



Alicia J. Davis

Independent Director

Qualifications for Board Service

Alicia Davis is an experienced senior executive with a successful track record of leading global enterprises in the automotive manufacturing industry. She brings decades of experience overseeing strategy, corporate development, and corporate law. Her deep industry knowledge and expertise in capital markets is instrumental in guiding U. S. Steel through current macroeconomic environment, providing critical insights to the Board.

Key Director Skills

- Top Level Enterprise/Corporate Leadership
- Human Capital Talent Development and Labor
- Technology Transformation
- International Markets
- Steel or Related Industry
- Environmental and Sustainability
- Risk Management
- As Chief Strategy Officer at Lear Corporation, Ms. Davis leads the central strategy organization, overseeing enterprise-wide strategic and financial planning. With experience in global investment banking firms Raymond James and Goldman Sachs, she has represented both public and private companies in numerous strategic transactions.
- At Lear Corporation, she played a key role in the company's acquisition of Kongsberg Automotive's Interior Comfort Systems business (2022) and I.G. Bauerhin (IGB) in 2023, which expanded Lear's portfolio of vehicle technologies while driving international growth and innovation.
- Her significant legal expertise and distinguished academic background extend her expertise to risk mitigation, environmental compliance and governance.

Career Highlights

Lear Corporation – a global automotive products supplier

- SVP and Chief Strategy Officer (since 2021)
- SVP, Strategy and Corporate Development (2021)
- SVP, Corporate Development and Investor Relations (2019-2021)
- VP, Investor Relations (2018-2019)

University of Michigan Law School – an academic institution

- Professor from Practice (since 2023)
- Associate Dean for Strategic Initiatives (2016-2018)
- Professor of Law (2009-2023)
- Assistant Professor of Law (2004-2009)

Kirkland & Ellis LLP – a global law firm

- Of Counsel (2004-2006)
- Associate (2002-2004)

Raymond James & Associates – a global wealth management, capital markets, asset management firm

- Vice President (2001-2002)
- Associate (1999-2001)

Goldman Sachs – a leading global investment banking, securities, and asset and wealth management firm

- Analyst (1993-1995)

Director Since: 2023

Age: 54

Board Committees

- Audit
- Corporate Governance & Sustainability

Other Public Directorships (past five years)

- None

Education

- B.A. in Business Administration, Florida A&M University
- J.D., Yale Law School
- MBA, Harvard Business School