
Nucor's Recruiting, Retention and Development Strategy: Assemble, Unlock & Win

At Nucor, we believe that:

- Our teammates are the most important part of Nucor and our culture provides us with a competitive advantage.
- A diversity of perspectives and background helps to facilitate the “Nucor Way” as we work to “grow the core; expand beyond; and live our culture.”
- Recruiting and hiring the best talent available will continue to provide us with the best opportunity for continued future success.

Our recruiting, retention and development initiatives focus on providing opportunities for personal and professional growth for all teammates, embracing differences and building an environment of mutual respect. This reflects the company's deep commitment to fostering an inclusive workplace where every teammate feels safe, welcome and valued when they come to work each day.. By prioritizing diversity of thought, background and experience, Nucor strives to create a culture that drives innovation, strengthens collaboration and delivers exceptional results.

In 2024, we introduced “Assemble, Unlock and Win” as an intentional focus area to ensure continued success in recruiting, retaining, and developing our team.

Assemble a diverse team that will lead our company into the future.

- Attract a broad and diverse talent pool.
- Seek the skills, experience and leadership needed to win.
- Retain our teammates through a sense of belonging.
- Represent and connect to the communities where we live.

Unlock each teammate's full potential.

- Foster an inclusive environment where every teammate is visible, connected, and supported.
- Advocate for all and ensure whole person safety of our team.
- Develop each teammate to empower their unique potential.
- Connect with every teammate through curiosity and open communication.

Win together.

- Amplify the competitive advantage of our team and our culture.
- Fuel innovation, creativity and solutions through diversity.
- Deliver on the demand for talent.
- Exceed expectations for our team, communities, customers and shareholders.

We believe that by fully embracing this strategy, Nucor will continue to evolve without losing sight of the remarkable culture that has made it a great place to work – and to build a career.

For further insight into our efforts and our culture, please visit [nucor.com/careers](https://www.nucor.com/careers), and review the Safety, Teammates and Community section of our Corporate Social Responsibility report, available at [Nucor.com/ESG](https://www.nucor.com/ESG), as well as the Human Capital Resources discussion in our most recently filed 10-K, available at investors.nucor.com/financials/sec-filings