since Nucor entered the steel business more than 50 years ago, sustainability has been a foundation of our operations. We pioneered the use of EAF technology to recycle scrap metal into new steel products. As a result, Nucor is among the cleanest steel producers in the world with combined Scope 1 and Scope 2 GHG emissions intensity that is only one-quarter of the global steelmaking average, and less than one-fifth of the average integrated steel producer. Today, Nucor's GHG emissions are 20 years ahead of the Paris Climate Accord's most aggressive benchmark, the 1.5 degrees scenario. For 2022, Nucor's greenhouse gas emissions were less than one-third of the Paris Agreement's 2030 target established by the Transition Pathways Initiative (TPI) for the steel sector. We are striving to reduce our impact even further. We have established multi-disciplinary teams to investigate technologies and operational adjustments we can deploy to further reduce the greenhouse gas intensity of our production processes and meet our definitive emission reduction targets. In addition, we are also helping our customers achieve their supply chain emission reduction goals through our low-embodied carbon steel and steel products, including our Econiq line of net-zero steel products.

NUCOR STEEL MILLS GHG INTENSITY GOAL IS

79%

LESS THAN TODAY'S WORLD AVERAGE





GREENHOUSE GAS REDUCTION TARGETS

Nucor committed to a 35% combined reduction in its direct emissions (Scope 1) and indirect emissions from purchased electricity (Scope 2) GHG intensity for its steel mills by 2030, measured against a 2015 baseline, the year the Paris Climate Agreement was adopted. Achieving this goal will take Nucor's steel mill CO2 emissions down to 77% less than the global steelmaking average at the time the goal was set, and 82% less than the extractive steelmaking average.

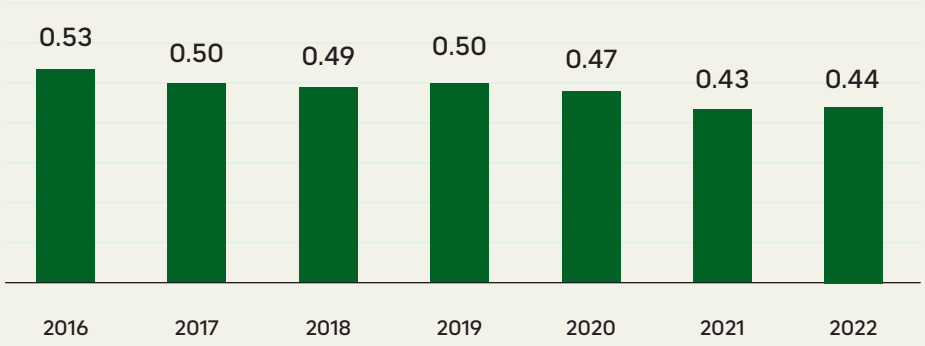
In addition:

- Nucor will continue to publicly disclose and reduce Scope 3 emissions.
- Beyond 2030, we are committed to continuing reductions in steel mill carbon intensity towards net zero-emission steel at scale.

You can read more about our Greenhouse Gas Reduction Strategy **here**.

SCOPE 1 & 2 INTENSITY TREND (NUCOR STEEL MILLS)

(METRIC TONS OF CO_2e PER METRIC TON OF STEEL PRODUCED)



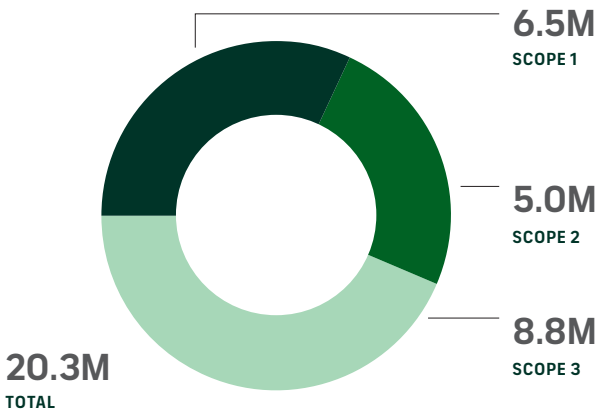
OVERVIEW OF NUCOR GHG EMISSIONS 2022

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)

