

# **Inclusion, Equity and Diversity at Nucor Today**

From the early 1960's until now, Nucor has been a company focused on continuous improvement. And we strongly believe that our ongoing dedication to recruiting and hiring the best talent available provides us with a more diverse and capable workforce.

We also believe that we will not be able to retain and develop a diverse workforce without creating an inclusive environment throughout our company. We see inclusion as fundamental to our team-oriented culture where trust and open communication enable us to work more safely and achieve better results. 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. We continuously look for ways to improve on our efforts to make every teammate feel they are part of the Nucor team.

Nucor is committed to transparency and disclosure when it comes to our diversity efforts.

- Our divisions' teammate populations are consistent with the racial and ethnic diversity of the available workforce and the communities where we operate. Nucor's companywide racial and ethnic minority population has been between 21% and 22% in recent years, fluctuating slightly based on hiring trends and the opening of new facilities. This percentage demonstrates a proactive and intentional talent strategy that pulls a diverse group of people together to create the skillsets necessary to achieve world class results.
- As a government contractor, Nucor builds annual Affirmative Action Plans for each entity across the Corporation. As a part of that process, we analyze and derive utilization rates that compare our internal representation of racial and ethnic minorities and women against the pool of qualified candidates in our recruiting regions. Nucor captures utilization rates for both race and gender for over 1,700 job categories as identified by location and job type. Nucor is fully utilized as defined by the Office of Federal Contract Compliance Programs (OFCCP) in over 94% of all job categories; meaning our representation of ethnic minorities and women reflect or exceed the percentage available within the labor market.
- Below you will find a link to our Type 2 Consolidated EEO-1 Report, which we file with the Equal Employment Opportunity Commission (EEOC) every year. This report is required by federal law and aggregates our entire U.S. based workforce into a single report.
- [2022 EEO-1 report](#)

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, especially with respect to diversity among our leadership.

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. In 2022, across Nucor, 34% of the teammates hired or promoted to the Manager or General Manager level were diverse. For 2023, the comparable figure is 30% and approximately 38% of external leadership hires were diverse.

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 our efforts, please also see the Safety and Teammates section of our Corporate Sustainability Report, available at [Nucor.com/ESG](https://www.nucor.com/ESG)