

## Notice of Class Action and Proposed Settlement

**If Nucor Corporation (“Nucor”) notified you of a Data Incident Nucor discovered around May 13, 2025, you may be eligible for compensation benefits from a class action settlement.**

**The United States District Court for the Western District of North Carolina has preliminarily approved a class action settlement that may affect your legal rights.**

*A court authorized this notice. This is not a solicitation from a lawyer.*

- A class action settlement has been reached in the case of *Sweat v. Nucor Corporation*, Case No. 3:25-cv-00478, pending in the United States District Court for the Western District of North Carolina. Full copies of the Settlement, Complaint, and other case documents may be reviewed at the Settlement Website at [www.nucor-datasettlement.com](http://www.nucor-datasettlement.com).
- The lawsuit arises out of a third party’s unauthorized acquisition of certain files of Nucor Corporation’s (“Nucor” or “Defendant”) that contained certain personal information discovered by Nucor around May 13, 2025 (the “Data Incident”). On approximately May 13, 2025, Nucor identified a cybersecurity incident involving unauthorized third party access to certain data contained in information technology systems used by Nucor. Nucor immediately took steps to contain, assess, and remediate the incident, including activating its incident response plan, proactively taking potentially affected systems offline, restoring affected data, and implementing other containment, remediation, and recovery measures. Nucor also engaged leading external cybersecurity experts to assist with its investigation and recovery efforts and notified federal law enforcement authorities. The investigation found that between May 3, 2025 and May 13, 2025, an unauthorized third party accessed and acquired certain data stored in the Nucor environment. Nucor determined that some of the data accessed and acquired without authorization likely included personal information. Nucor then undertook a thorough and time-intensive review of that data to confirm that certain personal information was impacted. This review was completed on approximately June 16, 2025. Shortly thereafter, on or about June 24, 2025, Nucor began sending individuals who were potentially impacted by the incident written notice of the Data Incident. In the written notice, and as an added precaution, Nucor offered Plaintiff and the Settlement Class a two-year subscription to Equifax’s Complete Premier credit monitoring service at no cost. Nucor denies wrongdoing and liability in connection with the allegations in the lawsuit.
- On March 11, 2026, the Court preliminarily approved this settlement (the “Settlement”) and, by agreement of the parties to the lawsuit (the “Parties”), certified this lawsuit to proceed as a class action for settlement purposes only. A full copy of the Settlement may be reviewed at the Settlement Website at [www.nucor-datasettlement.com](http://www.nucor-datasettlement.com). This Notice contains only a summary of the Settlement.
- If you received notice from Nucor in or around June 2025 related to the Data Incident and your personal information, then you are a member of the Settlement Class. Excluded from the Settlement Class are all those persons who timely and validly request exclusion from the Settlement Class, as well as: (i) officers and directors of Nucor and/or the Related Entities; and (ii) the members of the judiciary who have presided or are presiding over this matter and their families and staff.
- If you are a Settlement Class Member, then you may be entitled to compensation and other benefits under the terms of the Settlement. If you are a Settlement Class Member and you wish to file a claim, object to the Settlement, or exclude yourself from the Settlement, you must follow the procedures contained in the Settlement and outlined in this Notice.
- This notice is to advise you of the status of the lawsuit, the terms of the proposed Settlement, and your rights in connection with the Settlement. This is not a lawsuit against you.
- Your legal rights related to this lawsuit are affected whether you act or don’t act. **Read this notice carefully.**

