

ESG INFOGRAPHICS

Highlights from the 2022 ESG Report

SAFETY

- **ACHIEVEMENTS**
 - Build 1 (imagining some visual emphasis, esp. on “safest year on record” but not bolding or underlining; your thoughts?): **2022 was our safest year on record**
Build 2: with OSHA Days Away from Work at a **historic low**
- **RECOGNITIONS**
 - Build 1: Received **prestigious recognition** for implementing **notable safety solutions**:
Build 2 (text for builds 2 & 3 should be the same as each other but different in some way from build 1): Safety and Health Excellence Recognition award from the World Steel Association
Build 3: Green Cross for Safety Excellence Award® from the National Safety Council

ENVIRONMENT

- **ACHIEVEMENTS**
 - Build 1: Big River Steel leads the way in sustainability
Build 2: earning ResponsibleSteel’s™ **first-ever site certification** for a North American steel facility
 - Build 1: Received Emission-Free Energy Certificates for
Build 2: **5** of our manufacturing sites
Build 3: **1** research center
Build 4: and **1** business service center
 - (additional visual emphasis on “5.1 million”?) U. S. Steel recycled roughly **5.1 million tons of scrap steel** companywide
- **INITIATIVES**
 - Build 1: Driven by innovation and committed to sustainability
Build 2: we developed new methods that **significantly reduced blast furnace gas waste**
 - Build 1: Spent **\$334 million** in total company environmental expenditures
Build 2: and that’s just one part of our determined journey to net zero

EMPLOYEE

- **ACHIEVEMENTS**
 - Build 1: **100%**
Build 2: the top score on the Human Rights Campaign Foundation’s Corporate Equality Index
Build 3: and in 2020, 2021, and 2022
Build 4: listed among the **“Best Places to Work for LGBTQ+ Equality”**
 - Build 1: Posted top score of **100** on the Disability Equality Index for the second year in a row.
Build 2: and, as in 2020 & 2021, we were designated a **“Best Place to Work for Disability Inclusion.”**
 - Build 1: Continued building a workplace that’s **Best for All®** where:
Build 2: **1 in 2 employees** hired **identify as diverse**
Build 3: employee resource group membership grew by 34%

Build 4: **support for 100% pay, promotion, and performance rating equity remained firm**

- **RECOGNITIONS**

- Build 1: For the second year in a row we were...
- Build 2: named to *Newsweek's* Most Loved Workplaces list and
- Build 3: identified by Ethisphere® as one of the **World's Most Ethical Companies**
- Build 4 (light-hearted, upbeat visual quality here?): **Twice is nice!**

COMMUNITY ENGAGEMENT

- **ACHIEVEMENTS**

- Build 1: Volunteerism...
- Build 2: our employees strengthened the communities we call home
- Build 2: by contributing **more than 20,000 hours** of their time to **more than 100 organizations** worldwide

- **PARTNERSHIPS**

- Strengthened our commitment and access to **diversity in our supply chain** by becoming a corporate member of the Eastern Minority Supplier Development Council
- Engaged EcoVadis sustainability management software to expand the scale and scope of our sustainability practices across our entire supply chain
- Contributed more than **\$7.5 million** to community organizations, schools, activities, and causes in the U.S. and Slovakia

- **INITIATIVES**

- Build 1: Construction of our **second sustainable mini-mill** at Big River Steel continued
- Build 2: another impactful step in our Best for All® strategy
- Build 1: Broke ground on a new direct reduced-grade pellet production facility at our Keetac mine in Minnesota
- Build 2: a \$150 million investment in the future of American steel
- Build 1: Added an **8th employee resource group**
- Build 2 (could you give this some real visual pizzazz?): **SteelSUSTAINABILITY**
- Build 3 (maybe a color on "brighter" that makes it appear brighter than the rest?): **creating a brighter future by engaging employees on sustainability issues and turning ideas into action**
- Build 1: Held 55 recruiting events designed to **encourage young women to consider STEM and vocational careers**
- Build 2: and make known how much we value inclusivity and gender diversity at U. S. Steel
- Build 1: Situated only 60 miles from the Ukrainian border
- Build 2: U. S. Steel Košice leaders and employees responded to the Ukrainian refugee crisis swiftly, voluntarily, and with great humanity

COMMERCIAL

- **PARTNERSHIPS**

- Build 1: Global climate innovator Trane Technologies pledged procurement of our **verdeX® steel**
- Build 2: making them the first in their industry to announce purchase agreements for low-carbon footprint steel
- Reached an agreement with General Motors to supply **verdeX® steel**, our **lower-carbon-footprint products**, for their new GM vehicles

- Build 1: BMW Group selected our **Big River Steel facility** and our low-carbon-emissions **verdeX® steel**
- as a strategic part of their plan to reduce the CO₂ footprint of their supply chain

- **INITIATIVES**
 - Introduced **InduX™**, **our new electrical steel product** that begins production at our Big River Steel plant in late Q3 2023
 - Build 1: We enhanced capability at our Big River Steel (BRS) facility
Build 2: expanding the range of steel grades that can be produced utilizing a lower-carbon emissions process
 - Build 1: Developed **14 new automotive products** at Big River Steel
Build 2: 5 are low-carbon-emission, advanced high-strength steel
Build 3: **all were qualified** by select automotive original equipment manufacturers