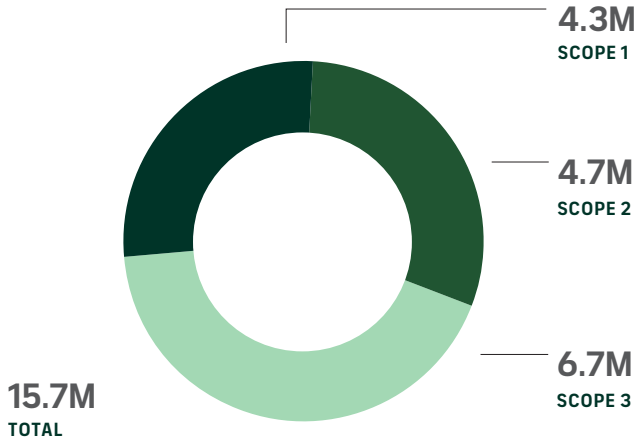
STEEL MILLS, DRI PLANTS, PRODUCT GROUPS, SCRAP PROCESSING & TRANSPORTATION

METRIC TONS OF CO_2e IN MILLIONS (M)



NUCOR STEEL MILLS (GHG)

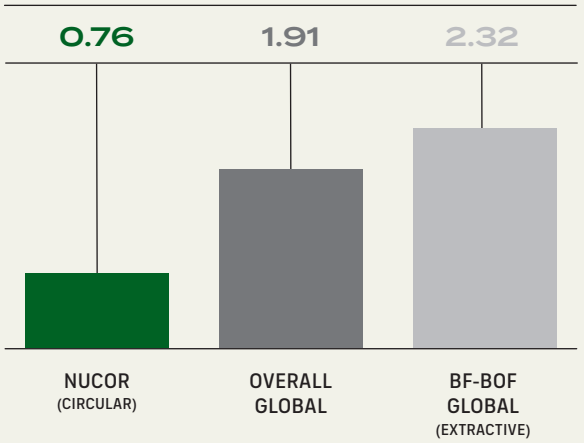
METRIC TONS OF CO_2e IN MILLIONS (M)



Note: Steel Mills Scope 1 & 2 Intensity Data was verified by a third party under ISO 14064-3:2019.

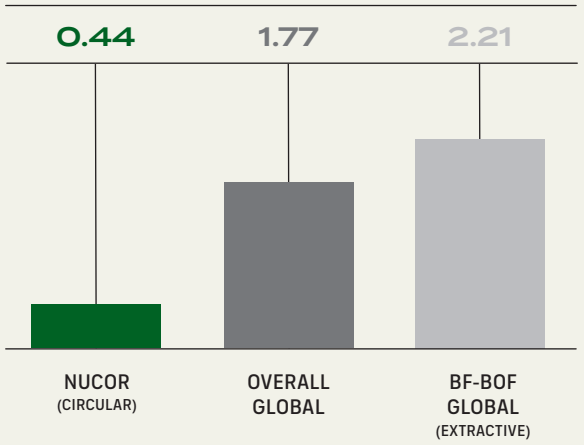
SCOPE 1, 2 & 3 INTENSITY

(METRIC TONS OF CO_2e PER METRIC TON OF STEEL PRODUCED)



SCOPE 1 & 2 INTENSITY

(METRIC TONS OF CO_2e PER METRIC TON OF STEEL PRODUCED)



*Nucor data is for 2022. Overall Global and BF-BOF Global data is for 2021, which was the latest available information as of the printing of this report.

NUCOR CONTINUES TO LEAD THE INDUSTRY

Nucor teammates have developed a data-driven, multi-pronged approach to ensure our success.



INCREASED USE OF RENEWABLE ENERGY

Nucor is exploring ways to increase renewable energy supply and power generation at our mills.

Nucor has entered into two VPPAs, helping to build new clean power generation in the U.S. We have also invested in a start-up company – NuScale Power – that is working to develop the next generation of nuclear power – small modular nuclear reactors.



ENERGY EFFICIENT PROCESSES

Nucor is developing innovative ways to reduce the energy requirements of our steel.

Nucor is currently building a new rebar "micro mill"–its third within the last 5 years–to make rebar for infrastructure and construction projects. Micro mills eliminate the need for reheat furnaces, reducing Nucor's use of natural gas.



PIONEERING CIRCULAR STEEL

Nucor is the largest recycler in North America, and we continue to pioneer the circular economy in steel.

We have established Nucor Industrial Recycling within our wholly owned scrap recycling business, David J. Joseph Company ("DJJ"), 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 re-melting - improving resource efficiency for all participants in the steel value chain.



BREAKTHROUGH RESEARCH & DEVELOPMENT

Nucor is actively exploring dozens of innovative solutions, including carbon sequestration at various facilities, injection carbon alternatives, and greener transportation alternatives.

Nucor has invested in Electra, a start-up developing a process to produce carbon-free iron. While we primarily use scrap metal to make our steel, more demanding steel grades require high-quality metallics like direct-reduced iron. If successful at scale, Electra's process would be a source of high-quality, carbon-free iron to make steel.