**YOUR LEGAL RIGHTS AND OPTIONS IN THIS LAWSUIT**

<b>ACTION</b>	<b>EXPLANATION</b>	<b>DUE DATE</b>
<b>DO NOTHING</b>	You will be included in the Settlement Class but receive no benefits. You will be bound by the Court’s judgment of dismissal and release claims against Nucor/Released Parties relating to the Data Incident.	No deadline
<b>SUBMIT A CLAIM FORM</b>	Settlement Class Members can choose to submit a claim to receive Settlement benefits. You must submit a Valid Claim to the Settlement Administrator to receive any benefits from this Settlement. For more information about submitting a claim, see question 7.  You will be bound by the Court’s judgment of dismissal and release claims against Nucor/Released Parties relating to the Data Incident.	June 9, 2026
<b>ASK TO BE EXCLUDED</b>	If you choose to exclude yourself ( <i>i.e.</i> , opt out), you will not be included in the Settlement. You will receive no benefits and you will not release any claims you may have against Nucor/Released Parties relating to the Data Incident.	June 9, 2026
<b>OBJECT</b>	If you wish to object to the Settlement, you must timely submit your objection to the Clerk of the Court, with copies to the attorneys for the Parties and the Settlement Administrator. If you exclude yourself from the Settlement, you cannot file an objection. Settlement Class Members who do not timely make their objections in this manner will be deemed to have waived all objections and shall not be heard or have the right to appeal approval of the Settlement. Please see question 12 below for the details on how to object to the settlement.	June 9, 2026

**BASIC INFORMATION**

**1. Why did I receive a mailing notifying me of this Settlement?**

If you received a mailing about this Settlement, it is because records show that you received a notice from Nucor in or around June 2025 related to the Data Incident and your personal information . If these records are correct, you are a Settlement Class Member and you may be entitled to receive Settlement Class Member Benefits if you submit a Valid Claim to the Settlement Administrator before the deadline, and if the Court grants final approval of the Settlement. You also have other options as described in this notice.

**2. What is a class action and who is involved?**

In a class action lawsuit, one or more people called “class representatives” (in this case, Michael Sweat) sue on behalf of other people who have similar claims. The people together are a “class.” The entity they sued (in this case, Nucor) is called the “defendant.” One court resolves the issues for every member of the “class” who does not exclude himself/herself.

**3. Why is this lawsuit a class action?**

The Parties have agreed and the Court has preliminarily decided that, for settlement purposes only, this lawsuit can proceed as a class action because it meets the requirements of applicable court rules. Specifically, the Court found that, for settlement purposes only, there are a sufficient number of people who may have been affected by the Data Incident at issue in this case, there are legal questions common to each of them, any claims or defenses of the

representative parties are typical to those of the class, the Class Representative will fairly and adequately represent the Settlement Class's interests; and this class action will be more efficient than having many individual lawsuits.

#### 4. What is this lawsuit about?

The United States District Court for the Western District of North Carolina is overseeing this class action. The case is known as *Sweat v. Nucor Corporation*, Case No. 3:25-cv-00478. The individual who sued is called the "Plaintiff" or the "Class Representative."

Plaintiff filed a lawsuit against Nucor, individually, and on behalf of anyone to whom Nucor sent notice relating to the Data Incident and the recipients' personal information. The lawsuit arises out of unauthorized access of certain files of Nucor that contained personal information (the "Lawsuit"). The Lawsuit is only against Nucor and not the third parties who acquired the information.

Nucor denies wrongdoing and liability in connection with the Lawsuit. The Court has not made any ruling on the merits of this case. To resolve this matter without the expense, delay, and uncertainties of continued litigation, the Parties have reached a Settlement, which resolves all claims against Nucor. The Settlement is not in any way an admission of wrongdoing or liability by Nucor and does not imply that there has been, or would be, any finding that Nucor violated the law. The Court has already preliminarily approved the Settlement. Nevertheless, because the settlement of a class action determines the rights of all members of the class, the Court overseeing this lawsuit must give final approval to the Settlement before it can be effective. The Court has certified the Settlement Class for settlement purposes only and subject to final approval of the Settlement, so that members of the Settlement Class can be given this notice and the opportunity to submit a claim, object, or exclude themselves from the Settlement Class. If the Court does not grant final approval of the Settlement, or if it is terminated by the Parties, the Settlement will be terminated, and the lawsuit will proceed as if there had been no settlement and no certification of the Settlement Class.

#### 5. How do I know if I am part of the settlement?

You are included in the Settlement if you were mailed a notification by Nucor related to the Data Incident and your personal information. You will be considered a member of the Settlement Class unless you timely opt-out of the Settlement. If you are not sure whether you are included or have any other questions about the Settlement, visit [www.nucor-datasettlement.com](http://www.nucor-datasettlement.com), call toll free 866-742-4955, email [NucorDataSettlement@rg2claims.com](mailto:NucorDataSettlement@rg2claims.com) or write to Nucor Settlement, c/o RG/2 Claims Administration, P.O. Box 59479, Philadelphia, PA 19102-9479.

