

# Annual Sustainability/ ESG Data Summary

As of December 31, 2023

This Data Summary contains historical performance related to Environmental, