

UNITED STATES STEEL CORPORATION
POLICY ON HUMAN RIGHTS AND INDIGENOUS RIGHTS

March 2024

U. S. Steel is committed to respecting the human rights of all people, consistent with the principles of individual dignity and respect that underlie the Universal Declaration of Human Rights. Included in our commitment is respect for the rights of indigenous people, consistent with the principles of equal rights and non-discrimination that underlie the United Nations Declaration on the Rights of Indigenous Peoples, and respect for women’s rights. Our commitment is rooted in the S.T.E.E.L. Principles that reflect our core values: Safety First, Trust and Respect, Environmental Stewardship, Excellence and Accountability, and Lawful and Ethical Conduct.

The U. S. Steel [Code of Ethical Business Conduct](#) (“Code”) is organized around the S.T.E.E.L. Principles and sets forth our expectations for our company and our employees, including with respect to human rights, working conditions, labor rights, employment practices, and workplace conduct. Safety has long been our primary core value, and we take pride in our history of providing clean, safe, and secure working environments for our employees. Similarly, we respect our employees’ right to freedom of association, including the right to choose whether to join a trade union. We honor the terms of collectively bargained agreements and comply with applicable laws regarding fair wages, hours of work, and benefits. We verify the age of prospective employees to ensure compliance with child labor laws, prohibit child labor, human trafficking, and any form of forced labor, and have implemented training for our employees on identifying and preventing illegal labor.

U. S. Steel recognizes that its continued success depends on fostering a high-performance workplace culture that is rooted in the highest standards of excellence, accountability, fairness, and mutual respect. To that end, we strive for an inclusive and diverse work environment in which everyone feels valued and can reach their full potential. Consistent with the ILO Declaration on Fundamental Principles and Rights at Work and applicable federal and/or state laws, any form of discrimination or harassment based on race, age, ethnicity, sex, sexual orientation, gender identity, disability, or any other protected status runs counter to that goal and is strictly prohibited under our [Sexual and Discriminatory Harassment policy](#) and [Equal Employment Opportunity policy](#).

U. S. Steel believes that being a good corporate citizen requires focus on operating in an environmentally responsible and sustainable manner for the benefit of all people and communities. To that end, we are committed to recycling, reducing our emissions, and conserving the energy and natural resources required for our operations. Most notably, we are working toward achieving our announced goals of a 20% reduction in GHG emissions intensity by 2030 and net-zero greenhouse gas emissions by 2050. We are also investigating, creating, and implementing innovative solutions and processes throughout our operations that minimize our impact on the natural environment. These activities underscore our steadfast commitment to doing business the right way in the communities where we live and work.

To ensure U. S. Steel employees understand the company’s position with respect to human rights and its expectations for employee conduct, copies of the Code are distributed to new employees

and published online. U. S. Steel trains all employees on its standards for workplace conduct, including its Sexual and Discriminatory Harassment policy, and employees are required to certify their compliance with that policy and the Code annually. Responsibility for the coordination and guidance of this policy rests with the General Counsel and Chief Ethics & Compliance Officer and the Chief Human Resources Officer.

We also proactively extend our commitment to respecting human rights throughout our supply chain. Our [Supplier Code of Conduct](#) states that we expect our suppliers to adhere to the same principles we do, take documented steps to ensure compliance, and cascade the same standards to other parties who support U. S. Steel business. In addition, pursuant to our robust anti-corruption program, we perform risk assessments and conduct due diligence reviews of select business partners that are designed to identify compliance-related risks, including prior human rights violations and corrupt behavior.

U. S. Steel communicates its commitment to human rights and indigenous rights to stakeholders, including customers, investors, and the public, by posting this policy on its website. In April 2021, we also became the first North American steel producer to join ResponsibleSteel, a global multi-stakeholder initiative that establishes and certifies members' conformance with human rights, safety, and environmental standards developed specifically for our industry.

To help identify conduct that is inconsistent with our Code or S.T.E.E.L. Principles, including concerns related to human rights or indigenous rights, U. S. Steel has established a grievance mechanism for employees, business partners, and members of the public to raise concerns about misconduct in connection with our business. This [hotline](#) is hosted by an independent provider and provides a convenient, anonymous, and confidential way for anyone to raise a concern. All reports, including those related to human rights, are investigated, and appropriate action is taken. U. S. Steel strictly forbids retaliation against anyone who raises a concern in good faith.