#### 6. What does the Settlement Provide?

The proposed Settlement will provide the following benefits to Settlement Class Members:

##### Expense Reimbursement

- 1) **Documented out-of-pocket expense reimbursement:** All Settlement Class Members are eligible for reimbursement for the following documented unreimbursed out-of-pocket expenses, provided they are fairly traceable to the Data Incident and do not exceed \$700.00 total per Settlement Class Member: (i) bank fees; (ii) long distance telephone charges; (iii) cell phone charges (if charged by the minute), data charges (if charged by the amount of data usage incurred solely as a result of the Data Incident); (iv) postage; (v) gasoline for local travel or (vi) fees for credit reports, credit monitoring, or other identity theft insurance product purchased between the date of the Data Incident and the date of the close of the Claims Deadline (collectively, "Out-of-Pocket Expenses").
- 2) **Lost time reimbursement:** Settlement Class Members are also eligible to receive reimbursement for up to three (3) hours of lost time spent remedying issues fairly traceable to the Data Incident (calculated at \$25.00 per hour), but only if the Settlement Class Member attests that any claimed lost time was spent in connection with efforts to remedy issues fairly traceable to the Data Incident; and (ii) provides a written description of how the claimed lost time was spent in connection with efforts to remedy issues fairly traceable to the Data

Incident (“Lost Time”). Claims made for Lost Time can be combined with reimbursement for the above-referenced Out-Of-Pocket Expenses, and are subject to the same total aggregate cap of \$700.00 per Settlement Class Member.

- 3) **Documented extraordinary out-of-pocket expense reimbursement:** Settlement Class Members can also receive reimbursement for any documented extraordinary monetary out-of-pocket losses up to \$7,500.00 per Settlement Class Member, to the extent not already covered by Out-of-Pocket Expenses if they establish that their identity was stolen as a result of the Data Incident. Settlement Class Members must provide sufficient documentary proof that their identity was stolen as a result of the Data Incident to be eligible for the following unreimbursed extraordinary out-of-pocket expenses:
1. Documented professional fees and other costs incurred to address actual identity fraud or theft;
  2. Other documented unreimbursed losses, fees, or charges incurred as a result of actual identity fraud or theft, including, (a) unreimbursed bank fees, (b) unreimbursed card reissuance fees, (c) unreimbursed overdraft fees, (d) unreimbursed charges related to unavailability of funds, (e) unreimbursed late fees, (f) unreimbursed over-limit fees, (g) unreimbursed charges from banks or credit card companies, and (h) interest on payday loans due to card cancellations or due to over-limit situations (collectively with (1) above, “Extraordinary Expenses”).
- 4) **Credit monitoring services for those who did not enroll previously:** As a precaution, in June of 2025 Nucor offered all those who received notice of the Data Incident a two-year subscription to Equifax’s Complete Premier service at no cost. If you have already enrolled in credit monitoring, there is nothing more you need to do. If you did not enroll, as part of the Settlement Nucor is once again giving you the opportunity to receive twenty-four (24) months of credit monitoring services at no cost to you upon submission of a timely, Valid Claim. You do not need to claim any monetary reimbursement as part of a Valid Claim in order to enroll in the credit monitoring.

**Reimbursement Terms:** To receive compensation for Out-of-Pocket Expenses, Extraordinary Expenses, or Lost Time, you must submit a Valid Claim subject to the penalty of perjury along with any necessary supporting documentation (other than an adequate written description for Lost Time) by June 9, 2026, as outlined in the Settlement. For Extraordinary Expenses and Out-of-Pocket Expenses, you must submit reasonable documentation reflecting that the out-of-pocket losses claimed were both actually incurred and fairly traceable to the Data Incident and have not otherwise been reimbursed by another source. This documentation must include receipts or similar documentation that documents the costs incurred. “Self-prepared” documents, such as handwritten receipts, by themselves are insufficient to receive reimbursement. To claim Lost Time, you must provide an attestation under penalty of perjury indicating that the time claimed was spent in connection with remedying issues fairly traceable to the Data Incident and a written description of how the claimed lost time was spent in connection with remedying issues fairly traceable to the Data Incident. If you submit a claim for Out-of-Pocket Expenses and Extraordinary Expenses, you must exhaust all reimbursement insurance benefits covering losses due to identity theft and stolen funds available to you in connection with the credit monitoring protections already provided by Nucor before Nucor is responsible for any Out-of-Pocket or Extraordinary Expenses claimed, as outlined in the Settlement. You can review the Claim Form at [www.nucor-datasettlement.com](http://www.nucor-datasettlement.com) to see an explanation of the types of loss that will be considered, as well as specific documentation requirements.

**Remedial Measures:** As reflected in the Settlement, Nucor has worked with its outside cybersecurity experts to further reinforce its information technology systems and to prevent future unauthorized access.

**Fees, Costs, and Expenses Associated with the Settlement:** As outlined in the Settlement, Nucor has agreed (1) to pay the attorneys’ fees, costs, and expenses incurred by Class Counsel in the Litigation, as approved by the Court, in an amount not to exceed one hundred thousand dollars (\$100,000.00); and (2) not to contest a request for incentive award of up to two thousand dollars (\$2,000.00) to the named Plaintiff.

**Compensation Process:** For those Class Members entitled to a cash payment, the exact amount of such payment is unknown at this time and may vary depending on several factors, as outlined above and in the Settlement. Pursuant

to the terms of the Settlement, the Settlement Administrator will calculate the final amount that is due to each eligible Settlement Class Member and shall pay each eligible Settlement Class Member who timely returns a completed Valid Claim Form and who does not actively exclude himself or herself from the Class and who otherwise qualifies for payment pursuant to the terms of the Settlement.

#### **7. How do I receive a benefit?**

If you are an eligible Settlement Class Member and you do not opt-out of the Settlement, and if you wish to receive compensation from the Settlement, then you must make a Valid Claim by June 9, 2026, consistent with the Settlement.

Claims can be filed online at [www.nucor-datasettlement.com](http://www.nucor-datasettlement.com) by June 9, 2026 or by mailing your claim form to the Settlement Administrator at [Nucor Settlement, c/o RG/2 Claims Administration, P.O. Box 59479, Philadelphia, PA 19102-9479. You may also contact the Settlement Administrator toll-free at 1-866-742-4955, or via email at [NucorDataSettlement@rg2claims.com](mailto:NucorDataSettlement@rg2claims.com), with any questions. Claims for distribution submitted after June 9, 2026 will not be paid.

#### **8. How will I receive payments?**

The Settlement Administrator will issue a check to each Class Member entitled to compensation under the Settlement either within sixty (60) days of the Effective Date or within thirty (30) days of the date that the last claim is approved, whichever is later. If there is an appeal of the Settlement, payment may be delayed. Cashing the settlement check is a condition precedent to any Settlement Class Member's right to receive monetary settlement benefits. All settlement checks shall be void ninety (90) days after issuance. If a check becomes void, the Settlement Class Member shall have until six (6) months after the Effective Date to request re-issuance.

The Parties cannot predict exactly when (or whether) the Court will give final approval to the Settlement, so please be patient. Updated information about the case can be obtained through Class Counsel at the telephone number or email address provided below.

### **YOUR RIGHTS AND OPTIONS**

#### **9. What happens if I do nothing at all?**

If you do nothing, you will not get any benefit from the Settlement, you will not be able to sue Nucor or the Released Parties for claims in this case, and you release the claims against Nucor and Released Parties, as outlined in the Settlement.

#### **10. What does it mean to be excluded from the Settlement?**

You have the right to exclude yourself from (i.e., "opt out" of) the Settlement Class. If you exclude yourself, you will not be eligible to receive any compensation and/or benefits from the Settlement, and you cannot object to the Settlement. You will not be legally bound by anything that happens in the lawsuit, and you will keep your right to sue Nucor on your own for the claims that this Settlement resolves.

