2024 SASB & GRI Indices

Forward-Looking Statements

This report contains some predictive statements about future events, including statements related to conditions in domestic or global economies, conditions in steel, aluminum, and recycled metals market places, Steel Dynamics' revenues, costs of purchased materials, future profitability and earnings, and the operation of new, existing or planned facilities. These statements, which we generally precede or accompany by such typical conditional words as “anticipate”, “intend”, “believe”, “estimate”, “plan”, “seek”, “project”, or “expect”, or by the words “may”, “will”, or “should”, are intended to be made as “forward-looking”, subject to many risks and uncertainties, within the safe harbor protections of the Private Securities Litigation Reform Act of 1995. These statements speak only as of this date and are based upon information and assumptions, which we consider reasonable as of this date, concerning our businesses and the environments in which they operate. Such predictive statements are not guarantees of future performance, and we undertake no duty to update or revise any such statements. Some factors that could cause such forward-looking statements to turn out differently than anticipated include: (1) domestic and global economic factors; (2) global steelmaking overcapacity and imports of steel, together with increased scrap prices; (3) pandemics, epidemics, widespread illness or other health issues; (4) the cyclical nature of the steel industry and the industries we serve; (5) volatility and major fluctuations in prices and availability of scrap metal, scrap substitutes and supplies, and our potential inability to pass higher costs on to our customers; (6) cost and availability of electricity, natural gas, oil, and other energy resources are subject to volatile market conditions; (7) increased environmental, greenhouse gas emissions and sustainability considerations from our customers and investors or related regulations; (8) compliance with and changes in environmental and remediation requirements; (9) significant price and other forms of competition from other steel and aluminum producers, scrap processors and alternative materials; (10) availability of an adequate source of supply of scrap for our metals recycling operations; (11) cybersecurity threats and risks to the security of our sensitive data and information technology; (12) the implementation of our growth strategy; (13) our ability to retain, develop and attract key personnel; (14) litigation and legal compliance; (15) unexpected equipment downtime or shutdowns; (16) governmental agencies may refuse to grant or renew some of our licenses and permits; (17) our senior unsecured credit facility contains, and any future financing agreements may contain, restrictive covenants that may limit our flexibility; and (18) the impacts of impairment charges.

More specifically, we refer you to our more detailed explanation of these and other factors and risks that may cause such predictive statements to turn out differently, as set forth in our most recent Annual Report on Form 10-K under the headings Special Note Regarding Forward-Looking Statements and Risk Factors, in our Quarterly Reports on Form 10-Q, or in other reports which we file with the Securities and Exchange Commission. These reports are available publicly on the Securities and Exchange Commission website, www.sec.gov, and on our website, www.steeldynamics.com under “Investors – SEC Filings.”

Additional Disclosure

For purposes of this report, we have determined materiality based on the relevant sustainability reporting framework definitions, which is different than the materiality definition used in the federal securities laws for filings with the Securities and Exchange Commission (“SEC”). Issues deemed material, and use of the term material, for purposes of this report may not be considered material for SEC reporting purposes.

2024 SASB Index

This index references the SASB Standard for the Iron & Steel Producers Industry, v. 2023-06.

<table>
<tr><th>Topic</th><th>Accounting Metric</th><th>Code</th><th>Steel Dynamics Disclosure</th></tr>
<tr><td>GHG Emissions</td><td>Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations</td><td>EM-IS-110a.1</td><td>
The boundary for this disclosure is our seven electric arc furnace (EAF) steel mills, where most of our emissions occur. Consistent with previous disclosures, we are reporting our facility-wide results. Also, this year we are adding disclosures to meet the Global Steel Climate Council (GSCC) Steel Climate Standard boundary, which is through hot rolling. The GSCC boundary supports science-based target setting in alignment with the Paris Agreement. This dual-boundary approach enables us to meet the expectations of diverse stakeholders and industry standards.
<table>
<tr><th>Facility-wide Emissions</th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Gross global Scope 1 emissions (metric tons CO_2e)</td><td>2,081,536</td><td>2,056,455</td><td>2,137,763</td></tr>
<tr><td>Percentage covered under emissions-limiting regulations</td><td>11%</td><td>15%</td><td>17%</td></tr>
</table>
<table>
<tr><th>GSCC Emissions (through hot rolling)</th><th>2024</th></tr>
<tr><td>Gross global Scope 1 emissions (metric tons CO_2e)</td><td>1,883,845</td></tr>
</table>
Scope 1 emissions were calculated according to the methodology contained in The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol). CO_2, CH_4 and N_2O gases were included in this calculation. The consolidation approach used for calculating emissions was operational control. Emission factors are per 40 Code of Federal Regulations (CFR) 98 Subpart C and Subpart Q. Global warming potentials are per Table A-1 to Subpart A of 40 CFR 98. Basis of carbon content was determined per various suppliers, Continuous Emission Monitoring System (CEMS) records, and/or American Society for Testing and Materials (ASTM) standards.

Scope 1 emissions for GSCC were calculated the same way but do not include emissions occurring after hot rolling.

Steel Dynamics (SDI) is not currently subject to GHG emissions trading systems or emissions regulation systems such as Cap-and-Trade emissions programs. GHG emissions at our mill in Sinton, Texas are limited in an air permit. SDI monitors proposed and new regulations for climate related requirements.

Our steel mills' facility-wide and GSCC scope 1 emissions data were verified by a third party in accordance with ISO 14064-3: 2019.
</td></tr>
</table>

Topic	Accounting Metric	Code	Steel Dynamics Disclosure
GHG Emissions	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-IS-110a.2	Our decarbonization strategy is integral to our overarching sustainability program to address climate-related considerations. Our Board of Directors provides oversight concerning the company's sustainability strategy, disclosures, and climate-related strategy. Our senior leadership, including our Chief Executive Officer (CEO), Executive Vice President (EVP), who is also our Chief Financial Officer (CFO), and operating platform senior executives and Vice President of Environmental Sustainability establish our near- and long-term strategies related to our decarbonization assessments, goals, and programs. We have environmental professionals throughout our company, including at each of our steelmaking locations, who are responsible for regulatory compliance and helping with decarbonization initiatives. All significant capital investment decisions are reviewed by both our safety and environmental professionals for insight and approval. The environmental team shares current developments, environmental trends, best practices, and opportunities for continuous improvement. Our Core Environmental Group (CEG), a multi-disciplinary team representing all our operating platforms, drives environmental sustainability initiatives across the company. This team, in combination with our senior leadership, is tasked with guiding our companywide GHG emissions reduction efforts and allocation of resources to these efforts, among other responsibilities. In 2021, we set a 20% Scope 1 and Scope 2 combined GHG emissions intensity reduction target for our EAF steel mills by 2025. We also set targets for our EAF steel mill operations to increase the use of renewable electrical energy for our EAF steel mills to 10% by 2025 and 30% by 2030. In 2024, we announced our certified, science-based GHG emissions intensity targets for our steel mills. In alignment with the 1.5° C scenario set forth in the Paris Agreement, we set a 2050 emissions intensity target of 0.12 metric tons of CO_2e per metric ton of hot rolled steel produced. We also set an interim 2030 emissions intensity target of 0.80 metric tons of CO_2e per metric ton of hot rolled steel produced, representing a 15% reduction, compared to our 2022 base year. These GHG emissions targets were established using the GSCC's Steel Climate Standard, which includes key GHG emissions through hot rolling from Scope 1, Scope 2, and upstream Scope 3 categories. This replaced and builds upon our 2030 Scope 1 and 2 goal announced in 2021, and the 2025 Scope 1 and 2 goal which was achieved in 2023. These goals expand on our existing sustainability focus, leading the steel industry for more than 30 years with our exclusive use of EAF technology, circular manufacturing models, and innovative teams creating solutions to increase efficiencies, reduce raw material usage, reuse secondary materials, and promote material conservation and recycling. We have already made meaningful progress toward our initial decarbonization goals. In 2023, we reduced our steel mills' Scope 1 and 2 GHG emissions intensity by 20% compared to our 2018 baseline year, achieving our initial 2025 Scope 1 and Scope 2 emissions intensity goal. Also, since 2018, we have increased our use of renewable electrical energy to 14% within our steel mill operations, achieving our 2025 renewable electrical energy goal and moving toward our 2030 goal. Our steel mills' 2024 GSCC scope 1, 2 and 3 combined emissions intensity decreased by 9%

Topic	Accounting Metric	Code	Steel Dynamics Disclosure
GHG Emissions	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-IS-110a.2 (continued)	compared to 2022 GSCC baseline. These GHG emission reductions are largely attributed to a decrease in Scope 2 emission rates from our electricity suppliers, unbundled renewable energy certificates (RECs), the use of nuclear electricity at our Sinton, Texas and Butler, Indiana mills and RECs generated from our Renewable Power Purchase Agreement (RPPA) Canyon Wind Energy Center. We have an actionable path forward, and we continue to make progress toward our GHG emissions reduction and renewable electrical energy goals. While we believe we operate some of the most efficient steel operations in the world, we recognize the need for continuous improvement. In 2023, we began construction of a biocarbon production facility located in Columbus, Mississippi. The facility began commissioning in 2025 and uses high temperature pyrolysis to convert sustainably sourced biomass to high-purity biocarbon. We will use this biocarbon as a renewable replacement for anthracite in our steelmaking operations, which could result in as much as a 35% reduction in our steel mills' Scope 1 GHG absolute emissions. This investment represents a significant step toward the decarbonization of our steel mills. Additionally in 2023, we signed the largest RPPA in the steel industry in North America. This wind energy center began commercial operations in the first quarter of 2024 and represents the single most significant step in increasing our exposure to renewable electrical energy. This investment is also expected to meaningfully contribute to our long-term reduction of Scope 2 GHG emissions intensity. As a leader in decarbonization of steelmaking today, we are committed to achieving even more. We plan to continue to address decarbonization and to play a leadership role in developing innovative ways to reduce our carbon impact. To achieve our steel mill targets, we will continue working to: • Identify and implement GHG emissions reduction projects • Increase the use of renewable and nuclear energy, including partnering with utilities • Improve energy management to reduce GHG emissions and enhance operational efficiency • Research, develop, and implement innovative technologies

<table>
<tr><th>Topic</th><th>Accounting Metric</th><th>Code</th><th>Steel Dynamics Disclosure</th></tr>
<tr><td>Air Emissions</td><td>Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N_2O), (3) SOx, (4) particulate matter (PM_{10}), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs)</td><td>EM-IS-120a.1</td><td>The boundary for this disclosure is our seven EAF steel mills, where most of our emissions occur. Data below is in metric tons, rounded to the nearest ton:
<table><tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>CO</td><td>4,860</td><td>6,409</td><td>5,824</td></tr><tr><td>NOx (excluding N_2O)</td><td>1,463</td><td>1,547</td><td>1,547</td></tr><tr><td>SOx</td><td>878</td><td>1,025</td><td>990</td></tr><tr><td>Particulate matter (PM_{10})</td><td>827</td><td>598</td><td>574</td></tr><tr><td>Oxides of Manganese (MnO)</td><td>see below</td><td>see below</td><td>see below</td></tr><tr><td>Lead (Pb)</td><td>1.0</td><td>1.4</td><td>1.7</td></tr><tr><td>Volatile organic compounds (VOCs)</td><td>334</td><td>366</td><td>370</td></tr><tr><td>Polycyclic aromatic hydrocarbons (PAHs)</td><td>0.8</td><td>1.1</td><td>0.4</td></tr></table>
We do not have enough data to provide a reliable estimate for MnO air emissions, and we do not consider these emissions to be material.</td></tr>
<tr><td>Energy Management</td><td>(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable</td><td>EM-IS-130a.1</td><td>The boundary for this disclosure is our seven EAF steel mills. These operations represent most of our energy use.
<table><tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Total energy consumed (GJ)</td><td>51,872,437</td><td>53,778,640</td><td>54,064,936</td></tr><tr><td>Percentage grid electricity</td><td>47%</td><td>48%</td><td>48%</td></tr><tr><td>Percentage renewable energy</td><td>7%</td><td>5%</td><td>7%</td></tr><tr><td>Percent renewable electricity</td><td>14%</td><td>10%</td><td>14%</td></tr></table>
SASB specifies that renewable energy cannot be claimed unless RECs or other certified green power products associated with that energy have been acquired. For SASB reporting purposes, 14% of the electricity used at our steel mills in 2024 came from renewable sources. This equates to 7% of our steel mills' overall 2024 energy use and compares favorably to our 2018 baseline year, which under the SASB disclosure guidance equaled 0% usage of renewable electricity and renewable energy.

In 2024 a total of 58% of the electricity used at our steel mills was derived from lower-carbon power sources, primarily nuclear and wind, for which we own the environmental attributes. This is due to our fully operational RPPA Canyon Wind Energy Center and utility partnerships to provide nuclear energy.</td></tr>
</table>

<table>
<tr><th>Topic</th><th>Accounting Metric</th><th>Code</th><th>Steel Dynamics Disclosure</th></tr>
<tr><td>Energy Management</td><td>(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable</td><td>EM-IS-130a.2</td><td>The boundary for this disclosure is our seven EAF steel mills. These operations represent most of our fuel use.

<table><tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Total fuel consumed (GJ)</td><td>27,508,651</td><td>28,095,067</td><td>28,381,731</td></tr><tr><td>Percentage coal*</td><td>24%</td><td>25%</td><td>25%</td></tr><tr><td>Percentage natural gas</td><td>75%</td><td>73%</td><td>74%</td></tr><tr><td>Percentage renewable</td><td>0%</td><td>0%</td><td>0%</td></tr></table>
* Coal for Steel Dynamics includes carbon units which are used in the steelmaking process as a metallurgical additive as well as for chemical energy.</td></tr>
<tr><td>Water Management</td><td>(1) Total water withdrawn, (2) total water consumed, (3) percentage in regions with High or Extremely High Baseline Water Stress</td><td>EM-IS-140a.1</td><td>The boundary for this disclosure is our seven EAF steel mills and includes our ironmaking facility located on the campus of our Butler, Indiana steel mill. All water withdrawn is freshwater and water sources include groundwater, surface water and municipal water, with the majority being from ground water. A breakdown by supply source can be seen in the GRI disclosure 303-3.

<table><tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Total water withdrawn (Thousands of cubic meters)</td><td>17,355</td><td>18,267</td><td>19,381</td></tr><tr><td>Total water consumed (Thousands of cubic meters)</td><td>10,006</td><td>11,307</td><td>12,321</td></tr><tr><td>Water withdrawn in regions with High or Extremely High Baseline Water Stress as a percentage of total water withdrawn</td><td>0%</td><td>0%</td><td>0%</td></tr><tr><td>Water consumed in regions with High or Extremely High Baseline Water Stress as a percentage of total water consumed</td><td>0%</td><td>0%</td><td>0%</td></tr></table>
World Resource Institute’s (WRI) water risk analysis tool Aqueduct 4.0 was used to evaluate water stress, and none of our properties included in the boundary are considered areas with “high (40-80%)” or “extremely high (>80%)” water stress.</td></tr>
</table>

<table>
<tr><th>Topic</th><th>Accounting Metric</th><th>Code</th><th>Steel Dynamics Disclosure</th></tr>
<tr><td>Waste Management</td><td>Amount of waste generated, percentage hazardous, percentage recycled</td><td>EM-IS-150a.1</td><td>The boundary for this disclosure is our seven EAF steel mills and includes our ironmaking facility located on the campus of our Butler, Indiana steel mill.

<table><tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Amount of waste generated (metric tons)</td><td>408,574</td><td>430,843</td><td>492,348</td></tr><tr><td>Percentage hazardous</td><td>38%</td><td>37%</td><td>38%</td></tr><tr><td>Percentage recycled</td><td>64%</td><td>63%</td><td>59%</td></tr></table>
*One mill’s EAF dust was approved for a transfer-based exclusion and is therefore considered a secondary hazardous material rather than a hazardous waste. For consistency with our other mills’ EAF dust data, we are including that material in our waste totals in this voluntary sustainability report.</td></tr>
<tr><td>Workforce Health and Safety</td><td>(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees</td><td>EM-IS-320a.1</td><td>The data below covers all United States-based operations and our fabrication operation in Juarez, Mexico. Effective 2022 and going forward, the data below also includes our Mexico metals recycling operations.

For the Mexico operations, data is reported to Mexico regulatory agencies in accordance with their laws, but for company safety management purposes and for these sustainability disclosures, the Mexico data is reported to be consistent with United States standards for recordkeeping.

<table><tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Total recordable incident rate (TRIR)</td><td>1.8</td><td>1.4</td><td>1.4</td></tr><tr><td>Fatality rate</td><td>0.01</td><td>0.00</td><td>0.00</td></tr><tr><td>Near miss frequency rate (NMFR) for full-time employees*</td><td>9.5</td><td>9.5</td><td>12.1</td></tr><tr><td>Near miss frequency rate (NMFR) for contract employees</td><td>N/A</td><td>N/A</td><td>N/A</td></tr></table>
The rates above are based on 200,000 work-hours.

We encourage open communication and sharing of all incidents that did or could have resulted in injury. We value and encourage near-miss reporting as it serves as an opportunity to learn and improve our safety program without having our team members or their families undergo the pain and potential loss associated with an injury.

We do not have the ability to capture rates for contractors as we do not have a system to capture all work hours for non-employees (contract employees). However, effective January 1, 2023, we have begun tracking all reported contractor injuries, fatalities, and near misses within the companywide Incident Management System.

*Includes incidents that were categorized as either near misses or property damage.</td></tr>
</table>

Topic	Accounting Metric	Code	Steel Dynamics Disclosure
Supply Chain Management	Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues	EM-IS-430a.1	As a 100% EAF steel manufacturer, we are not as dependent as integrated steelmakers on upstream sources for iron ore or coking coal. We intentionally developed into a vertically connected metals company comprised of our upstream metals recycling platform, OmniSource. Steel is the most recycled product on earth, and our EAFs use mostly scrap-based raw material mixes, supplemented with virgin and recycled iron units to ensure metallurgical properties. In fact, our metals recycling platform is the largest ferrous recycler in North America, recycling millions of tons annually, with more than half its volume going to our own steel mills. Our new operation SDI Biocarbon Solutions will help to further reduce our fossil coal sourcing risks by onshoring some of our steelmaking carbon needs via biocarbon sourced from the Mississippi region, replacing anthracite coal. Our Iron Dynamics Division, co-located with the Butler, Indiana steel mill, produces liquid pig iron from recycled iron-bearing materials, lessening the Butler mill's need to import pig iron. Additionally, in the event of iron supply disruptions, we have the ability to increase our use of recycled materials, reducing our need for virgin iron.

<table>
<tr><th>Activity Metric</th><th>Code</th><th>Steel Dynamics Disclosure</th></tr>
<tr><td>Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes</td><td>EM-IS-000.A</td><td>The boundary for this disclosure is our seven EAF steel mills.
<table>
<tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Raw steel production: basic oxygen furnace processes (metric tons cast)</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>Raw steel production: electric arc furnace processes (metric tons cast)</td><td>9,785,773</td><td>10,447,402</td><td>10,431,446</td></tr>
<tr><td>Raw steel production: basic oxygen furnace processes (%)</td><td>0%</td><td>0%</td><td>0%</td></tr>
<tr><td>Raw steel production: electric arc furnace processes (%)</td><td>100%</td><td>100%</td><td>100%</td></tr>
</table></td></tr>
<tr><td>Total iron ore production (metric tons)</td><td>EM-IS-000.B</td><td>The data below covers our entire operations:
<table>
<tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Total iron ore production (metric tons)</td><td>0</td><td>0</td><td>0</td></tr>
</table></td></tr>
<tr><td>Total coking coal production (metric tons)</td><td>EM-IS-000.C</td><td>The data below covers our entire operations:
<table>
<tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Total coking coal production (metric tons)</td><td>0</td><td>0</td><td>0</td></tr>
</table></td></tr>
</table>

2024 GRI Index

Statement of Use: Steel Dynamics, Inc. has reported the information cited in this GRI content index for the reporting period January 1 through December 31, 2024 with reference to the GRI Standards.

GRI 1: Foundation 2021 was referenced when developing this index. The following addresses the individual GRI standards referenced, the location of the content and any comments and omissions if noted. This material references Disclosures 2-1, 2-2, 2-3, 2-4, 2-5 from GRI 2: General Disclosures 2021 – The organizations and its reporting practices, Disclosure 2-6 from GRI 2: General Disclosures 2021 – Activities and workers, Disclosures 2-9, 2-10, 2-11, 2-15, 2-18, 2-19, 2-20, 2-21 from GRI 2: General Disclosures 2021 – Governance, Disclosures 2-22, 2-23, 2-26, 2-28 from GRI 2: General Disclosures 2021 – Strategy, policies, and practices, Disclosures 2-29, 2-30 from GRI 2: General Disclosures 2021 – Stakeholder engagement, Disclosures 3-1, 3-2, 3-3 from GRI 3: Material Topics 2021, Disclosures 205-1 and 205-2 from GRI 205: Anti-corruption 2016, Disclosure 206-1 from GRI 206: Anti-competitive Behavior 2016, Disclosure 301-2 from GRI 301: Materials 2016, Disclosures 302-1 and 302-3 from GRI 302: Energy 2016, Disclosures 303-1, 303-2, 303-3, 303-4, and 303-5 from GRI 303: Water and Effluents 2018, Disclosure 304-1 from GRI 304: Biodiversity 2016, Disclosures 305-1, 305-2, 305-3, 305-4, 305-5, and 305-7 from GRI 305: Emissions 2016, Disclosure 306-3 from GRI 306: Waste 2020, Disclosure 401-2 from GRI 401: Employment 2016, Disclosures 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, and 403-9 from GRI 403: Occupational Health and Safety 2018, and Disclosure 404-2 from GRI 404: Training and Education 2016.

GRI 2: General Disclosures 2021 – The organization and its reporting practices

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
2-1	Organizational details		
	Legal name	Steel Dynamics, Inc.	
	Nature of ownership and legal form	Steel Dynamics, Inc., an Indiana corporation, is a publicly traded company listed on the Nasdaq Global Select Market (ticker: STLD).	
	Location of headquarters	7575 W Jefferson Blvd., Fort Wayne, IN 46804 USA	
	Location of its operations and countries of operation	Steel Dynamics has numerous steel, metals recycling, aluminum, and steel fabrication operating facilities in multiple states within the United States, a steel fabrication operation located in Juarez, Mexico, a recycled aluminum slab facility in San Luis Potosi, Mexico, and metals recycling facilities at multiple cities in Mexico.	2024 10-K Item 2. Properties page 33
2-2	Entities included in the Sustainability Report	The Steel Dynamics, Inc. consolidated financial statements are included in the 2024 Form 10-K filed with the United States Securities and Exchange Commission. A listing of our significant subsidiaries included in our consolidated financial statements can be found in Exhibit 21.1 of our Form 10-K. The consolidated financial statements are prepared in accordance with United States generally accepted accounting principles. For environmental disclosures, Steel Dynamics' materials, energy, water, GHG emissions, other emissions, and waste data are derived from the operations of our seven EAF steel mills and for water and waste data also includes our ironmaking facility located on the campus of our Butler, Indiana steel mill.	2024 10-K Exhibit 21.1

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
2-3	Reporting period, frequency, and contact point		
	Reporting period, and frequency of sustainability reporting	Our 2024 GRI Index, 2024 Sustainability Report and 2024 10-K all cover the same reporting period, 2024 calendar year. Sustainability reporting is done annually.	
	Publication date of the report	September 12, 2025	
	Contact point for questions regarding this report	Please send comments or questions about this Report to investors@steeldynamics.com, or in writing to: Attention: Investor Relations / Sustainability Report 7575 W Jefferson Blvd. Fort Wayne, IN 46804 USA	
2-4	Restatements of information from previous reporting periods	We aim to provide as accurate and up to date data as possible to allow constituents to understand our performance and compare it to prior periods. Where appropriate, historical data has been restated to present data on a consistent and comparable basis and where material, an explanation is provided. Beginning in 2024, we refined our methodology for calculating facility-wide Scope 3 emissions to align with the GSCC Steel Climate Standard. The GSCC Steel Climate Standard supports science-based target setting in alignment with the Paris Agreement. This refined methodology uses the average data method and includes emissions from scrap inputs and Category 3 activities, which were not previously captured. To support year-over-year comparability, we have retrospectively applied this updated methodology to 2022 and 2023 emissions and intensity data. Prior to this change, Scope 3 emissions were calculated using the spend-based method and did not include emissions associated with scrap or Category 3 activities.	
2-5	External assurance		
	Policy and practice for seeking external assurance	The GRI Index has not been externally assured. Our steel mills' facility-wide and GSCC scopes 1, 2 and 3 emissions data, as well as energy usages were verified by a third party in accordance with ISO 14064-3: 2019. The EVP, who is also our CFO, directs the teams involved in the external assurance process.	
	External Assurance		Companywide and steel mills 2024, 2023 and 2022 Scope 1 and 2 limited assurance statements and steel mills 2024, 2023 and 2022 Scope 3 limited assurance statements located on our website at: https://www.steeldynamics.com/sustainability-reporting/

GRI 2: General Disclosures 2021 – Activities and workers

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
2-6	Activities, value chain and other business relationships		
	Sector	Steel Dynamics is a publicly traded company active in steelmaking, metals recycling and metals fabrication and falls under the GRI Sector Metal processing.	
	Value chain	Steel Dynamics is one of the largest domestic steel producers and metals recyclers in the United States, based on estimated steelmaking and metals recycling, with one of the most diversified product and end-market portfolios in the domestic steel industry. We produce steel products, including hot roll, cold roll, and coated sheet steel, structural steel beams and shapes, railroad rail, engineered special-bar-quality steel, cold finished steel, merchant bar products, specialty steel sections and steel joists and deck. In addition, we produce liquid pig iron and process and sell ferrous and nonferrous scrap.	2024 Form 10-K Item 1. Business pages 3-5, 11-18, and Item 2. Properties page 33
	Business relationships		2024 Form 10-K Item 1. Business pages 3-6, 11-18 and Item 8. Consolidated Financial Statements and Supplementary Data pages 61 and 68-69
	Significant changes to the organization and its supply chain compared to the previous reporting period	We had no significant changes in size, structure, ownership, or supply chain. We are commissioning our lower-carbon-emitting, recycled aluminum flat rolled products mill. Our investment includes a 650,000-metric ton recycled aluminum flat rolled products mill in Columbus, Mississippi, and two supporting satellite recycled aluminum slab centers. We are bringing our culture and related operating efficiencies to the flat rolled aluminum industry. This investment will allow us to broaden our ability to serve our existing customers as well as new customers by adding high-quality, lower-carbon flat rolled aluminum to our product portfolio. A significant number of our existing carbon flat rolled steel customers also consume, or process aluminum flat rolled products for automotive, appliance, construction, and other applications. The product mix from the flat rolled products mill is expected to be approximately 45% sustainable beverage packaging, 35% automotive, and 20% common alloy and industrial use. The state-of-the-art recycled aluminum flat rolled products mill will utilize a significant amount of aluminum scrap, and as such is also a complementary extension of the company's metals recycling platform. The product offering will be supported by various value-added finishing lines, including two CASH (continuous annealing solutions heat treating) lines, a coating line, and downstream processing and packaging lines. Our unique performance-based operating culture, coupled with our experience in successfully constructing and operating cost-effective, highly profitable flat roll steel mills and coating lines, positions us exceptionally well to execute this significant strategic investment. In addition, construction is nearly complete on a biocarbon production facility (SDI Biocarbon Solutions) located in Columbus, Mississippi. The facility will use high temperature pyrolysis to convert sustainably sourced biomass to high-purity biocarbon. Beginning in 2025 we will use this	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
2-6 (continued)	Significant changes to the organization and its supply chain compared to the previous reporting period	biocarbon as a renewable replacement for anthracite in our steelmaking operations, which could result in as much as a 35% reduction in our steel mills' Scope 1 GHG absolute emissions The facility began commissioning in 2025. This investment represents a significant step toward the decarbonization of our steel mills.	

GRI 2: General Disclosures 2021– Governance

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
2-9	Governance structure and composition		2025 Proxy pages 10-11 and 19-30
2-10	Nominating and selection of the highest governance body		2025 Proxy pages 22-24, 26 and 29-30
2-11	Chair of the highest governance body		2025 Proxy pages 20-21
2-15	Conflicts of interest	Ethics and conflicts of interest are governed by Steel Dynamics' Code of Business Conduct and Ethics and Code of Ethics for Principal Executive Officers and Senior Officers. These policies establish the standards for ethical behavior that are to be followed by all employees and executives of Steel Dynamics, including the Company's CEO and CFO. Each employee of Steel Dynamics is required to sign and acknowledge the Employee Handbook, which contains the Code of Business Conduct and Ethics, upon joining the Company. Steel Dynamics' Statement of Policy for the Review, Approval or Ratification of Transactions with Related Persons governs related party transactions, are reviewed, approved or ratified by the Audit Committee or its Chair, and disclosed in the Company's Proxy. Security ownership of all directors and executive officers, as well as beneficial owners of more than 5% of the Company's common stock, is disclosed in our Proxy.	2024 SASB and GRI Indices, GRI 205: Anti-corruption; 3-3 Management Approach, page 14 2025 Proxy pages 28-30, 39 https://ir.steeldynamics.com/governance/
2-18	Evaluation of the performance of the highest governance body		2025 Proxy page 27
2-19	Remuneration policies		2025 Proxy pages 46-59
2-20	Process to determine remuneration		2025 Proxy pages 46-59
2-21	Annual total compensation ratio		2025 Proxy page 67

GRI 2: General Disclosures 2021– Strategy, policies, and practices

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
2-22	Statement on sustainable development strategy		2023 Sustainability Update page 2
2-23	Policy Commitments	Policy commitments for responsible business conduct (Code of Business Conduct and Code of Ethics for Principle Executive Officers and Senior Financial Officers), human rights and other governance policies are publicly available, provided on our website under Investors—Governance—Governance Documents.	Company governance documents available on our website at https://ir.steeldynamics.com/governance/
2-26	Mechanisms for seeking advice and raising concerns		Policy Governing the Receipt, Retention and Treatment of Complaints located on our website at https://ir.steeldynamics.com/governance/
2-28	Membership associations	We are members of and participate in various steel, steel fabrication, metals recycling, and aluminum trade and environmental sustainability associations including the Steel Manufacturers Association, the American Institute of Steel Construction, Association for Iron & Steel Technology, the Steel Joist Institute, the Steel Deck Institute, the Recycled Materials Association, the Aluminum Association, and the Can Manufacturers Institute. In 2022, we became a founding member of the Global Steel Climate Council (GSCC), an international coalition of steel producers and other stakeholders spearheading the steel industry's efforts toward reducing carbon emissions. The GSCC is a nonprofit association organized to advance climate strategy through its Steel Climate Standard and advocate for carbon emissions reductions within the steel industry. In 2023, the GSCC published the Steel Climate Standard to provide a technology-agnostic global standard to measure and report steel product GHG emissions and provide a science-based target-setting framework to enable the industry to reduce carbon emissions. The Steel Climate Standard is comprised of two main components: (1) product certification criteria that allow customers to know if the steel they are buying is on the glidepath to achieve the goals of the Paris Climate Agreement; and (2) a science-based target-setting framework based on a 1.5°C scenario glidepath for net zero GHG emissions by 2050. The Steel Climate Standard measures all key GHG emissions through hot rolling from Scope 1, Scope 2, and upstream Scope 3 categories.	https://globalsteelclimatecouncil.org

GRI 2: General Disclosures 2021– Stakeholder engagement

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
2-29	Approach to stakeholder engagement		
	Categories of stakeholders and how they are identified	Customers, Employees, Vendors, Shareholders, Communities. We maintain ongoing dialogue with our customers, employees, vendors, shareholders, and communities. We stay in regular contact and periodically receive inquiries and requests for engagement from these groups.	
	Purpose of the stakeholder engagement and how organization seeks to ensure meaningful engagement with stakeholders	We maintain ongoing dialogue with our customers, employees, vendors, shareholders, and communities. We engage with our customers through calls, customer visits and certifications to best meet their needs. We engage with our team members through toolbox talks, regular team meetings, regular facility walks, an open-door policy, Safety Alerts, training, team member surveys, company picnics and holiday parties. We engage with our vendors through our vendor verification process and regular discussions on our product needs. We engage with our shareholders through calls, conferences, non-deal road shows, meetings, and facility tours. We engage with our communities through volunteering with local charities, charitable donations, providing site tours and visiting schools to talk about our core principles, values, and opportunities. A cross-functional group of internal team members participated in the development of this report.	
2-30	Collective bargaining agreements	On December 31, 2024, 5% of our 13,000 full time employees were represented by collective bargaining agreements.	2024 10-K Item 1. Business page 8 and Item 8 Note 1 page 61

GRI 3: Material Topics 2021

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-1	Process to determine material topics	To define the report content and identify the sustainability material topics to be included in this report, the reporting team conducted a customized materiality assessment. The reporting team engaged with a cross-functional group of internal team members who have responsibility for sustainability matters to discuss the impacts on economic, societal, and environmental items. In addition, the focus group consulted third parties with expertise in topics material to our industry. This focus group generated a list of potential topics and proposed topic boundaries. The reporting team reconciled this list to GRI topics, creating a master list of potential topics to further evaluate and rank in the materiality assessment stage of the reporting process. Senior managers of the company reviewed the materiality assessment and affirmed proposed topic-specific standards and boundaries. Feedback from internal team members, along with feedback from our general engagement with customers, vendors, shareholders, and communities, was utilized to define the content of this report.	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-2	List of Material Topics	Recycled Materials, Energy Used, Water Withdrawal, Water Reused, GHG Emissions, Air Emissions, Waste, Safety of Employees, and Workforce Training	
	Changes in reporting	Beginning in 2024, we disclosed GHG emissions using two reporting boundaries: a facility-wide boundary (all seven EAF steel mills), consistent with prior reporting, and a GSCC Steel Climate Standard boundary that includes emissions through hot rolling only. The GSCC boundary supports science-based target setting in alignment with the Paris Agreement. This dual-boundary approach enables us to report GHG emissions to meet the expectations of diverse stakeholders and industry standards.	

Economic Disclosures – GRI 205: Anti-Corruption (2016)

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3	Management Approach	This topic is monitored on a companywide basis and is presented here as it may be relevant to various constituents. We believe that every team member contributes to our success, not only through productivity and innovation, but also through personal integrity. Our Code of Business Conduct and Ethics ("Code of Conduct") establishes our commitment to act with integrity and ensure ethical and lawful business conduct in every aspect of our company. We regularly monitor, update, and conduct a broad corporate risk assessment process. We also conduct ongoing corporate compliance training, covering the risk of unlawful or unethical conduct, including training in the Foreign Corrupt Practices Act. The purpose of such training is to educate, discourage and prevent the occurrence of any such unlawful or unethical conduct. We have a policy covering conflicts of interest and anti-corruption. All employees are required to identify related party relationships (as defined in the Statement of Policy for the Review, Approval or Ratification of Transactions with Related Persons) requiring the review and approval by the top executive at the employees' operating division up to and including the Audit Committee of the Board of Directors. Internal Audit independently searches for potential conflicts of interest using employee and vendor databases. Disclosure of related person transactions is made where required by the federal securities laws. Our employees have an obligation to conduct business within guidelines that prohibit actual or potential conflicts of interest and to refrain from any conduct that is detrimental to the company or to the company's' interest. Our "Conflict of Interest" policy establishes the framework within which we operate our business, and which is communicated to and available to every employee in our Employee Handbook. Employees are educated on the need to report transactions that involve an actual or potential conflict of interest. They are required to obtain the written approval of management before engaging in any related party transaction. All related party transactions are reviewed by internal audit, reported to the Audit Committee, and, when required, approved by the Audit Committee and disclosed in our Proxy.	Steel Dynamics Code of Business Conduct and Ethics and Code of Ethics for Principal Executive Officers and Senior Financial Officers located on our website at https://ir.steeldynamics.com/governance

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3 (continued)	Management Approach	SDI maintains a third party operated Ethics & Compliance line for employees and third parties to anonymously report concerns relating to possible financial or business conduct. In the context of mergers and acquisitions, we conduct anti-corruption due diligence with respect to potential targets. We conduct in-depth investigations and interviews with, among others, owners, managers, and employees, as well as a review of agreements and comparisons to various anti-corruption lists. Moreover, donations and sponsorships are made to organizations that are vetted and determined to be legitimate, government-recognized non-profit entities	
205-1	Operations assessed for risks related to corruption	All of our operations are assessed for risks related to corruption. No significant risks related to corruption were identified through the risk assessment.	
205-2	Communication and training about anti-corruption policies and procedures	All board members and employees receive policies, procedures, and information related to anti-corruption. We also conduct ongoing corporate compliance training, covering the risk of unlawful or unethical conduct, including training in the Foreign Corrupt Practices Act.	

Economic Disclosures – GRI 206: Anti-Competitive Behavior (2016)

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3	Management Approach	This topic is monitored on a companywide basis and is presented here as it may be relevant to various constituents. We are dedicated to the principles of commercial fair dealing in all aspects of our business operations. It is our policy to compete fairly and legitimately, and to comply in all respects with federal, state and foreign antitrust and similar fair competition laws and regulations. Employees whose job functions could implicate antitrust and fair competition laws and regulations are provided training on compliance with such laws and regulations	Steel Dynamics Code of Business Conduct and Ethics and Code of Ethics for Principal Executive Officers and Senior Financial Officers located on our website at https://ir.steeldynamics.com/governance
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There have been no legal actions during the reporting period involving anti-competitive behavior, anti-trust, and monopoly practices.	

Environmental Disclosures – GRI 301: Materials (2016)

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3	Management Approach	Metallic raw materials used in our electric arc furnaces represent our single most significant steel manufacturing cost, generally comprising approximately 55% to 65% of our steel mill operations' manufacturing costs. As such, we maintain a reliable, high-quality supply through our metals recycling operations and Iron Dynamics scrap substitute facility. Our metals recycling operations consist of both ferrous and nonferrous scrap metal processing, transportation, marketing, and brokerage services strategically located primarily in close proximity to our steel mills and other end-user scrap consumers throughout the United States, and Central and Northern Mexico. We recognize the importance of being good stewards of our environment and the communities where we work and live. We continually evaluate opportunities to improve our processes, equipment and technology to reduce our impact on the environment. To us, it's more than simply meeting the requirements, but going beyond with a commitment to high environmental standards. The Butler Flat Roll Division and Columbus Flat Roll Division utilize environmental management systems that are certified with the International Organization for Standardization 14001. We continue to utilize our metals recycling operations to reintroduce ferrous scrap materials into the manufacturing life cycle to be made into new steel products once again. As an example of our continuing focus to recycle metal materials and reduce waste, we have continued to invest in separation technologies that have allowed us to recover more usable metals and reduce our shipments to landfills. Management reviews and evaluates conversion costs and material usage per ton. We believe in empowering our team members and rewarding them for their achievements through a performance-based compensation program. One component of this program focuses on team members' productivity, cost control and efficient use of assets.	2024 Annual Report page 17 and Environmental Policy located on our website at https://ir.steeldynamics.com/governance/
301-2	Recycled input materials used	The boundary for this disclosure is the melt mix at our seven EAF steel mills. The melt mix includes ferrous scrap metals, iron units, lime and other alloys.	2024 Annual Report page 17

Environmental Disclosures – GRI 302: Energy (2016)

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>3-3</td><td>Management Approach</td><td>Electricity and natural gas are required to melt ferrous materials and transform metal into high-quality finished steel products at our seven EAF steel mills. Management conducts regular operational reviews of energy volumes and costs within each department and facility. Additionally, our facilities share best practices on energy conservation to ensure continual improvement.