SELECTED EFFICIENCY INITIATIVES

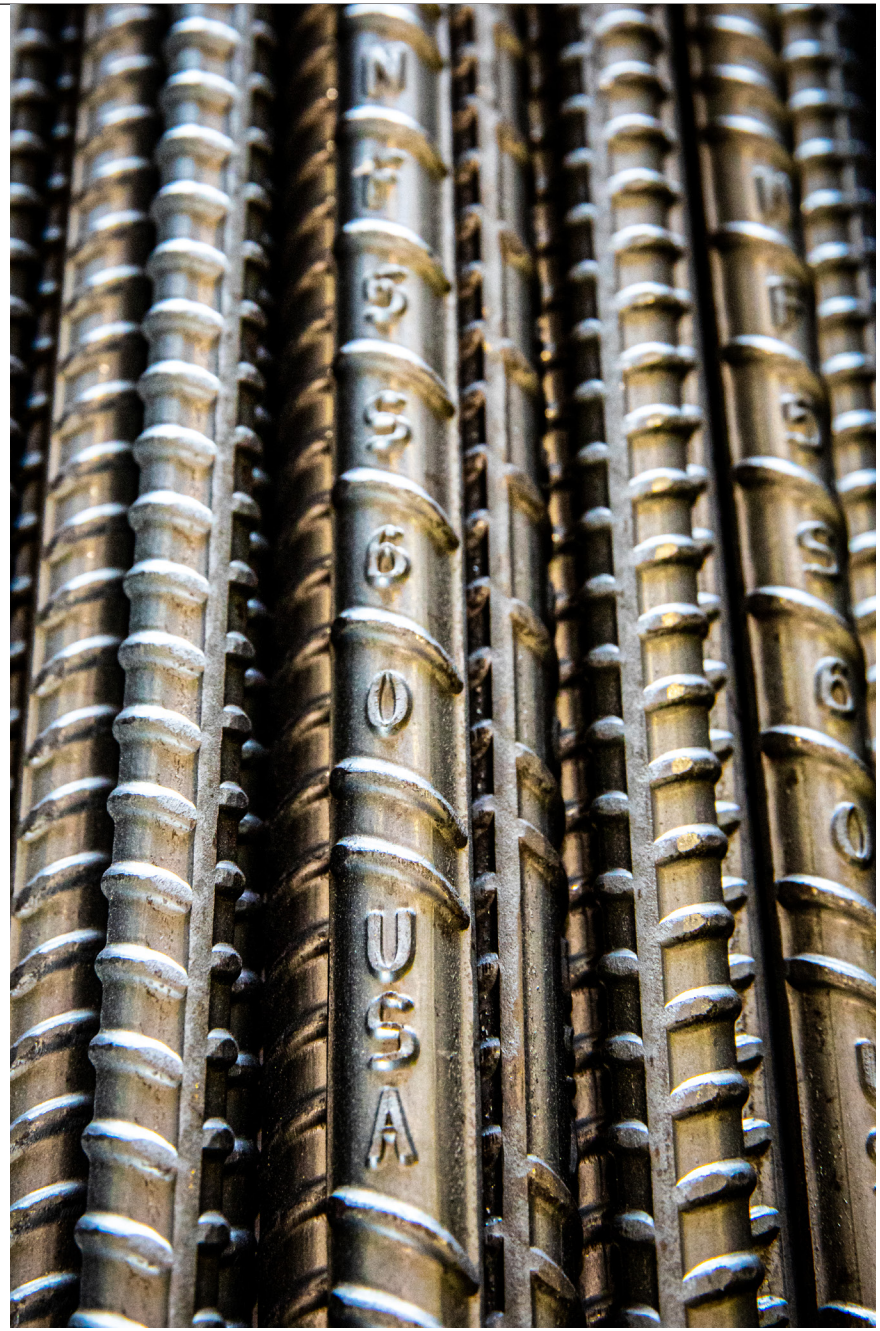
Our sheet group rolling mills have decreased heat loss by approximately 95%, from more than 200,000 BTUs/hour to less than 10,000 BTUs/hour per roll. This dramatic improvement was accomplished by switching from hollow, water-cooled rolls to dry rolls.

Our newest rebar mills in Sedalia, Missouri, and Frostproof, Florida, utilize continuous casters directly coupled with hot rolling of the billets, obviating the need for traditional reheat furnaces. This change in equipment has decreased gas usage by 75%. This energy saving equipment will continue to be installed at future rebar mills, including our upcoming mill in Lexington, NC.

Nucor is exploring new technologies to produce better grades of scrap shred by removing more non-ferrous material, increasing its value and broadening its application so that we can further reduce the use of extracted ore-based metallics in our manufacturing process. For example, high-quality flat-rolled products require very low levels of residual copper in order to meet the performance specifications of our customers.