If you already have, or intend to file, your own lawsuit against Nucor about the same claims in this lawsuit and want to continue with it, you need to ask to be excluded from the Class. If you exclude yourself, you will not be legally bound by the Court's judgment of dismissal in this case. If you start your own lawsuit against Nucor after you exclude yourself, you'll have to hire and pay your own lawyer for that lawsuit, and you'll have to prove your claims. If you do exclude yourself so you can start or continue your own lawsuit against Nucor, you should talk to your own lawyer.

#### **11. How do I ask the Court to exclude me from the "class" in this case?**

To exclude yourself from the Class, you must sign and timely submit written notice of such intent to the designated Post Office box established by the Settlement Administrator and listed in Nucor Settlement, ATTN: Exclusion

Request, c/o RG/2 Claims Administration, P.O. Box 59479, Philadelphia, PA 19102-9479. The written notice must clearly state your intent to be excluded from the Settlement Class. All requests for exclusion must be submitted, signed, and mailed to the Settlement Administrator and postmarked no later than June 9, 2026. If you return a late request for exclusion, the request will be deemed invalid, and you will remain a member of the Class and will be bound by all of the terms of the Settlement.

**YOU CANNOT EXCLUDE YOURSELF BY TELEPHONE OR BY SENDING AN EMAIL.**

**DO NOT SUBMIT BOTH A CLAIM FORM AND A REQUEST FOR EXCLUSION. IF YOU SUBMIT BOTH A CLAIM FORM AND A REQUEST FOR EXCLUSION, YOUR CLAIM FORM WILL BE DISREGARDED.**

**12. How do I object to the settlement?**

You have the right to object to the Settlement if you wish. To object, you must file a written statement with the Clerk of the Court, located at United States District Court for the Western District of North Carolina, 319 U.S. Courthouse Building, 100 Otis Street, Asheville, North Carolina 28801, containing the case name and docket number *Sweat v. Nucor Corporation*, Case No. 3:25-cv-00478, no later than June 9, 2026, and simultaneously send copies to the Settlement Administrator and to Class Counsel and counsel for Nucor at the addresses below. You must mail a copy of your objection to the following three places postmarked no later than June 9, 2026:

COURT	CLASS COUNSEL	Settlement Administrator	NUCOR'S COUNSEL
United States District Court Western District of North Carolina 319 U.S. Courthouse Building 100 Otis Street Asheville, NC 28801	Scott Edward Cole Cole & Van Note 555 12 <sup>th</sup> Street, Suite 2100 Oakland, CA 94607 www.colevannote.com	Nucor Settlement, c/o RG/2 Claims Administration P.O. Box 59479, Philadelphia, PA 19102- 9479	Daniel E. Raymond Arnold & Porter Kaye Scholer LLP 70 W. Madison Street Suite 4200, Chicago, IL 60602

Your objection must include: (i) the name of the litigation (*Sweat v. Nucor Corporation*, Case No. 3:25-cv-00478-MOC-SCR); (ii) your full name, mailing address, telephone number, and e-mail address (if any); (iii) the specific reasons for objection, accompanied by any legal support for the objection known to the you or your counsel; (iv) information identifying you as a Settlement Class Member, including proof that you are a member of the Settlement Class (e.g., copy of notice, copy of original notice of the Data Incident); (v) the number of times you have objected to a class action settlement within the 5 years preceding the date that you file the objection as well as the caption of each case in which you have objected and a copy of any orders related to or ruling upon your objection that were issued by the trial and appellate courts in each listed case; (vi) the identity of any and all counsel representing you in connection with the objection, including any former or current counsel who may be entitled to compensation for any reason related to the objection; (vii) the number of times in which your counsel and/or your counsel's law firm have objected to a class action settlement within the 5 years preceding the date of the filed objection, the caption of each case in which counsel or the firm has made such objection and a copy of any orders related to or ruling upon counsel's law firm's prior objections that were issued by the trial and appellate courts in each listed case in which your counsel and/or your counsel's law firm have objected to a class action settlement within the preceding 5 years; (viii) any and all agreements that relate to the objection or the process of objecting, whether oral or written, between you and your counsel and any other person or entity; (ix) a list of all persons who will be called to testify at the Final Approval Hearing in support of the objection (if any); (x) a statement confirming whether you intend to personally appear and/or testify at the Final Approval Hearing; (xi) and your signature (an attorney's signature is not sufficient).