Management reviews and evaluates conversion costs and energy usage per ton to ensure we operate as efficiently as possible. We believe in empowering our team members and rewarding them for their achievements through a performance-based compensation program. One component of this program focuses on team members' productivity, cost control, and efficient use of assets.

In 2021, we set targets for our EAF steel mill operations to increase the use of renewable electrical energy for our EAF steel mills to 10% by 2025 and 30% by 2030. Since 2018 (our baseline year for the renewable electricity target), we have increased our use of renewable electrical energy to 14% within our steel mill operations, already achieving our 2025 renewable electrical energy goal and moving toward our 2030 goal.

Additionally in 2023, we signed the largest RPPA in the steel industry in North. This wind energy center began commercial operations in the first quarter of 2024 and represents the single most significant step in increasing our exposure to renewable electrical energy.</td><td>Environmental Policy located on our website at https://ir.steeldynamics.com/governance/</td></tr>
<tr><td>302-1</td><td>Energy consumption within the organization</td><td>The boundary for this disclosure is our seven EAF steel mills. These operations represent most of our energy use. The data below is in gigajoules:

<table>
<tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Total fuel consumption within the organization from non-renewable sources</td><td>27,498,018</td><td>28,095,067</td><td>28,380,867</td></tr>
<tr><td>Total fuel consumption within the organization from renewable sources</td><td>10,633</td><td>0</td><td>864</td></tr>
<tr><td>Electricity consumption</td><td>24,363,786</td><td>25,683,573</td><td>25,683,205</td></tr>
<tr><td>Renewable electricity consumption</td><td>3,489,209</td><td>2,482,014</td><td>3,640,773</td></tr>
<tr><td>% of electricity from renewable sources</td><td>14%</td><td>10%</td><td>14%</td></tr>
<tr><td>Total energy consumption within the organization</td><td>51,872,437</td><td>53,778,640</td><td>54,064,936</td></tr>
<tr><td>% of energy from renewable sources</td><td>7%</td><td>5%</td><td>7%</td></tr>
</table>

Our fuel consumption from non-renewable sources includes the following types: natural gas, carbon units, gasoline, diesel, and propane. Our fuel consumption from renewable sources in 2022 and 2024 included the use of biocarbon (none used in 2023). The biocarbon was associated with demonstration trials conducted in advance of construction of the biocarbon facility. We expect the amount of</td><td></td></tr>
</table>

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>302-1 (continued)</td><td>Energy consumption within the organization</td><td>renewable fuel at our seven EAF steel mills to increase significantly upon startup of the facility. We did not purchase material amounts of steam or chilled water for the period presented. Our manufacturing processes do utilize steam, heating and cooling generated from energy consumption, but to avoid double-counting of energy amounts already reflected above, those are not separately reported. We did not sell material amounts of energy of any type to an external source for the period presented. The quantities of natural gas, carbon units, gasoline, diesel fuel and propane were accounted for based on invoices from vendors that provide these fuels. Generally accepted energy contents of natural gas, gasoline, diesel fuel and propane were then used to calculate the energy content. For purchased electricity, we utilized the electrical consumption from invoices. Conversion factors used are readily available.</td><td></td></tr>
<tr><td>302-3</td><td>Energy intensity</td><td>The boundary for this disclosure is our seven EAF steel mills. These operations represent most of our energy use. Energy intensity is calculated as natural gas, carbon units, fuels, and electricity as gigajoules per cast steel metric ton.
<table><tr><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>5.3</td><td>5.2</td><td>5.2</td></tr></table>Our steel mills’ 2022, 2023 and 2024 fuels and electricity data were verified by a third party in accordance with ISO 14064-3: 2019.</td><td></td></tr>
</table>

Environmental Disclosures – GRI 303: Water and Effluents (2018)

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3	Management Approach	We recognize that, as corporate citizens, we must understand potential environmental impacts of our steelmaking process, so we ensure these natural resources are used responsibly. We use withdrawn water for contact- and non-contact cooling water in our steel mills, where cooling is necessary to protect equipment and to make high-quality steel products. We understand the impact our operations may have on the water supply at the local level and have implemented water reuse programs at each of our steel mills. Our facilities are designed with cascading water systems to maximize the reuse of withdrawn water. Water from noncontact water systems is reused in other noncontact water systems or in contact water systems. To evaluate the amount of water withdrawn, our water wells utilized for production processes have flow meters, and the results are reviewed and directly communicated to management and are included as applicable in an annual report to the designated state regulatory authority.	Environmental Policy located on our website at https://ir.steeldynamics.com/governance/
303-1	Interactions with water as a shared resource	Our steelmaking facilities require water for contact and non-contact purposes which primarily include cooling and descaling. In 2024, 75% of our water withdrawn was from groundwater wells at our sites and 25% from third-party water supplies.	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
303-1 (continued)	Interactions with water as a shared resource	World Resource Institute's (WRI) water risk analysis tool Aqueduct 4.0 was used to evaluate water stress, and none of our properties included in the boundary are considered areas with "high (40-80%)" or "extremely high (>80%)" water stress. Water withdrawn from our on-site wells is reported annually as applicable to the respective state agencies for purposes of tracking and planning for water resources. We do routine maintenance and pump testing of our wells to monitor the well and aquifer source. Environmental engineers and management monitor our water usage monthly. There are currently no known concerns with water quality or supply and therefore, we have not established water-related goals and targets at this time. Any significant water-related impacts that may arise in the future will be initially addressed at the site level by management and environmental personnel, and if required, disclosed to stakeholders.	
303-2	Management of water discharge-related impacts	None of our steelmaking facilities operate in locations without local discharge requirements. Effluent discharges at all our EAF steel mills are regulated through National Pollutant Discharge Elimination System (NPDES) permits, Industrial Pretreatment permits, and/or by local ordinance limitations. Where applicable, sector-specific federal limitations for Iron and Steel Manufacturing Point Sources are contained in our permits. These standards are in place to protect state, regional and local water quality. These limitations are designed to reflect local circumstances and the receiving waterbody quality. We routinely test our wastewater discharges to proactively evaluate treatment performance and for regulatory compliance. Testing is done in-house as well as using external certified labs. Vendors who specialize in wastewater treatment in the steel industry are contracted to give technical guidance and provide regular on-site assistance and oversight.	

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>303-3</td><td>Water withdrawal</td><td>
The boundary for this disclosure is our seven EAF steel mills and includes our ironmaking facility located on the campus of our Butler, Indiana steel mill, as it is difficult to segregate this data apart from the co-located steel mill. These operations represent most of our water withdrawal.

WRI's water risk analysis tool Aqueduct 4.0 was used to evaluate water stress, and none of our properties included in the boundary are considered areas with "high (40-80%)" or "extremely high (>80%)" water stress.

We did not withdraw or directly use any amount of water from seawater or produced water. GRI defines produced water as water that enters an organization's boundary as a result of extraction (e.g., crude oil), processing (e.g., sugar cane crushing), or use of any raw material, and has to consequently be managed by the organization.

The data below is in megaliters (same as million liters, or thousand cubic meters):
<table>
<tr><td colspan="4">Water withdrawal 2024</td></tr>
<tr><td rowspan="17">Water withdrawal by source</td><td colspan="2"></td><td>All areas</td><td>Areas with WRI-defined water stress</td></tr>
<tr><td colspan="2">Surface water (total)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Other water (>1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Groundwater (total)</td><td>14,506</td><td>0</td></tr>
<tr><td colspan="2">Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>14,506</td><td>0</td></tr>
<tr><td colspan="2">Other water (>1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Seawater (total)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Other water (>1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Produced water (total)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Other water (>1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Third-party water (total)</td><td>4,875</td><td>0</td></tr>
<tr><td colspan="2">Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>4,875</td><td>0</td></tr>
<tr><td colspan="2">Other water (>1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td rowspan="4">Total third-party water withdrawal by source</td><td>Surface water</td><td></td><td>0</td></tr>
<tr><td>Groundwater</td><td></td><td>0</td></tr>
<tr><td>Seawater</td><td></td><td>0</td></tr>
<tr><td>Produced water</td><td></td><td>0</td></tr>
<tr><td>Total water withdrawal</td><td colspan="2">Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)</td><td>19,381</td><td>0</td></tr>
</table>
</td><td></td></tr>
</table>

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
303-3 (continued)	Water withdrawal		

Water withdrawal 2023

			All areas	Areas with WRI-defined water stress
Water withdrawal by source	Surface water (total)		0	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)		0	0
	Other water (>1,000 mg/L Total Dissolved Solids)		0	0
	Groundwater (total)		14,007	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)		14,007	0
	Other water (>1,000 mg/L Total Dissolved Solids)		0	0
	Seawater (total)		0	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)		0	0
	Other water (>1,000 mg/L Total Dissolved Solids)		0	0
	Produced water (total)		0	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)		0	0
	Other water (>1,000 mg/L Total Dissolved Solids)		0	0
	Third-party water (total)		4,260	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)		4,260	0
	Other water (>1,000 mg/L Total Dissolved Solids)		0	0
	Total third-party water withdrawal by source	Surface water		0
		Groundwater		0
		Seawater		0
		Produced water		0
Total water withdrawal	Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)		18,267	0

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>303-3 (continued)</td><td>Water withdrawal</td><td>
<table>
<tr><td colspan="4">Water withdrawal 2022</td></tr>
<tr><td rowspan="17">Water withdrawal by source</td><td colspan="2"></td><td>All areas</td><td>Areas with WRI-defined water stress</td></tr>
<tr><td colspan="2">Surface water (total)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Other water (>1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Groundwater (total)</td><td>13,939</td><td>0</td></tr>
<tr><td colspan="2">Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>13,939</td><td>0</td></tr>
<tr><td colspan="2">Other water (>1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Seawater (total)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Other water (>1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Produced water (total)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Other water (>1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td colspan="2">Third-party water (total)</td><td>3,415</td><td>0</td></tr>
<tr><td colspan="2">Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>3,415</td><td>0</td></tr>
<tr><td colspan="2">Other water (>1,000 mg/L Total Dissolved Solids)</td><td>0</td><td>0</td></tr>
<tr><td rowspan="4">Total third-party water withdrawal by source</td><td>Surface water</td><td></td><td>0</td></tr>
<tr><td>Groundwater</td><td></td><td>0</td></tr>
<tr><td>Seawater</td><td></td><td>0</td></tr>
<tr><td>Produced water</td><td></td><td>0</td></tr>
<tr><td>Total water withdrawal</td><td colspan="2">Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)</td><td>17,355</td><td>0</td></tr>
</table>
</td><td></td></tr>
<tr><td>303-4</td><td>Water discharge</td><td>The boundary for this disclosure is our seven EAF steel mills and includes our ironmaking facility located on the campus of our Butler, Indiana steel mill, as it is difficult to segregate this data apart from the co-located steel mill. These operations represent most of our water discharged.

WRI’s water risk analysis tool Aqueduct 4.0 was used to evaluate water stress, and none of our properties included in the boundary are considered areas with “high (40-80%)” or “extremely high (>80%)” water stress.</td><td></td></tr>
</table>

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>303-4 (continued)</td><td>Water discharge</td><td>
The data below is in megaliters (same as million liters, or thousand cubic meters):
<table>
<tr><td colspan="4">Water discharge 2024</td></tr>
<tr><td rowspan="5">Water discharge by destination</td><td></td><td>All areas</td><td>Areas with WRI-defined water stress</td></tr>
<tr><td>Surface water</td><td>5,367</td><td></td></tr>
<tr><td>Groundwater</td><td>0</td><td></td></tr>
<tr><td>Seawater</td><td>0</td><td></td></tr>
<tr><td>Third-party water (total)</td><td>1,693</td><td></td></tr>
<tr><td>Total water discharge</td><td>Third-party water sent for use to other organization
Surface water + groundwater + seawater + third-party water (total)</td><td>0
7,060</td><td>
0</td></tr>
<tr><td rowspan="2">Water discharge by freshwater and other water</td><td>Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>5,833</td><td>0</td></tr>
<tr><td>Other water (>1,000 mg/L Total Dissolved Solids)</td><td>1,227</td><td>0</td></tr>
</table>
<table>
<tr><td colspan="4">Water discharge 2023</td></tr>
<tr><td rowspan="5">Water discharge by destination</td><td></td><td>All areas</td><td>Areas with WRI-defined water stress</td></tr>
<tr><td>Surface water</td><td>5,107</td><td></td></tr>
<tr><td>Groundwater</td><td>0</td><td></td></tr>
<tr><td>Seawater</td><td>0</td><td></td></tr>
<tr><td>Third-party water (total)</td><td>1,852</td><td></td></tr>
<tr><td>Total water discharge</td><td>Third-party water sent for use to other organizations
Surface water + groundwater + seawater + third-party water (total)</td><td>0
6,959</td><td>
0</td></tr>
<tr><td rowspan="2">Water discharge by freshwater and other water</td><td>Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>5,644</td><td>0</td></tr>
<tr><td>Other water (>1,000 mg/L Total Dissolved Solids)</td><td>1,315</td><td>0</td></tr>
</table>
</td><td></td></tr>
</table>

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>303-4(continued)</td><td>Water discharge</td><td>
Water discharge 2022
<table>
<tr><td rowspan="6">Water discharge by destination</td><td></td><td>All areas</td><td>Areas with WRI-defined water stress</td></tr>
<tr><td>Surface water</td><td>5,648</td><td></td></tr>
<tr><td>Groundwater</td><td>0</td><td></td></tr>
<tr><td>Seawater</td><td>0</td><td></td></tr>
<tr><td>Third-party water (total)</td><td>1,701</td><td></td></tr>
<tr><td>Third-party water sent for use to other organization</td><td>0</td><td></td></tr>
<tr><td>Total water discharge</td><td>Surface water + groundwater + seawater + third-party water (total)</td><td>7,349</td><td>0</td></tr>
<tr><td rowspan="2">Water discharge by freshwater and other water</td><td>Freshwater (≤1,000 mg/L Total Dissolved Solids)</td><td>6,152</td><td>0</td></tr>
<tr><td>Other water (>1,000 mg/L Total Dissolved Solids)</td><td>1,197</td><td>0</td></tr>
</table>
</td><td></td></tr>
<tr><td>303-5</td><td>Water consumption</td><td>
The boundary for this disclosure is our seven EAF steel mills and includes our ironmaking facility located on the campus of our Butler, Indiana steel mill, as it is difficult to segregate this data apart from the co-located steel mill. These operations represent most of our water consumption. Water storage has not been identified as having a significant water-related impact at our steelmaking operations.