Our melt shop teams work continuously to ensure that a well-formed layer of foamy slag develops on the steel melt's surface, preventing heat loss through the EAF walls, reducing the need for energy by between 3% and 10%. The same layer can also raise the efficiency of an oxy-fuel burner by between 40% and 70%, further reducing energy requirements.

We utilize SmartARC™ software to enhance the performance of our EAFs by optimizing the use of electricity and gas and by reducing our energy consumption and process emissions.



DOCUMENTING PRODUCT IMPACTS

Environmental Product Declarations (EPDs) are increasingly required in certain states and by many of our customers as they endeavor to improve the transparency of their supply chains. An EPD is an independently verified document that summarizes a product's life cycle impacts and provides quantitative data regarding where in the product's life cycle impacts are the greatest. EPDs are becoming more of a factor in sourcing decisions in the construction, automotive and renewable energy markets. Information from an EPD can also be used to obtain LEED (Leadership in Energy and Environmental Design) certification from the U.S. Green Building Council.

As EPDs become a more important part of product sourcing, companies involved in the recycling industry such as Nucor stand to benefit by being able to meet the demand for sustainable products. We are actively producing EPDs for products to comply with regulations and to remain a competitive partner. For more information, please click here.

SUPPORTING NEW CLEAN POWER GENERATION

Nucor is partnering with the University of Kentucky (UK) to conduct research funded by the U.S. Department of Energy. The UK Center for Applied Energy Research is developing a carbon capture system to remove carbon dioxide from fossil fuel combustion. Nucor Steel Gallatin, LLC in Ghent, Kentucky, is collaborating on this project by treating evolved gas from its EAF to determine if carbon capture systems can be cost-effective at steel mills. The Department of Energy awarded this project nearly $5 million as part of a broader effort to fund the research and development of innovative solutions to decarbonize the natural gas power and industrial sectors.

Sustainability CHARTER MEMBER worldsteel ASSOCIATION 2022

Nucor is proud to be a Charter Member of the World Steel Association Sustainability Charter. As one of the cleanest steelmakers in the world, we are committed to continuously making our operations safer and cleaner for our teammates and the communities we call home. We look forward to working with the global industry to ensure steel remains the foundation of a sustainable world.

Nucor also joined the United Nations 24/7 Carbon-Free Energy Global Compact and is a founding member of the Global Steel Climate Council (GSCC). For more information on these carbon reduction efforts, please refer to the Policy section of this report.





NUCOR CORPORATE ENVIRONMENTAL POLICY

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 14001:2004 or ISO 14001:2015 Environmental Management System (EMS). Nucor will:

- Pursue pollution prevention and waste minimization opportunities;
- Investigate and develop technologies and operations that improve environmental performance;
- Regularly evaluate the EMS and make appropriate improvements.

STEWARDSHIP

Nucor recognizes our potential for environmental impact on the communities in which we operate. We will 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.



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 2,000 teammates have completed over 20,000 NEU courses and passed more than 11,600 related exams.

WATER USAGE

WATER TOTALS	
	2022
TOTAL FRESH WATER WITHDRAWN (1000 M^3)	31,000
PERCENTAGE RECYCLED	100.0%
PERCENTAGE OF OPERATIONS IN REGIONS WITH HIGH OR EXTREMELY HIGH WATER STRESS	0%

To minimize our impact, we strive to use water as efficiently as possible. We have developed treatment systems to recycle 100% of our water multiple times — as many as 8-10 — before it needs to be discarded. We have also built stormwater retention ponds throughout our operations to collect stormwater runoff for our use. For example, in Louisville, Kentucky, Nucor Tubular Group's utilization of the water from its retention ponds avoids the need to source more than 3.5 million gallons of water per month from the local municipal water supply.

None of our EAF steel mills are located in areas deemed to be High or Extremely High Water Stress Areas. Water is a crucial resource that we rely on for cooling products and machinery. Nucor understands that the large amounts of water that we withdraw for our operations can adversely affect local ecosystems and communities and we are committed to taking all reasonable measures to avoid any potential adverse impacts.

RECYCLING

The primary raw material of Nucor's steelmaking operations is recycled scrap steel or recycled steel. The process of recycling steel in an EAF generates particulate matter emissions that include contaminants such as paint, zinc, chrome and other metals. Initially, this particulate matter, known as EAF dust, is captured and collected in a pollution device called a baghouse. Because these contaminants contain valuable metals, the baghouse dust is recycled to recover these metals. Nucor sends all but a small fraction of the EAF dust it collects to recycling facilities that recover the zinc, lead, chrome and other valuable metals from this dust, which would otherwise be expensive to properly dispose of if it was classified as a hazardous waste under the Resource Conservation and Recovery Act (RCRA).