You will not be excluded from the Settlement by filing an objection. If you have submitted a request for exclusion from the Settlement, you cannot file an objection.

Any attorney you may hire for the purpose of making an objection must file his or her entry of appearance on or before June 9, 2026. The entry of appearance shall be filed with the Clerk of the Court with a copy served upon Class Counsel and Nucor's Counsel.

Any Settlement Class Member who does not timely file and serve this written objection will not be permitted to raise an objection, except for good cause shown, and any Settlement Class Member who fails to object in the manner described above will be deemed to have waived objections to the claim and will be foreclosed from raising any objections.

#### THE LAWYERS REPRESENTING YOU

##### **13. Do I have a lawyer in this case?**

For purposes of this settlement, the Class Representative and the Settlement Class are represented by Class Counsel. Class Counsel is Scott Edward Cole of Cole & Van Note.

You will not be personally charged for their work on the case. If you want to be represented by your own lawyer, you may hire one at your own expense.

##### **14. Is there a release or waiver of claims?**

Yes. Unless you affirmatively exclude yourself, you will agree to the “Release” of claims as described in Section X of the Settlement. That means that you cannot sue, continue to sue, or be part of any other lawsuit against Nucor or other Released Parties for any of the Released Claims. It also means that the Court’s orders will apply to you and legally bind you. You may view the Settlement for the full language of the claims you will give up if you remain in the Settlement by requesting a copy from the Settlement Administrator or viewing it online at [www.nucor-datasettlement.com](http://www.nucor-datasettlement.com).

#### THE COURT’S FINAL APPROVAL HEARING

##### **15. When and where will the Court decide whether to approve the settlement?**

The Court has already granted preliminary approval of the Settlement. The Court will hold a Final Approval Hearing on July 6, 2026 at 10:00 A.M., via telephone, videoconference or in-person, in Courtroom 5A of the United States District Court for the Western District of North Carolina, located at 401 W Trade St, Charlotte, NC 28202. The Final Approval Hearing may be continued to a future date without further notice. At this hearing, the Court will consider whether the settlement is fair, reasonable, and adequate. If there are objections, the Court will consider and rule on them. The Court may also decide the amount of attorneys’ fees, costs, and expenses to pay Class Counsel and the amount of incentive awards to pay Class Representatives. After the hearing, the Court will decide whether to approve the Settlement.

If the Court does not approve the Settlement, or if it approves the Settlement and the approval is reversed on appeal, or if the Settlement does not become final for some other reason, Settlement Class Members will receive no benefits from the Settlement. Plaintiffs, Nucor, and all of the Settlement Class Members will be in the same position as they were prior to the execution of the Settlement, and the Settlement will have no legal effect, no class will remain certified (subject to approval or otherwise), and the Plaintiffs and Nucor will continue to litigate the case. There can be no assurance that, if the Settlement is not approved, the Settlement Class will recover more than is provided in the Settlement, or indeed, anything at all.

##### **16. Do I have to come to the hearing?**

No. Class Counsel will answer questions the Court may have. But you are welcome to come at your own expense. If you send an objection, you may come to Court to talk about it. You may also pay your own lawyer to attend, if you so choose.

#### GETTING MORE INFORMATION

**17. Are more details available?**

This notice summarizes the proposed Settlement. More details are in the Settlement. You can obtain a copy of the Settlement at [www.nucor-datasettlement.com](http://www.nucor-datasettlement.com), request a copy via email to [NucorDataSettlement@rg2claims.com](mailto:NucorDataSettlement@rg2claims.com), or call the Settlement Administrator toll-free at 1-866-742-4955.

**Please do not contact the Court Clerk, the Judge, Nucor’s Counsel, or Nucor; they are not in a position to give you any advice about the Settlement.**

DEADLINE SUMMARY

**18. What are the important deadlines?**

The following are the important dates and deadlines under the proposed Settlement:

Last Day to Submit Request for Exclusion:	June 9, 2026
Last Day to File and Serve Objections:	June 9, 2026
Last Day to File a Claim Form:	June 9, 2026
Final Approval Hearing:	July 6, 2026