WRI water risk analysis tool Aqueduct 4.0 was used to evaluate water stress, and none of our properties included in the boundary are considered areas with “high (40-80%)” or “extremely high (>80%)” water stress.

The data below is in megaliters (same as million liters, or thousand cubic meters):
<table>
<tr><th>Total water Consumption</th><th>All areas</th><th>Areas with WRI-defined water stress</th></tr>
<tr><td>Total water consumption 2024</td><td>12,321</td><td>0</td></tr>
<tr><td>Total water consumption 2023</td><td>11,307</td><td>0</td></tr>
<tr><td>Total water consumption 2022</td><td>10,006</td><td>0</td></tr>
</table>
</td><td></td></tr>
</table>

Environmental Disclosures – GRI 304: Biodiversity (2016)

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3	Management Approach	This topic is monitored on a companywide basis and is presented here as it may be relevant to various constituents. We recognize that conserving biodiversity and the ecosystems that support it are fundamental to environmental sustainability. In our shared environment with increasing pressures on indigenous plant and animal species, we are mindful of operating in a manner designed to lessen impacts to biodiversity. By their very nature, EAF steelmaking operations help to preserve natural resources relative to traditional integrated steelmaking by recycling steel scrap and other materials for reuse. EAF steelmaking also lessens the need for raw materials to be sourced from land-disturbing mines. By consuming fewer virgin raw materials, more undisturbed natural habitat is available for fostering biodiversity. And because steelmaking within the United States is governed by numerous environmental laws protecting the environment, our operations present a significantly lower threat to biodiversity than operations would in many other parts of the world with fewer protections in place. While new or expansion projects do normally involve some land-disturbing activities, those are primarily during construction and are of relatively short duration in ecological terms. Our facilities are generally located in developed urban areas, or in suburban and rural settings where the prior property owners had already disturbed the land for agricultural, ranching, commercial, or similar uses. Thus, the potential impacts to biodiversity from constructing new facilities are believed to be low. Completely natural sites without developed utilities, roadways, and other infrastructure are generally not suitable for our operations. Once built, an operating industrial facility is not typically expected to provide habitat for sensitive species of plants or animals, thus lessening the possibility of biodiversity impacts, and our facilities operate within these developed properties without requiring significant on-site land disturbances for daily operations. The lack of ongoing disturbances helps to preserve any biodiversity that is associated with the properties.	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The boundary for this disclosure is companywide. As discussed above, our facilities are generally not located on completely natural, previously undisturbed sites. Nevertheless, we reviewed readily available resources regarding protected areas and areas of high biodiversity value, and as a result of that review, do not believe that any of our operational sites are located in, or adjacent to, any of the areas contemplated by this standard. Because many of our operations are in “net precipitation” locations (where the amount of annual precipitation usually exceeds the amount of water that evaporates from plants and the land surface), there are some wetlands, streams, rivers, and other waterbodies collecting this runoff on or adjacent to many of our facilities. These waterbodies range from a small, isolated wetland in a topographic depression, to an intermittent stream draining a nearby farm field, to a major watercourse such as the Ohio River. Some of these waterbodies are regulated under federal or state laws governing any discharges of fill material, process water or stormwater. We construct our facilities and then operate	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
304-1 (continued)	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	in a manner designed to comply with those applicable federal and state laws that protect water quality. We do not believe that any of those on-site or nearby waterbodies would be considered "protected areas" or "areas of high biodiversity value" under this standard. Where feasible in developing a new project, we design the layout to avoid waterbody impacts and then obtain from environmental regulators the appropriate permits for any waterbody impacts that were not avoidable. Some of our facilities have undergone U.S. Army Corps of Engineers and State water quality certification reviews for the unavoidable filling of wetlands, and many of our facilities have wastewater discharge permits for process and stormwater associated with our industrial activities. We do not believe that these normal discharges have a material impact on biodiversity.	

Environmental Disclosures – GRI 305: Emissions (2016)

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3	Management Approach	Most of our GHG and other emissions come from our seven EAF steel mill facilities, where EAFs are used for steelmaking. We endeavor for continuous improvement in reducing GHG emissions, while maintaining compliance with regulated emission limits. Our regulated air emissions are frequently managed by control devices with best available control technologies according to our permits — baghouses capture particulate matter (PM), natural gas-fired burners are designed to reduce formation of nitrogen oxide (NOx) emissions as compared to older burner designs, and thermal oxidizers control volatile organic compounds (VOCs) and hazardous air pollutants (HAPs), among other control devices. We evaluate our GHG emissions by regularly reviewing furnace performance and efficiency. Routine testing of air emissions and frequent monitoring of our operations help to inform our compliance status with permits and the safe and sustainable production of our high-quality steel products. Our facilities triggering the reporting requirements annually report GHG emissions to the United States Environmental Protection Agency. Additionally, reports on other air emissions are submitted regularly to state and federal regulators consistent with our permits. In 2021, we set a 20% Scope 1 and Scope 2 combined GHG emissions intensity reduction target for our EAF steel mills by 2025. We also set targets for our EAF steel mill operations to increase the use of renewable electrical energy for our EAF steel mills to 10% by 2025 and 30% by 2030. In 2024, we announced our certified, science-based GHG emissions intensity targets for our steel mills. In alignment with the 1.5° C scenario set forth in the Paris Agreement, we set a 2050 emissions intensity target of 0.12 metric tons of CO_2e per metric ton of hot rolled steel produced. We also set an interim 2030 emissions intensity target of 0.80 metric tons of CO_2e per metric ton of hot rolled steel produced, representing a 15% reduction, compared to our 2022 base year. These GHG emissions targets were established using the GSCC's Steel Climate Standard, which includes key GHG emissions through hot rolling from Scope 1, Scope 2, and upstream Scope 3 categories. This replaced and builds upon our 2030 Scope 1 and 2 goal announced in 2021, and the 2025 Scope 1 and 2 goal which was achieved in 2023.	Environmental Policy located on our website at https://ir.steeldynamics.com/governance/

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3 (continued)	Management Approach	These goals expand on our existing sustainability focus, leading the steel industry for more than 30 years with our exclusive use of EAF technology, circular manufacturing models, and innovative teams creating solutions to increase efficiencies, reduce raw material usage, reuse secondary materials, and promote material conservation and recycling. We have already made meaningful progress toward our initial decarbonization goals. In 2023, we reduced our steel mills' Scope 1 and 2 GHG emissions intensity by 20% compared to our 2018 baseline year, achieving our initial 2025 Scope 1 and Scope 2 emissions intensity goal. Also, since 2018, we have increased our use of renewable electrical energy to 14% within our steel mill operations, achieving our 2025 renewable electrical energy goal and moving toward our 2030 goal. Our steel mills' 2024 GSCC scope 1, 2 and 3 combined intensity decreased by 9% compared to 2022 GSCC baseline. These GHG emission reductions are largely attributed to a decrease in Scope 2 emission rates from our electricity suppliers, unbundled RECs, the use of nuclear electricity at our Sinton, Texas and Butler, Indiana mills and RECs generated from our Renewable Power Purchase Agreement (RPPA) Canyon Wind Energy Center. We have an actionable path forward, and we continue to make progress toward our GHG emissions reduction and renewable electrical energy goals. While we believe we operate some of the most efficient steel operations in the world, we recognize the need for continuous improvement. In 2023, we began construction of a biocarbon production facility located in Columbus, Mississippi. The facility began commissioning in 2025 and uses high temperature pyrolysis to convert sustainably sourced biomass to high-purity biocarbon. We will use this biocarbon as a renewable replacement for anthracite in our steelmaking operations, which could result in as much as a 35% reduction in our steel mills' Scope 1 GHG absolute emissions. This investment represents a significant step toward the decarbonization of our steel mills. Additionally in 2023, we signed the largest RPPA in the steel industry in North America. This wind energy center began commercial operations in the first quarter of 2024 and represents the single most significant step in increasing our exposure to renewable electrical energy. This investment is also expected to meaningfully contribute to our long-term reduction of Scope 2 GHG emissions intensity. As a leader in decarbonization of steelmaking today, we are committed to achieving even more. We plan to continue to address decarbonization and to play a leadership role in developing innovative ways to reduce our carbon impact. To achieve our steel mill targets, we will continue working to: • Identify and implement GHG emissions reduction projects • Increase the use of renewable and nuclear energy, including partnering with utilities • Improve energy management to reduce GHG emissions and enhance operational efficiency • Research, develop, and implement innovative technologies	

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>305-1</td><td>Direct (Scope 1) GHG emissions</td><td>The boundary for this disclosure is our seven EAF steel mills, where most of our emissions occur. Consistent with previous disclosures, we are reporting our facility-wide results. Also, this year we are adding disclosures to meet the GSCC Steel Climate Standard boundary, which is through hot rolling.

<table>
<tr><th>Facility-wide Emissions</th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Gross global Scope 1 emissions (metric tons CO_2e)</td><td>2,081,536</td><td>2,056,455</td><td>2,137,763</td></tr>
<tr><td>Biogenic emissions (metric tons CO_2)</td><td>1,018</td><td>0</td><td>96</td></tr>
</table>

<table>
<tr><th>GSCC Emissions (through hot rolling)</th><th>2024</th></tr>
<tr><td>Gross global Scope 1 emissions (metric tons CO_2e)</td><td>1,883,845</td></tr>
</table>

Biogenic emissions in 2022 and 2024 were from usage of biocarbon. We did not have Scope 2 biogenic CO_2 emissions in 2023.

CO_2, CH_4 and N_2O gases were included in this calculation. The consolidation approach used for calculating emissions was operational control. Emissions factors are per 40 Code of Federal Regulations (CFR) 98 Subpart C and Subpart Q. Global warming potentials are per Table A-1 to Subpart A of 40 CFR 98. Basis of carbon content was determined per various suppliers, Continuous Emission Monitoring System (CEMS) records, and/or American Society for Testing and Materials (ASTM) standards.

Our steel mills' facility-wide and GSCC scope 1 emissions data were verified by a third party in accordance with ISO 14064-3: 2019.</td><td></td></tr>
<tr><td>305-2</td><td>Energy indirect (Scope 2) GHG emissions</td><td>The boundary for this disclosure is our seven EAF steel mills, where most of our electricity usage occurs. Consistent with previous disclosures, we are reporting our facility-wide results. Also, this year we are adding disclosures to meet the GSCC Steel Climate Standard boundary, which is through hot rolling

In 2024 our Butler, Indiana mill received all electrical power from lower-carbon sources (nuclear) and our Sinton, Texas mill received nearly all electrical power from lower-carbon sources (nuclear). In addition, our RPPA Canyon Wind Energy Center came online in first quarter and operated at near capacity for the year. This resulted in the reduction of our market-based absolute emissions in 2024.</td><td></td></tr>
</table>

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>305-2 (continued)</td><td>Energy indirect (Scope 2) GHG emissions</td><td>
<table>
<tr><th>Facility-wide Emissions</th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Location-Based metric tons CO_2e</td><td>3,043,930</td><td>3,069,307</td><td>2,840,798</td></tr>
<tr><td>Market-Based metric tons CO_2e</td><td>1,932,232</td><td>2,028,292</td><td>1,290,838</td></tr>
</table>
<table>
<tr><th>GSCC Emissions (through hot rolling)</th><th>2024</th></tr>
<tr><td>Market-Based metric tons CO_2e</td><td>1,219,705</td></tr>
</table>
CO_2, CH_4 and N_2O gases were included in this calculation. We did not have Scope 2 biogenic CO_2 emissions in 2022, 2023 and 2024. The consolidation approach used for calculating emissions was operational control. Emissions factors are per 40 Code of Federal Regulations (CFR) 98 Subpart C and Subpart Q. Global warming potentials are per Table A-1 to Subpart A of 40 CFR 98. Basis of carbon content was determined per various suppliers, CEMS records, and/or American Society for Testing and Materials (ASTM) standards.