Whenever possible, Nucor recycles other waste products from our production processes too. This not only prevents potential air and water pollution, it also provides raw materials for other industries.

Nucor mills both beneficially reuse, and sell to external parties, steel slag in road materials as a granular base, embankments, engineered fill, highway shoulders, and hot mix asphalt pavement. The physical, chemical, mechanical and thermal properties of steel slag provide a vital resource for construction companies and activities.





05

POLICY ENGAGEMENT



As North America's largest steel products company, Nucor regularly engages with government officials on regulatory and policy issues that concern our company and the U.S. steel industry, as well as the broader manufacturing sector in which we, and many of our customers, operate. Our key priorities include a level playing field for trade, infrastructure investment, strong Buy America provisions and creating greater awareness of the essential role EAF produced steel must play in a modern and sustainable economy. In recent years, we have been taking a more proactive stance with respect to policy initiatives aimed at mitigating climate change. We are educating policymakers about the energy, emissions and recycling advantages of EAF-based steel production and the need to balance trade and climate policies to guard against offshoring and carbon leakage.

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. In 2022, Nucor became the first major industrial company in the world to join 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.

Nucor is also a founding member of the GSCC, a coalition advocating for a single, transparent global emission standard that is focused on steelmaking emissions so that customers know which companies are producing the greenest steel products. There are other standards being promoted as "sustainable" or "green", but that label steel with GHG emissions intensities much higher than steels produced by EAF steel producers as sustainable or responsible. We are supporting the widespread adoption of the GSCC standard in order to facilitate a more straightforward assessment of steel producers' progress at lowering their GHG footprint.

FEDERAL INFRASTRUCTURE & CLEAN ENERGY SPENDING

Three recent pieces of legislation passed by Congress – the Infrastructure Investment & Jobs Act (IIJA), IRA, 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 is likely to 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 combined Scope 1 and Scope 2 emissions that are less than one-fifth the GHG intensity of a traditional blast furnace 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 steel. Every time an infrastructure project uses steel from a recycled source, they are choosing to reduce the world's greenhouse gas emissions by a factor of two to four.

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**.



06

COMMUNITY & LOCAL STEWARDSHIP

Nucor's cultural focus on safety and teamwork means how we care for everyone in the Nucor family is central to our mission. When Nucor joins a community, we consider our neighbors part of the Nucor family, too. That's why Nucor is dedicated to the communities where we live and work. 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 time, money and materials to a diverse range of local charities and causes. In the past year, Nucor donated over $20 million to local and national organizations. This figure does not include monies raised by teammates. From schools to hospitals, from veterans to first responders, our community support is driven by the passions of our teammates.

Below are just a few of the many ways we impact the communities in which we live and work.



NUCOR RAISES ONE-MILLION-DOLLARS FOR OPERATION STEEL WARRIOR

Operation Steel Warrior is a combined effort among Nucor divisions to assist the Gary Sinise Foundation (GSF) in building "smart" homes for severely disabled veterans. A "smart" home is a specially adapted, unique home that is made specifically for that particular veteran. No two homes are alike, and they are modified to account for that veteran's injuries and challenges.

The GSF builds a number of these special homes each year. Nucor adopts and supports one GSF veteran each calendar year through combined fundraising efforts across many Nucor divisions. The funds collected at the end of each year are sent to the GSF in the name of the sponsored veteran. Since 2013, Nucor Divisions have assisted ten veterans in receiving their dream home, and this year teammates surpassed the $1,000,000 mark for total funds raised!

In 2020, Nucor started supplying rebar to each and every home the GSF builds whether the veteran is adopted by Nucor or not. This is a tribute to the great teammates at Harris Rebar. So far, 12 homes across the country have received rebar from Harris!

Our latest veteran is US Marine Corps Lance Corporal John Doody, and his special home will be built in 2024. While some participating divisions have matching funds, the bulk of our donations come directly from employee participation. This is an outstanding testimony to the generosity of Nucor teammates.

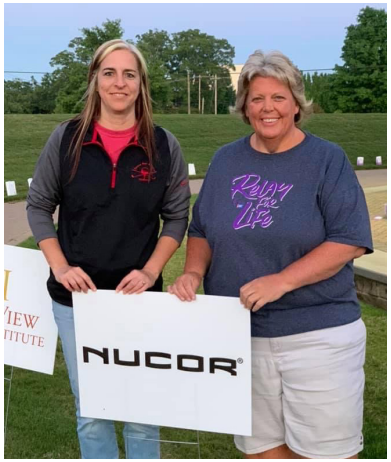
GARY SINISE
★ FOUNDATION ★











NUCOR RELAY FOR LIFE CHAPTERS RAISE MILLIONS OF DOLLARS FOR THE AMERICAN CANCER SOCIETY

Nucor teammates put Nucor's culture of community on display as Nucor Relay For Life Chapters broke multiple fundraising records in 2022. Nucor teams collectively raised over $1,317,000 at events across the country which led to Nucor receiving the Relay For Life Top Company Fundraising Award for 2022.

