

Nucor Corporation
Executive Officer Incentive Compensation Recovery Policy

If there is a restatement of the Company's financial results due to material noncompliance of the Company with any financial reporting requirement under the federal securities laws (a "Restatement Event"), the Compensation Committee (the "Committee") shall review all performance-based compensation awarded to or earned by each Executive Officer during the 3-year period preceding the date of the Restatement Event. If the Committee determines in its reasonable discretion that any such performance-based compensation would not have been earned by or awarded to an Executive Officer based on the restated financial results, the Committee shall within 12 months of the Restatement Event, to the extent practicable, seek to recover from such Executive Officer any portion of the performance-based compensation that is greater than that which would have been awarded or earned had it been calculated on the basis of the restated financial results. Any recovery effort shall be subject to applicable law and any applicable provisions of compensation plans or award agreements, including dispute resolution procedures.

For purposes of this policy:

- "performance-based compensation" means all incentive compensation earned or awarded (including stock options awarded as incentive compensation) based on the Company's financial performance, whether paid in cash or in equity;
- "recover" includes (a) recovery of compensation already paid and (b) forfeiture, recapture, reduction or cancellation of amounts awarded or granted to an Executive Officer over which the Company retains control;
- "Executive Officer" means a current or former Executive Officer of the Company previously designated as such by the Committee.

This policy does not apply to:

- performance based-compensation earned or awarded before January 1, 2015; or
- a restatement that the Committee determines is required or permitted under generally accepted accounting principles in connection with the adoption or implementation of a new accounting standard or caused by the Company's decision to change its accounting practice as permitted by applicable law.

The Company shall disclose the Committee's determination as to any potential Restatement Event, the circumstances of such event, and the related recovery action taken by the Committee in the Company's proxy statement or such other filing with the Securities Exchange Commission that the Committee determines is appropriate or required by applicable law. The Committee shall require that any future benefit plan adopted by the Company and any future award agreements for performance based compensation shall contain a provision similar to this policy, with such changes as the Committee determines in its reasonable discretion are appropriate or required by applicable law.