Our steel mills' facility-wide and GSCC scope 2 emissions data were verified by a third party in accordance with ISO 14064-3: 2019.
</td><td></td></tr>
<tr><td>305-3</td><td>Other indirect (Scope 3) GHG emissions</td><td>
The boundary for this disclosure is our seven EAF steel mills, where most of our emissions occur. Consistent with our previous disclosures, we are reporting our facility-wide results. Also, this year we are adding disclosures to meet the GSCC Steel Climate Standard boundary, which is through hot rolling.

Beginning in 2024, we refined our methodology for calculating facility-wide Scope 3 emissions to align with the GSCC Steel Climate Standard. The refined methodology uses the average data method and includes emissions from scrap inputs, and Category 3 activities, which were not previously captured.

To support year-over-year comparability, we have retrospectively applied this updated methodology to 2022 and 2023 emissions and intensity data. Prior to this change, Scope 3 emissions were calculated using the spend-based method and did not include emissions associated with scrap or Category 3 activities.

<table>
<tr><th>Facility-wide Emissions</th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td></td><td></td><td></td><td></td></tr>
<tr><td>Scope 3 emissions metric tons CO_2e</td><td>5,842,816</td><td>6,360,124</td><td>6,355,225</td></tr>
</table>
<table>
<tr><th>GSCC Emissions (through hot rolling)</th><th>2024</th></tr>
<tr><td>Scope 3 emissions metric tons CO_2e</td><td>5,518,886</td></tr>
</table>
2022, 2023, and 2024 Scope 3 facility-wide emissions include categories 1, 3, 4, and 9, while GSCC Scope 3 emissions include categories 1, 3, and 4.
</td><td></td></tr>
</table>

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>305-3 (continued)</td><td>Other indirect (Scope 3) GHG emissions</td><td>CO_2, CH_4 and N_2O gases were included in this calculation. The consolidation approach used for calculating emissions was operational control. Emissions factors are per ecoinvent database v 3.11, literature peer-reviewed LCA studies, CRU Group Steelmaking Emissions Report, International Energy Agency (IEA) Life Cycle Upstream Emission Factors, US EPA's Input-Output model (with chain-type price index adjustments) and Emission Factors for Greenhouse Gas Inventories, Environmental Defense Fund (EDF) Green Freight Handbook, Clean Cargo Global Ocean Container GHG Emission Intensities, and supplier specific primary data. Global warming potentials are per Intergovernmental Panel on Climate Change (IPCC), Sixth Assessment Report (AR6), 2021.

Our steel mills' facility-wide and GSCC scope 3 emissions data were verified by a third party in accordance with ISO 14064-3: 2019.</td><td></td></tr>
<tr><td>305-4</td><td>GHG emissions intensity</td><td>The boundary for this disclosure is our seven EAF steel mills where most of our emissions occur. Consistent with previous disclosures, we are reporting our facility-wide results. Also, this year we are adding disclosures to meet the GSCC Steel Climate Standard boundary, which is through hot rolling. Facility-wide GHG intensities are provided in metric tons of $CO_{2\,e}$ per metric ton steel cast, GSCC GHG intensities are provided in metric tons of CO_{2e} per metric ton steel hot rolled.

<table>
<tr><th>Facility-wide Emissions</th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Scope 1 intensity</td><td>0.213</td><td>0.197</td><td>0.205</td></tr>
<tr><td>Scope 2 intensity</td><td>0.197</td><td>0.194</td><td>0.123</td></tr>
<tr><td>Scope 3 intensity</td><td>0.597</td><td>0.609</td><td>0.609</td></tr>
<tr><td>Scope 1 + 2 + 3 intensity</td><td>1.007</td><td>1.000</td><td>0.938</td></tr>
</table>
<table>
<tr><th>GSCC Emissions
(through hot rolling)</th><th>2024</th></tr>
<tr><td>Scope 1 intensity</td><td>0.186</td></tr>
<tr><td>Scope 2 intensity</td><td>0.121</td></tr>
<tr><td>Scope 3 intensity</td><td>0.546</td></tr>
<tr><td>Scope 1 + 2 + 3 intensity</td><td>0.853</td></tr>
</table>
2022, 2023, and 2024 Scope 3 facility-wide emissions include categories 1, 3, 4, and 9, while GSCC Scope 3 emissions include categories 1, 3, and 4.

CO_2, CH_4 and N_2O gases were included in this calculation.</td><td></td></tr>
</table>

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>305-5</td><td>Reduction of GHG emissions</td><td>
The boundary for this disclosure is our seven EAF steel mills where most of our emissions occur. GHG intensities provided in metric tons of CO_2e per metric ton steel hot rolled, in accordance with the GSCC Steel Climate Standard.
<table>
<tr><td>Absolute Reductions (metric tons CO_2e)</td><td>2022 – GSCC Baseline Year</td><td>2024 GSCC</td><td>Change</td><td>% Change</td></tr>
<tr><td>Scope 1 emissions</td><td>1,843,291</td><td>1,883,845</td><td>40,554</td><td>2%</td></tr>
<tr><td>Market-Based Scope 2 emissions</td><td>1,803,060</td><td>1,219,705</td><td>(583,355)</td><td>(32%)</td></tr>
<tr><td>Scope 3 emissions</td><td>5,398,078</td><td>5,518,886</td><td>120,808</td><td>2%</td></tr>
<tr><td>Scope 1 + 2 + 3 emissions</td><td>9,044,429</td><td>8,622,436</td><td>-421,993</td><td>(5%)</td></tr>
<tr><td>Steel Production – hot rolled tons metric</td><td>9,603,195</td><td>10,111,247</td><td>508,052</td><td>5%</td></tr>
</table>
<table>
<tr><td>Intensity Reductions (metric tons of $CO_{2\,e}$ per metric ton steel cast)</td><td>2022 – GSCC Baseline Year</td><td>2024 GSCC</td><td>Change</td><td>% Change</td></tr>
<tr><td>Scope 1 intensity</td><td>0.192</td><td>0.186</td><td>(0.006)</td><td>(3%)</td></tr>
<tr><td>Scope 2 intensity</td><td>0.188</td><td>0.121</td><td>(0.067)</td><td>(36%)</td></tr>
<tr><td>Scope 3 intensity</td><td>0.562</td><td>0.546</td><td>(0.016)</td><td>(3%)</td></tr>
<tr><td>Scope 1 + 2 + 3 intensity</td><td>0.942</td><td>0.853</td><td>(0.089)</td><td>(9%)</td></tr>
</table>
<table>
<tr><td>Reduction Goal</td><td>2030</td><td>2050</td><td colspan="2">2024 actual</td></tr>
<tr><td>Scope 1 + 2 +3 Intensity Target</td><td>0.80</td><td>0.12</td><td colspan="2">0.85</td></tr>
<tr><td>Scope 1 + 2 +3 % Reduction</td><td>15%</td><td>87%</td><td colspan="2">9%</td></tr>
</table>
Our steel mills' 2024 GSCC scope 1, 2 and 3 combined absolute emissions decreased by 5% and emissions intensity decreased 9% while hot rolled steel production increased by 5% compared to 2022 GSCC baseline. This is largely attributed to a decrease in Scope 2 emissions from use of nuclear electricity at our Sinton, Texas and Butler, Indiana mills and well as retirement of RECs generated from our RPPA Canyon Wind Energy Center.

2022 was chosen as the baseline year as it was the newest full year data we had at the time our GSCC goals were established.

CO_2, CH_4 and N_2O gases were included in this calculation. Global warming potentials are per Table A-1 to Subpart A of 40 CFR 98.
</td><td></td></tr>
</table>

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>305-7</td><td>Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions</td><td>The boundary for this disclosure is our seven EAF steel mills, where most of our emissions occur. The data below is in net tons:
<table><tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>NOx</td><td>1,613</td><td>1,705</td><td>1,705</td></tr><tr><td>SOx</td><td>968</td><td>1,130</td><td>1,092</td></tr><tr><td>Persistent organic pollutants (POP)</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Volatile organic compounds (VOC)</td><td>368</td><td>404</td><td>408</td></tr><tr><td>Hazardous air pollutants (HAP)</td><td>37</td><td>40</td><td>40</td></tr><tr><td>Particulate matter (PM)</td><td>1,231</td><td>902</td><td>924</td></tr></table>Source of emission factors used, and standards, methodologies, assumptions, or calculation tools used include AP-42 Compilation of Air Pollutant Emission Factors, material balance, stack measurements, and/or CEMS.</td><td></td></tr>
</table>

Environmental Disclosures – GRI 306: Waste (2020)

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3	Management Approach	Our EAF steel mills generate various nonhazardous and hazardous wastes in the steelmaking process. We follow strict waste handling, disposal, and recycling procedures. To minimize disposal of other byproducts of the manufacturing process, we assess what materials are considered reusable and divert those materials to be recycled versus sent to a landfill. Where feasible, we recycle materials onsite (e.g., scrap) and offsite (e.g., used oil, some universal wastes). We continually look for ways to minimize waste generation and the costs associated with nonhazardous and hazardous wastes. Wastes sent for disposal are reviewed and communicated to facility management regularly. Performance-based incentive programs reward team members for reducing waste and increasing efficiency, while also safely producing quality products for our customers.	
306-3	Waste generated	The boundary for this disclosure is our seven EAF steel mills and includes our ironmaking facility located on the campus of our Butler, Indiana steel mill, as it is difficult to segregate this data from the co-located steel mill. These operations represent most of our waste generated.	

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>306-3 (continued)</td><td>Waste generated</td><td>The data below is in metric tons:
<table>
<tr><td colspan="4">Waste 2024</td></tr>
<tr><td></td><td>Waste Generated</td><td>Waste Diverted from Disposal</td><td>Waste Directed to Disposal</td></tr>
<tr><td colspan="4">Waste Composition</td></tr>
<tr><td>EAF dust</td><td>171,037</td><td>170,945</td><td>92</td></tr>
<tr><td>Sludge</td><td>78,745</td><td>0</td><td>78,745</td></tr>
<tr><td>Refractory</td><td>99,085</td><td>71,387</td><td>27,697</td></tr>
<tr><td>Ironmaking waste</td><td>54,915</td><td>34,653</td><td>20,262</td></tr>
<tr><td>Other</td><td>88,566</td><td>66,691</td><td>21,875</td></tr>
<tr><td>Total</td><td>492,348</td><td>343,676</td><td>148,672</td></tr>
</table>
<table>
<tr><td colspan="4">Waste 2023</td></tr>
<tr><td></td><td>Waste Generated</td><td>Waste Diverted from Disposal</td><td>Waste Directed to Disposal</td></tr>
<tr><td colspan="4">Waste Composition</td></tr>
<tr><td>EAF dust</td><td>155,236</td><td>155,002</td><td>234</td></tr>
<tr><td>Sludge</td><td>74,126</td><td>0</td><td>74,126</td></tr>
<tr><td>Refractory</td><td>60,627</td><td>30,574</td><td>30,053</td></tr>
<tr><td>Ironmaking waste</td><td>45,616</td><td>27,065</td><td>18,551</td></tr>
<tr><td>Other</td><td>95,238</td><td>91,869</td><td>3,370</td></tr>
<tr><td>Total</td><td>430,843</td><td>304,510</td><td>126,333</td></tr>
</table>
<table>
<tr><td colspan="4">Waste 2022</td></tr>
<tr><td></td><td>Waste Generated</td><td>Waste Diverted from Disposal</td><td>Waste Directed to Disposal</td></tr>
<tr><td colspan="4">Waste Composition</td></tr>
<tr><td>EAF dust</td><td>150,953</td><td>150,465</td><td>488</td></tr>
<tr><td>Sludge</td><td>68,786</td><td>0</td><td>68,786</td></tr>
<tr><td>Refractory</td><td>43,576</td><td>5,712</td><td>37,864</td></tr>
<tr><td>Ironmaking waste</td><td>46,171</td><td>28,877</td><td>17,294</td></tr>
<tr><td>Other</td><td>99,105</td><td>77,169</td><td>21,936</td></tr>
<tr><td>Total</td><td>408,574</td><td>262,223</td><td>146,351</td></tr>
</table>
*One mill’s EAF dust was approved for a transfer-based exclusion and is therefore considered a secondary hazardous material rather than a hazardous waste. For consistency with our other mills’ EAF dust data, we are including that material in our waste totals in this voluntary sustainability report.</td><td></td></tr>
</table>

Social Disclosures – GRI 401: Employment (2016)