Four of the Top 10 Team Fundraisers (for teams with less than 50 people) were Nucor divisions, with three of them taking the first three spots. This included Nucor Steel Decatur, Nucor Steel Louisiana, and Nucor Logistics while Nucor Steel Kankakee took seventh place.

A Nucor teammate from Nucor Steel Louisiana was recognized as the number one individual fundraiser in the nation raising over $235,000.

Nucor Steel Hertford, as well as the divisions previously mentioned were also recognized as Teams of Excellence by raising at least $50,000. The Nucor Logistics team won an additional award for the Most Explosive Growth, with an 876% increase over last year's fundraising totals.

Both Nucor Steel Louisiana and Nucor Logistics also received the Hero of Research Award. The award offers Relay For Life teams who raise at least $175,500 during the Relay season an opportunity to name an existing post-doctoral fellowship research grant in honor of a loved one or their team. Once identified, this named grant is active for three years.

In addition to recognizing annual fundraising efforts, the American Cancer Society also recognizes teams that have reached lifetime fundraising milestones. Nucor Logistics was named a Legacy Team after surpassing the $1 million mark and Nucor Steel Decatur became the first ever Heritage Team, raising more than $5 million!

> **"Nucor is top tier and has set the gold standard for all Teams/Company's across the country!"**
>
> American Cancer Society Representative

NUCOR CHARITABLE FOUNDATION

In 2022 Nucor established and funded for the first time the Nucor Charitable Foundation to formalize and build structure around its corporate-level charitable giving. The mission of the Nucor Charitable Foundation is to support and sponsor organizations and programs in four categories: health and safety, education, military and veteran organizations, and organizations that impact the communities in which Nucor Corporation and its affiliates, employees, and families live and work.

In its first year of operation, the Nucor Charitable Foundation awarded more than 20 gifts totaling more than $9 million including $500,000 to the Carolinas Aviation Museum to help fund a new innovation center focused on creating economic pathways through workforce development and STEM education; $3 million for the Charlotte Rescue Mission in support of individuals at the intersection of addiction, homelessness and poverty as they work toward sobriety; $1 million for the Salvation Army Better the Future Campaign; and $1.5 million to the American Heart Association.

In addition to gifts awarded through the Nucor Charitable Foundation, Nucor Corporation also gifted $1 million to the Mayor's Racial Equity Initiative, a public-private partnership to provide solutions-driven, measurable strategies that produce equitable access, opportunities, treatment and outcomes for Charlotte's communities of color.

While Nucor Corporation has always been a team of civically minded individuals, it is exciting to see how much more of an impact we will make as a result of the work of the Nucor Charitable Foundation.

These are just a few examples of the projects the Nucor family takes on every year to make our home communities stronger. Follow us on social media for more on our mission of stewardship.

@NUCORCORP

@NUCORCORPORATION

@NUCOR-CORPORATION



07

GRI INDEX

GENERAL DISCLOSURES		INFORMATION OR PAGE REFERENCE
Organizational Profile		
102-1	Name of the organization	Nucor Corporation
102-2	Activities, brands, products and services	Reference pages 1-8 in our **2022 Nucor Corporation 10-K Filing** for additional information.
102-3	Location of the headquarters	Nucor Corporation 1915 Rexford Road Charlotte, North Carolina 28211
102-4	Location of operations	Please see page 7.
102-5	Ownership and legal form	Nucor is a steel and steel products company organized under the laws of the state of Delaware. Our common stock is listed on the New York Stock Exchange and traded under the symbol "NUE". Reference our **2022 Nucor Corporation 10-K Filing** for additional information.
102-6	Markets served	Please see pages 7 and 8.
102-7	Scale of the organization	See our **2022 Nucor Corporation 10-K Filing** concerning key financials and further information. Please also see pages 17-28 and 102-8 concerning staff numbers.
102-8	Information on teammates and other workers	Please see pages 17-28.
102-9	Supply chain	Nucor's supply chain includes iron ore suppliers, manufacturing equipment suppliers, logistics suppliers, office and IT suppliers, and utility providers.
102-10	Significant changes to the organization and its supply chain	There were no significant changes regarding the organization's size, structure, ownership, or its supply chain.
102-11	Precautionary Principle approach	We consider the environmental impacts of our business decisions, however, the precautionary principle does not explicitly guide those decisions.
102-12	External initiatives	TCFD
Strategy		
102-14	Statement from senior decision-maker	Please see page 2.
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	Please see page 36.
102-17	Key impacts, risks and opportunities	Please see page 15.
Governance		
102-18	Governance structure	Please see pages 13-16.

