



Steel Dynamics, Inc. is required to submit workforce demographic data to the U.S. Equal Employment Opportunity Commission (EEOC) on an annual basis. The data below is from our most recent Employer Information Report EEO-1 and includes U.S. teammates who were employed during the workforce snapshot period of December 24, 2023, through December 30, 2023. The EEO-1 is limited to representational reporting within federally mandated job categories, which differ from our internal organizational structure.

**U.S. EQUAL EMPLOYMENT OPPORTUNITY (EEO-1) DISCLOSURE** Year Ended December 31, 2023

| JOB CATEGORIES                                | RACE/ETHNICITY     |           |                        |                           |           |   |                                   |                   |            |                           |           |   |                                   |                   | Overall Total |
|---|--------------------|-----------|------------------------|---------------------------|-----------|---|-----------------------------------|-------------------|------------|---------------------------|-----------|---|-----------------------------------|-------------------|---------------|
|   | Hispanic or Latino |           | Not Hispanic or Latino |                           |           |   |                                   |                   |            |                           |           |   |                                   |                   |               |
|   |                    |           | Male                   |                           |           |   |                                   |                   | Female     |                           |           |   |                                   |                   |               |
|   | Male               | Female    | White                  | Black or African American | Asian     | Native Hawaiian or Other Pacific Islander | American Indian or Alaskan Native | Two or More Races | White      | Black or African American | Asian     | Native Hawaiian or Other Pacific Islander | American Indian or Alaskan Native | Two or More Races |               |
| Executive/Senior-Level Officials and Managers | 1                  | 0         | 25                     | 0                         | 1         | 0   | 0                                 | 0                 | 2          | 0                         | 0         | 0   | 0                                 | 0                 | 29            |
| First/Mid-Level Officials and Managers        | 8                  | 1         | 203                    | 13                        | 2         | 0   | 1                                 | 0                 | 16         | 1                         | 0         | 0   | 0                                 | 0                 | 245           |
| Professionals                                 | 29                 | 9         | 576                    | 18                        | 27        | 2   | 0                                 | 5                 | 175        | 10                        | 10        | 1   | 0                                 | 0                 | 862           |
| Technicians                                   | 14                 | 2         | 264                    | 3                         | 5         | 2   | 1                                 | 2                 | 36         | 3                         | 0         | 0   | 0                                 | 1                 | 333           |
| Sales Workers                                 | 19                 | 15        | 258                    | 8                         | 1         | 0   | 1                                 | 1                 | 151        | 3                         | 0         | 0   | 0                                 | 1                 | 458           |
| Administrative Support Workers                | 7                  | 26        | 143                    | 11                        | 1         | 1   | 0                                 | 2                 | 430        | 27                        | 4         | 0   | 1                                 | 2                 | 655           |
| Craft Workers                                 | 91                 | 1         | 1,147                  | 33                        | 3         | 0   | 3                                 | 4                 | 6          | 1                         | 0         | 0   | 0                                 | 0                 | 1,289         |
| Operatives                                    | 328                | 19        | 2,876                  | 287                       | 14        | 3   | 7                                 | 27                | 87         | 19                        | 2         | 0   | 1                                 | 0                 | 3,670         |
| Laborers and Helpers                          | 282                | 7         | 1,901                  | 272                       | 18        | 0   | 3                                 | 36                | 57         | 4                         | 0         | 0   | 0                                 | 2                 | 2,582         |
| Service Workers                               | 2                  | 2         | 31                     | 1                         | 0         | 0   | 0                                 | 1                 | 6          | 1                         | 0         | 0   | 0                                 | 0                 | 44            |
| <b>2023 REPORT TOTAL</b>                      | <b>781</b>         | <b>82</b> | <b>7,424</b>           | <b>646</b>                | <b>72</b> | <b>8</b>                                  | <b>16</b>                         | <b>78</b>         | <b>966</b> | <b>69</b>                 | <b>16</b> | <b>1</b>                                  | <b>2</b>                          | <b>6</b>          | <b>10,167</b> |
| <i>2022 Report Total</i>                      | <i>673</i>         | <i>70</i> | <i>7,188</i>           | <i>645</i>                | <i>67</i> | <i>7</i>                                  | <i>16</i>                         | <i>52</i>         | <i>916</i> | <i>65</i>                 | <i>11</i> | <i>1</i>                                  | <i>2</i>                          | <i>4</i>          | <i>9,717</i>  |