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3	Management Approach	This topic is monitored on a companywide basis and is presented here as it may be relevant to various constituents. We believe wellness is more than a benefits package. Complete wellness is a way of life within our culture. We are committed to the health, safety and well-being of our teams, their families, and the communities which we call home. We offer competitive pay and benefits while providing a safe, productive work environment. We provide equal employment opportunities to all individuals and applicants. This philosophy of fairness extends to work assignments, opportunities for advancement, compensation, training opportunities, and all other aspects of employment. All job-related considerations are based on merit and ability, without regard to race, color, religion, creed, sex, sexual orientation, gender identity or expression, national origin, genetics, age, marital or veteran status, pregnancy, the presence of handicaps or disabilities, or any other basis protected by law. We provide accommodations as required by applicable laws, including for disabilities and religious beliefs. We believe in empowering our teams and rewarding them for their achievements through a four-tiered, performance-based compensation framework. The various components of our compensation programs promote a balance of high-return growth, effective capital investment, low-cost operations, and risk mitigation. By rewarding our teams based on their performance as an individual, as a team, as a company, and based on shareholder interests, we believe we have the ultimate alignment with our external constituents. Individual performance awards consist of an individual's base compensation, which is determined by their individual performance, responsibilities, and skills. Team performance awards are measured across the smallest possible team size and within a short measurement period to provide an immediate "cause and effect" impact, relating individual effort and decision-making to compensation outcomes. Our performance-based incentive programs reward team members for reducing waste and increasing efficiency, while also producing quality products for our customers. These awards can be well over 100% of base wages, based on strong performance and on the teams' doing things that are within their control. Companywide performance awards unite everyone through our profit-sharing program, which is based on consolidated pretax profitability and our 401(k) match, which is based on consolidated return on assets. Finally, alignment with our shareholders and the pursuit of long-term value creation is fostered through the issuance of restricted stock units. Each full-time, non-union, United States-based team member receives annual equity awards. These awards have a two-year vesting period, supporting retention and companywide strategy alignment. Our compensation framework helps ensure that we remain strong with best-in-class performance and retain top talent even in economic downturns. We all share in the company's successes, as well as the challenges.	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
401-2	Benefits provided to full-time, non-union employees that are not provided to temporary or parttime employees	These are just some of the ways we show our appreciation and ongoing commitment to our teams: • Medical, Dental and Prescription Coverage • Vision and Hearing Coverage • Flexible Spending Accounts • Health Savings Accounts • Castlight Health Navigation Platform • Well-Being Program • Life, Accidental Death, and Dismemberment Insurance • Short- and Long-Term Disability Coverage • Profit Sharing and Retirement Savings* • Employee Stock Purchase Program • Educational Assistance • Dependent Child Scholarships • Paid Vacations, Holidays, Bereavement and Jury Duty • Service Award Program • Stock Award Program *Part-time employees are eligible to participate in 401(k) immediately upon hire and will be eligible to share in any profit-sharing contribution made if they meet the hours worked requirement during the plan year. Family and Medical Leave (FMLA) eligible employees may take time off work duties for the birth of a newborn child of the employee or for placement with the employee of a son or daughter for adoption or foster care. Any employee requesting paid maternity leave is subject to the Short-Term Disability policy. Paid leave is typically 6 to 8 weeks in duration and is informed by a physician's statement. Short-Term Disability and FMLA run concurrently. If a complication arises during an employee's pregnancy and/or birth which requires more than 91 calendar days off work under Short-Term Disability, the employee may become eligible for Long-Term Disability. Steel Dynamics does not discriminate on the basis of pregnancy, childbirth, or related medical issues. Employees have a right to, and Steel Dynamics provides, reasonable accommodations for known limitations related to pregnancy, childbirth, or related medical issues, including lactation. SDI will take any request for reasonable accommodation into consideration and will respond to any request in writing. An interactive process will be conducted to determine whether a specific accommodation is reasonable and will be accommodated by SDI.	

Social Disclosures – GRI 403: Occupational Health and Safety (2018)

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3	Management Approach	The health, wellness, and safety of our people and their families is our number one value and primary focus. Our goal is to achieve zero injuries— no accidents. Nothing is more important than the safety and welfare of our team. At Steel Dynamics, valuing people includes providing a safe work environment and creating a culture of safety that extends beyond work, to our homes and communities. The company, our team members, third-party visitors and contractors, and their families and friends are impacted by our facilities' occupational health and safety. Our management approach is further discussed in disclosures 403-1: 2018 through 403-7: 2018.	
403-1	Occupational health and safety management system	Our Core Safety Group (CSG) guides our companywide safety culture and program for 100% of our employees. The CSG consists of two functioning groups – a CSG Guidance Team and a CSG Field Visit Team. Both groups consist of members with both safety and operational expertise from each of our four primary operating platforms: Steel Operations, Steel Fabrication, Aluminum and Metals Recycling. The CSG's Guidance Team's primary function is to guide the overall safety program toward the achievement of zero incidents. The CSG Field Visit Team's primary function is to enhance employee engagement with our Take Control of Safety (TCOS) initiatives. To support this companywide effort, over 500 team members have been trained as TCOS Coaches and are engaging with other team members in support of this initiative. We have implemented several administrative systems to manage occupational health and safety within all operations. Our General Manager/ Division Manager Safety Calendar specifies occupational health and safety topics that require routine training, inspections and/or recordkeeping obligations to meet and/or exceed the United States Occupational Safety and Health Administration (OSHA) regulations, as well as our expectations. The calendar has been specifically designed, and continues to be annually updated, to serve as a comprehensive safety and health management system. In addition, an Occupational Health Management System is utilized by our nursing team to document all medical surveillance, wellness, first aid, prevention, and treatment. Integrated online programs are also used to manage corporate safety programs, CSG expectations, injury and illness data, and all safety related incidents. All SDI divisions annually review and provide training on Job Safety Analysis (JSA) as well as conduct Personal Protective Equipment (PPE) evaluations to meet OSHA requirements and strive for a work environment without recognized hazardous exposures. In addition, all safety incidents are expected to be reported, investigated, and placed into our Incident Management System (IMS), which assists in the identifying and managing of recognized hazards in order to control employee exposure to such hazards.	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
403-1 (continued)	Occupational health and safety management system	Safety and health systems are coordinated and managed by safety and health professionals with appropriate education, accreditations, certifications and/or experience in the field. Safety and health professionals regularly participate in ongoing education, training, and networking opportunities to maintain a high level of competence and expertise. Divisional Leadership is ultimately responsible for the success of each local occupational health and safety management system, while the Core Safety Group Guidance Team guides the direction and focus regarding the overall safety program. All team members and contractors performing work within a facility, including off-site locations where our team members are working, are expected to adhere to our safety and health management system. No workers, workplaces, or activities are excluded. Various processes are in place to drive continuous innovation and improvement regarding safety. Key examples include: • Core Safety Group Guidance Team, as noted above. • Core Safety Group Field Visit Team, as noted above. • Division Safety Plans - Annual goals from each operating division focusing on safety improvements, approved by both operational and senior leadership. Plans include a requirement for each division to pursue world class implementation of our TCOS Program. • Subject Matter Expert Teams - Group of experts assembled to provide guidance on a safety topic. Teams are created as the Core Safety Group identifies opportunities related to various safety topics.	
403-2	Hazard identification, risk assessment, and incident investigation	The safety of our team members, contractors, and visitors is a critical element of our Core Values, which are reflected in all aspects of our operations. Our objective is to provide a safe working environment for all. To achieve this goal, we demonstrate a relentless pursuit of hazard recognition and abatement through a variety of initiatives such as Job Safety Analysis reviews, Task-Specific Risk Assessments, Standard Operating Procedures, Equipment Lockout Checklists, Potential Serious Injury or Fatality (PSIF) identification, and Industrial Hygiene-specific Risk Assessments and Sampling Plans. Classroom training, online training, job specific video and/or consultant-based training is provided to all team members monthly, along with daily safety conversations intended to ensure that safety is “top of mind” for our team members and to provide them with the tools to effectively identify work-related hazards. Safety professionals support our management teams at each division to ensure the quality and applicability of training. Our safety professionals are a resource to management, ensuring that we identify and implement the most effective corrective actions based upon the Hierarchy of Controls to appropriately control potential exposure to employees and ensure standards are maintained. Individual participation in the identification and reporting of work-related hazards is essential. Through our Non-Routine Task Initiative, team members are empowered and authorized to pause or stop a job if they are uncertain of appropriate safety procedures. Subject Matter Expert teams	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
403-2 (continued)	Hazard identification, risk assessment, and incident investigation	have been formed and serve as a resource for team members to contact with task-related questions or concerns. Safety Teams have been established throughout many divisions and are further supporting the execution of site safety programs and initiatives. PSIF review teams have also been developed to assist in the review of safety incidents, ensuring a high-quality investigation that identifies appropriate root causes and corrective actions. These initiatives are broad in nature, cross functional and comprehensive in their inclusion of people. A customized Incident Management System (IMS) is used to record information pertinent to tracking and managing safety related incidents. A high level of employee engagement in Near Miss Reporting is just one element of our safety program, which benefits both the company and our team members. Team member reporting of near misses is without reprisal. Through an increased emphasis on Hazard Awareness & Recognition within our Take Control of Safety Program, team members are encouraged to identify potential exposures and be involved with the identification and implementation of corrective actions based on the Hierarchy of Controls. We firmly believe that the best ideas come from those performing the job. We believe that team member engagement is key to building and maintaining a solid safety culture. This belief has led us to focus on a "Safety for My Team" approach that includes a "See Something, Say Something, Do Something" initiative whereby team members are expected to look out for one another and be each other's keeper. Cross Divisional/Department Safety Walks and the promotion of Good Catch Safety Alerts further drives team members' engagement in our safety program. In 2023, we continued to implement our "Exposure Assessment Application" as a means of proactively identifying and mitigating PSIF (Potential Significant Injuries or Fatalities) exposure. This application is utilized in the field, engaging employees & contractors in hazard identification, as tasks are being performed. It provides a meaningful opportunity to address PSIF exposure proactively, rather than reacting to actual incidents after they occur. Most recently, in 2024, we rolled out proactive hazard identification-based initiative that we refer to as "The 20' Challenge". This initiative has fundamentally changed the way our team members approach every job/task they are assigned. The "20' Challenge" forces our team members to look through a different lens, ensuring they are sufficiently distanced and protected from potential hazards prior to performing a task. Much like the aforementioned "Exposure Assessment Application" tool, this initiative intentionally engages our team members in seeking out and eliminating task-specific exposures proactively.	
403-3	Occupational health services	Our teams' health and wellbeing are inextricably linked to their safety. We have occupational nurses available at all of our major locations. We believe it is critical to the support of our operational teams' health. The occupational health team continues to expand with the growth of the company. During the last several years, we significantly increased the number of onsite nurses. Our nursing team implements health and safety programs and provides guidance regarding safe practices at work and home. The occupational health nurses are active in developing disease	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
403-3 (continued)	Occupational health services	prevention programs. The nurses work with benefits and human resource team members to develop and implement these programs to enhance and improve health. The occupational health nurses advocate for the employee and assist safety with identifying and eliminating hazards to minimize risk going forward. The occupational health nurses manage the employee medical surveillance programs. Along with safety, the occupational health nurses identify the employees that need to be in a medical program, assess, test, and manage those in the program. We support occupational health nurses by supporting their licensure, continuing education, certification, and memberships and include them in their leadership development programs. Our occupational health nurses are available 24 hours a day 7 days a week. Our nurses are the first stage of employee illness and injury care in non-urgent situations. The nurses manage cases of occupational injuries and illnesses. Their role is to utilize exceptional healthcare providers, manage the case from start to finish, and assist in compliance with their treatment to facilitate a complete recovery. We have annual training for the occupational health nurses, human resources, and benefits team on Health Insurance Portability and Accountability Act and confidentiality. We ensure that personal health information related to the employee and their family is not shared or disclosed to other members of the company. Our occupational nursing team follows federal, state, and local regulations. They work with our organization on compliance and the regulations and laws affecting the workers and the workplace. The occupational health nurses maintain confidentiality of the employees' personal information by utilizing an occupational health management single sign on system that is only accessible by the nurse team. The system is used for charting, documentation, work-related and non-work-related illness and injury, and case management. Our occupational health nurses keep the employees' occupational health information that is discovered through the occupational health clinics private. The employee's occupational health information is not shared with members of management, supervision, or anyone else in the company.	
403-4	Worker participation, consultation, and communication on occupational health and safety	Leadership commitment is critical to a successful safety program. Our Board of Directors and senior leadership take pride in the fact there are numerous avenues for team members to participate and learn about safety. • In addition to routine safety training and in-house safety evaluations on regulatory compliance and culturally based measurables, a Safety Alert system is used to expeditiously communicate Potentially Serious Injury or Fatality and other relevant incidents to team members via company email. These Safety Alerts are often accompanied by videos and pictures to help others visualize what happened and determine corrective action. Good Catch and Best Practice Alerts are created for team member recognition and sharing of information. Safety Alerts are discussed at daily toolbox talks and safety meetings along with other relevant safety topics. • Our Safety Calendar is a monthly guide that provides a roadmap for operations and safety to achieve regulatory and company safety compliance along with providing daily safety topics for team meetings such as toolbox talks.	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
403-4 (continued)	Worker participation, consultation, and communication on occupational health and safety	• Subject Matter Expert teams, that overlap with our Cardinal Lifesaving Rules, High-Risk Exposure areas, and/or incident trends, have been established and are comprised of members representing all operating platforms. These teams meet periodically and are a resource for all employees while serving as an internal network for those on the Subject Matter Expert teams. • Hearing a safety story from the source can be very powerful. We have developed videos which highlight true safety incidents told by the actual team member involved. • Employees are encouraged to share a safety message with their co-workers during toolbox talks and safety meetings. These personal stories and work experiences have shown themselves to resonate and be impactful to all involved. • Incident investigations involve team members close to the source and recommendations of corrective action focusing on the upper half of the Hierarchy of Controls (Elimination, Substitution, Engineering). • We have Department / Division level Safety Professionals and Platform level Safety Directors, in addition to a Core Safety Group Guidance team made up of Operational and Safety Leadership, to participate and consult in the development and implementation of the safety management system. • Our Core Safety Group Field Visit team consists of 15 sub-teams of employees with various roles in operations. Over 500 team members have been trained to be TCOS Coaches, with responsibility to engage with co-workers at their home site on safety culture initiatives. This group also conducts Field Visits to other divisions within SDI to benchmark and assess their safety culture by speaking in person with nearly all employees. Worker participation and communication is extremely high through this ongoing initiative. Since 2023, every US based Location / Department was visited annually. In 2024, 5 new sub-teams were added within our Mexico operations and performed Field Visits across all platforms. • Various employee-driven Safety Teams are composed of representatives from each work area. These teams meet periodically and help with hazard and high-risk exposure identification, abatement, and site-specific safety issues. • Management “Safety Walks” are conducted with work area team members to talk with individuals about their safety observations, concerns, and to also identify hazards within the work areas. These Safety Walks help our operations identify and control risks, raise awareness among our leaders, and enhance our operational safety culture. • Supervisors conduct one-on-one safety conversations with team members. Personal growth and safety awareness are key components in these conversations. These are specific to the employee and directed towards any concerns, questions, or innovative ideas they may have regarding their safety and the safety of their team. These conversations build relationships which build culture and clarify the employee’s specific role(s) within our TCOS program. • The Safety Mentor Program prepares all new employees for safely working in operations and how to identify and manage safety challenges effectively. This is accomplished by assigning new employees with a mentor who views safety as “top of mind” and as a core value.	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
403-5	Worker training on occupational health and safety	OSHA regulated, company mandated, and job specific safety training is given to all applicable employees. Employees start at Steel Dynamics by participating in a comprehensive New Hire Safety Training Orientation consisting of job shadowing, Job Safety Analysis review and Standard Operating Procedures training. Throughout their career at Steel Dynamics, team members are given frequent refresher training on mandatory health and safety topics. Many jobs within Steel Dynamics require specific skills. The level and complexity of training is developed and delivered based on the job requirements and specific needs of the employees. Job specific training is developed by knowledgeable and skilled professionals to ensure all aspects of the job are discussed and the employee is fully aware of the duties and safety concerns of the job. A Safety Training Library on SharePoint is utilized by safety professionals as a training resource. We employ highly skilled Safety Professionals. OSHA regulated, company mandated, and job-specific safety training is provided to applicable employees by knowledgeable trainers and/or electronic media. Specialized and skilled job training is provided in-house or by third party subject matter experts. To ensure compliance with training expectations, we maintain an annual Safety Calendar which guides all divisions on regulatory and company mandated training, in addition to the expected frequency. This calendar is updated annually with SDI Safety Professionals feedback and the Corporate Safety Team to ensure that it remains current. We promote and support continuing education for our team members and their families. All employees developing, delivering, or attending our health and safety training are compensated for their time. External (off-site) approved training often includes tuition, books, and travel compensation. Through interactive, engaging, and informative training, we strive to deliver world-class safety training to our team members. We believe that team members retain information when the subject matter is engaging and when open group discussions occur. Many health and safety training subjects have a knowledge test with a minimum pass rate. Retraining is conducted if the subject matter has not been comprehended, or if the employee demonstrated an insufficient level of retention.	
403-6	Promotion of worker health	The occupational nurse team facilitates workers' access to non-occupational medical and healthcare services by providing resources and access to our insurance benefits. Our occupational health team educates our team members on our insurance programs and assists them in finding medical providers. We also hold health and safety fairs at our locations. Our locations invite safety and health vendors to educate team members about their services and ways to enhance the team member's well-being. Our benefits and occupational health teams offer onsite presentations to assist in the utilization and participation of our insurance and benefit programs. Our people are our organization's biggest asset. We provide health promotion and preventive care. Within the healthcare plan we offer programs that enhance and challenge our team members to participate and engage themselves in their healthcare. We offer biometric events, health	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
403-6 (continued)	Promotion of worker health	challenges, a blog to share ideas, recipes, activities and encouragement, employee assistance program services, tobacco cessation program, health and safety fairs, and other events throughout the year to allow team members to earn incentives for their health savings account and complete their preventative care. We utilize a team of subject matter experts to assist in looking at different programs that could bring change and increase engagement by our employee population. We use these services to address mental health, heart disease, diabetes, hypertension, obesity, high cholesterol, stroke, and other health risks that affect our employee population. Our goal is to engage, educate, support, and improve our team members' overall health and wellbeing. We have annual training for the occupational health nurses, human resources, and benefits team on HIPAA and confidentiality. We ensure that personal health information related to the employee and their family is not shared or disclosed to other members of the company. Our occupational nursing team follows federal, state, and local regulations. They work with our organization on compliance and the regulations and laws affecting the workers and the workplace. The occupational health nurses maintain confidentiality of personal information by utilizing an occupational health management single sign on system that is only accessible by the nurse team. The system is used for charting, documentation, work-related and non-work-related illness and injury, and case management.	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our company developed strong partnerships with industry peers, associations, and customers to continuously enhance our safety culture. Through transparent sharing of successes and challenges, hosting site visits, and engaging in benchmarking trips, we prioritize learning and advancement. Our Safety Professionals actively contribute to industry safety committees, such as the Steel Manufacturers Association (SMA), the Association for Iron and Steel Technology (AIST), Recycled Materials Association (ReMA) and MSCI (Metals Service Center Institute), driving idea exchange and innovation to mitigate occupational health and safety risks. Additionally, our cross-platform Subject Matter Expert teams, comprised of specialists from our steel, steel fabrication, metals recycling, and aluminum operations, collaborate with external organizations to integrate the safest processes into our operations. These teams bring deep technical knowledge and ensure broad representation in the development and refinement of company-wide policies and procedures. Furthermore, we proactively investigate and adopt new technologies developed by various organizations, recognizing their potential to directly impact health and safety outcomes.	
403-8	Workers covered by an occupational health and safety management system	All team members and contractors performing work within our facilities, including off-site locations, are expected to follow our health and safety management system as outlined in this document. No employee, contractor, work, or activity is excluded. A continuous review and evaluation at our divisions is conducted utilizing our Safety Calendar, which is expected to be completed annually. We do not require external audits. However, one of our divisions has elected to pursue and maintain a certification that may involve an external audit to verify compliance with the safety management system - OSHA SHARP (Safety & Health Achievement Recognition Program).	