GENERAL DISCLOSURES		INFORMATION OR PAGE REFERENCE
Stakeholder Engagement		
102-40	List of stakeholder groups	Customers, shareholders, teammates, public officials, academics, NGOs, investment analysts, business partners.
102-42	Identifying and selecting stakeholders	We identify important stakeholders continuously through a variety of methods. These include customer reviews, community engagement efforts, volunteer programs and shareholder interactions, among other channels.
102-43	Approach to stakeholder engagement	We conduct focused stakeholder engagement through surveys, social media, formal communication, shareholder outreach programs, team meetings, one-on-one discussions.
102-44	Key topics and concerns raised	Key topics and concerns are encompassed in our material topics which includes: Governance, Employee Safety and Development, Inclusion and Diversity, Environmental Performance, Customer Relations, Community Relations and Supply Chain.
Reporting Practice		
102-45	Entities included in the consolidated financial statements	All data presented in the report represents all wholly owned Nucor operations, unless explicitly noted otherwise.
102-46	Defining report content and topic boundaries	The content for this report was informed by topics of the SASB framework, the GRI Standards and other reporting standards relevant to Nucor and our activities and impacts. The content of this report covers all Nucor global operations.
102-47	List of material topics	Table of Contents.
102-48	Restatements of information	No restatements.
102-49	Changes in reporting	The boundaries for the report have not changed from previous years.
102-50	Reporting period	January 1 to December 31, 2022
102-51	Date of most recent report	April 29, 2022
102-52	Reporting cycle	Annual Reporting
102-53	Contact point for questions regarding the report	For more information contact us at: **investor@nucor.com**
102-54	Claims of reporting in accordance with the GRI Standards	This GRI content index was prepared in alignment with the Core option of the Global Reporting Initiative Standards.
102-55	GRI content index	Please see pages 47-55.
102-56	External assurance	This report was not externally assured.

TOPIC-SPECIFIC DISCLOSURES		INFORMATION OR PAGE REFERENCE
Material Topic: Governance		
The Nucor material topic "Governance" includes the GRI topics "201 Economic Performance," "205 Anti-Corruption," "206 Anti-competitive Behavior" and "419 Socioeconomic Compliance."		
Disclosure on Management Approach		
103-1, 103-2, 103-3		Please see pages 13-16.
GRI Topic-specific Disclosures: 201 Economic Performance		
201-1	Direct economic value generated and distributed	Please see page 8.
GRI Topic-specific Disclosures: 205 Anti-corruption		
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.
GRI Topic-specific Disclosures: 206 Anti-competitive Behavior		
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 ***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 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 Topic-specific Disclosures: 419 Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	In 2022, there were no proceedings that were pending or contemplated under federal, state or local environmental, social or economic laws that Nucor reasonably believes may result in monetary sanctions of at least $1.0 million (the threshold chosen by Nucor as permitted by Item 103 of Regulation S-K promulgated under the Securities Exchange Act of 1934, as amended, and which Nucor believes is reasonably designed to result in disclosure of any such proceeding that is material to its business or financial condition). For more information please reference our **2022 Nucor Corporation 10-K Filing**.

TOPIC-SPECIFIC DISCLOSURES		INFORMATION OR PAGE REFERENCE
Material Topic: Employee Safety and Development		
The Nucor material topic "Employee Safety and Development" includes the GRI topics "402 Labor/Management Relations," "403 Occupational Health and Safety," "404 Training and Education," "408 Child Labor," "409 Forced or Compulsory Labor" and "410 Security Practices"		
Disclosure on Management Approach		
103-1, 103-2, 103-3		Please see pages 17-28.
GRI Topic-specific Disclosures: 402 Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	Nucor complies with all applicable regulations and agreements regarding notices of operational changes to our workforce.
GRI Topic-specific Disclosures: 403 Occupational Health and Safety		
403-1	Occupational health and safety management system	Please see pages 17-28.
403-2	Hazard identification, risk assessment and incident investigation	Please see pages 17-28.
403-3	Occupational health services	Please see pages 17-28.
403-4	Worker participation, consultation and communication on occupational health and safety	Please see pages 17-28.
403-5	Worker training on occupational health and safety	Please see pages 17-28.
403-6	Promotion of worker health	Please see pages 17-28.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Please see pages 17-28.
403-8	Workers covered by an occupational health and safety management system	Please see pages 17-28.

TOPIC-SPECIFIC DISCLOSURES		INFORMATION OR PAGE REFERENCE		
Material Topic: Employee Safety and Development				
The Nucor material topic "Employee Safety and Development" includes the GRI topics "402 Labor/Management Relations," "403 Occupational Health and Safety," "404 Training and Education," "408 Child Labor," "409 Forced or Compulsory Labor" and "410 Security Practices"				
GRI Topic-specific Disclosures: 403 Occupational Health and Safety				
403-9	Work-related injuries	Work-Related Injuries	Number of Fatalities	Rate of Fatalities
		Teammates	0	0
		High-Consequence Work-Related Injuries	Lost Work Day Cases	Rate
		Teammates	85	0.27
		Recordable Work-Related Injuries	Number	Rate
		Teammates	297	0.95
403-10	Work-related ill health	Work-Related Injuries	Number of Fatalities Resulting from Work-Related Ill Health	
		Teammates	0	
GRI Topic-specific Disclosures: 404 Training and Education				
404-2	Programs for upgrading skills and transition assistance programs	Please see pages 25-28.		

TOPIC-SPECIFIC DISCLOSURES		INFORMATION OR PAGE REFERENCE
Material Topic: Inclusion and Diversity		
The Nucor material topic "Inclusion and Diversity" includes the GRI topic "405 Diversity and Equal Opportunity" and "406 Non-Discrimination."		
Disclosure on Management Approach		
103-1, 103-2, 103-3		Please see pages 26-28.
GRI Topic-specific Disclosures: 405 Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and teammates	Please see page 26-28.
GRI Topic-specific Disclosures: 405 Diversity and Equal Opportunity		
406-1	Incidents of discrimination and corrective actions taken	In the reporting year, Nucor did not have any material incidents of discrimination.
Material Topic: Environmental Performance		
The Nucor material topic "Environmental Performance" includes the GRI topics "301 Materials," "302 Energy," "303 Water and Effluents," "304 Biodiversity," "305 Emissions" and "306 Waste."		
Disclosure on Management Approach		
103-1, 103-2, 103-3		Please see pages 26-28.
GRI Topic-specific Disclosures: 301 Materials		
301-1	Materials used by weight or volume	Please see page 8.
301-2	Recycled input materials used	Please see page 8.

TOPIC-SPECIFIC DISCLOSURES		INFORMATION OR PAGE REFERENCE
Material Topic: Environmental Performance		
The Nucor material topic "Environmental Performance" includes the GRI topics "301 Materials," "302 Energy," "303 Water and Effluents," "304 Biodiversity," "305 Emissions" and "306 Waste."		
GRI Topic-specific Disclosures: 303 Water and Effluents		
303-1	Interactions with water as a shared resource	Please see page 37.
303-2	Management of water discharge-related impacts	Please see page 37.
GRI Topic-specific Disclosures: 305 Emissions		
305-1	Direct GHG emissions (Scope 1)	Please see page 32.
305-4	GHG emissions intensity	Please see page 32.
305-5	Reduction of GHG emissions	Please see page 31.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	Please see page 37.
Material Topic: Customer Relations		
The Nucor material topic "Community Relations" refers to our efforts to build powerful partnerships with our customers that help them succeed.		
Disclosure on Management Approach		
103-1, 103-2, 103-3		Please see pages 13-16.
Detailed information on this Non-GRI Topic		
Non-GRI Topic	End-Use Markets Served	Please see page 5.

TOPIC-SPECIFIC DISCLOSURES		INFORMATION OR PAGE REFERENCE
Material Topic: Community Relations		
The Nucor material topic "Community Relations" includes GRI topic "203 Indirect Economic Impacts."		
Disclosure on Management Approach		
103-1, 103-2, 103-3		Please see pages 43-46.
GRI Topic-specific Disclosures: 203 Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Please see pages 43-46.
203-2	Significant indirect economic impacts	Please see pages 43-46.
Material Topic: Supply Chain		
The Nucor material topic "Supply Chain" includes GRI topics "204 Procurement Practices," "412 Human Rights Assessment," "414 Supplier Social Assessment" and "308 Supplier Environmental Assessment."		
Disclosure on Management Approach		
103-1, 103-2, 103-3		Please see pages 14-16.
GRI Topic-specific Disclosures: 412 Human Rights Assessment		
412-2	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Each of our divisions uses Visual Compliance to screen all potential international suppliers.
GRI Topic-specific Disclosures: 414 Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Each of our divisions uses Visual Compliance to screen all potential international suppliers.
GRI Topic-specific Disclosures: 308 Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Each of our divisions uses Visual Compliance to screen all potential international suppliers.