<table>
<tr><th>GRI Standard</th><th>Disclosure</th><th>Steel Dynamics Disclosure</th><th>Reference</th></tr>
<tr><td>403-9</td><td>Work-related injuries</td><td>
We follow the United States Occupational Safety and Health Administration standard 1904 when recording and reporting statistics. The statistics provided are for employees and workers whose work is supervised by Steel Dynamics. The main types of injuries reflected within the provided statistics were sprains/strains, lacerations, and fractures.

The following is a summary of our safety statistics (all calculations have been based upon 200,000 hours). This data covers all United States and Mexico based operations.

For our Mexico operations, data is reported to Mexican regulatory agencies in accordance with their laws, but for company safety management purposes and sustainability disclosures, the Mexico data is reported in an effort to be consistent with United States standards for record keeping.

<table>
<tr><td>Employee Related Injuries</td><td>2022</td><td>2023</td><td>2024</td></tr>
<tr><td>Days away from work rate</td><td>0.31</td><td>0.32</td><td>0.30</td></tr>
<tr><td>Occupational disease rate</td><td>0.00</td><td>0.00</td><td>0.00</td></tr>
<tr><td>Severity rate</td><td>7.0</td><td>11.3</td><td>6.09</td></tr>
<tr><td>High-consequence work-related injuries</td><td>4</td><td>6</td><td>4</td></tr>
<tr><td>High-consequence rate</td><td>0.05</td><td>0.04</td><td>0.03</td></tr>
<tr><td>Fatalities</td><td>1</td><td>0</td><td>1</td></tr>
<tr><td>Fatality rate</td><td>0.01</td><td>0.00</td><td>0.00</td></tr>
<tr><td>Total recordable injuries</td><td>213</td><td>196</td><td>199</td></tr>
<tr><td>Total recordable injury rate</td><td>1.8</td><td>1.4</td><td>1.4</td></tr>
<tr><td>Total hours worked (millions)</td><td>24.3</td><td>27.4</td><td>28.3</td></tr>
</table>

Non-Employee Work Related Injuries
<table>
<tr><td></td><td>2023</td><td>2024</td></tr>
<tr><td>High Consequence work related injuries</td><td>7</td><td>1</td></tr>
<tr><td>Fatalities</td><td>1</td><td>0</td></tr>
<tr><td>Total Recordable Injuries</td><td>25</td><td>4.2</td></tr>
</table>

We utilize an Incident Management System to track all incidents in the company. This system is the source of all data reported and underlying calculations. Regarding working conditions (occupational safety), there are no gender-specific differences. Therefore, no gender-specific analysis is currently published and none is planned.

We do not presently have the ability to capture rates for contractors as we do not have a system to capture all work hours for non-employees (contract employees). However, effective January 1, 2023 we have begun tracking all reported contractor injuries, fatalities, and near misses within the companywide Incident Management System.
</td><td></td></tr>
</table>

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
403-9 (continued)	Work-related injuries	Significant injury and fatality prevention has been and continues to be an area of focus. Through benchmarking and collaboration with other leading safety organizations, we have identified 11 hazards in our work environment that could lead to a high-consequence injury. These hazards are: Lifting/Rigging, Hazardous Energy, Caught-In/Between, Struck-By/Moving Equipment, Fall Exposure, Atmospheric Hazard, Fire, Hot Metal, Dropped/Falling Object, Power Tools, and Explosion/Projectiles. Each incident determined to present high-consequence potential is thoroughly investigated for root cause and contributing factors. Action items are developed with the Hierarchy of Controls as a strong consideration for potential solutions. We aim to have at least one "upper-half" Hierarchy of Control corrective action for each incident with "upper-half" being defined as Elimination, Substitution, or Engineering Control. In circumstances in which this is not practical, we aim for redundant Administrative Controls. Onsite contractors and suppliers are informed about occupational health and safety precautions before beginning their work. All contractors operating on our premises attest to comprehensive safety programs within their own organizations. Additional programs may need to be verified depending on the scope of work being performed. This helps ensure safety for all individuals operating on our sites. Contractor (and other non-employee) incidents are entered into our Incident Management System.	

Social Disclosures – 404 Training and Education (2016)

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
3-3	Management Approach	We recognize that the skills and knowledge of our team members are critical to our success. Our educational assistance and development programs encourage personal growth so individuals can remain current in their areas of responsibility, as well as develop new skills for advancement. Senior leadership plays a key role in our development programs, linking our culture to critical, proven leadership concepts. We provide career growth and development opportunities to team members throughout the company at many levels. As our company grows, building talent for the future remains our focus. Feedback on the various training programs offered is provided formally via anonymous surveys and informally through conversation. The feedback is utilized to adjust future trainings.	
404-2	Programs for upgrading employee skills and transition assistance programs	We recognize that the skills and knowledge of our team members are critical to our success. Our educational assistance program encourages personal development through formal education, so that team members can maintain and improve job-related skills. Dynamic Leadership Dynamic Leadership is our manager and supervisor talent development program, and it is designed to provide the necessary tools to positively impact our operations and those individuals on their team by creating a safe, positive, innovative, and effective environment and to equip them with the skills necessary to build an empowered workforce. Our managers and supervisors have considerable	

GRI Standard	Disclosure	Steel Dynamics Disclosure	Reference
404-2 (continued)	Programs for upgrading employee skills and transition assistance programs	responsibility and serve in a critical role, as the experience and development of a majority of our team members are directly impacted by these individuals. Dynamic Coaching Dynamic Coaching is our leadership talent development program designed to encourage General Manager-level thinking. This program is led by our senior leadership team and focuses on the enterprise-level perspective while embedding the tenets of our unique vibrant culture. Our subject matter experts focus on our six pillars, differentiation, leadership skills, motivating teams and performance-based compensation, effective communication, strategic thinking, ethics and sales, operational, accounting and finance matters. Learning Journeys Additionally, individual learning journeys are crafted for team members based on the needs of their job and skills required for success. These courses cover a wide range of development opportunities including our culture and pillars, effective communication, leadership, technology skills, and compliance topics. Educational Development Opportunities Our Educational Assistance Program encourages personal development through degree, licensing and certificate programs to improve job-related skills or enhance professional abilities for a foreseeable-future position within the company. Retirement Readiness We offer a comprehensive benefits package including a retirement savings plan that concentrates on retirement readiness. Services include group and individual retirement meetings covering topics from early career savings to near and after retirement planning. Also provided is a healthcare concierge service, that assists in identifying and enrolling in healthcare post-employment. Our goal is to provide team members with education and training that can enhance their current responsibilities and provide opportunities for advancement. We provide career growth and development opportunities to team members throughout the company at many levels. As our company grows, building talent for the future remains our focus.	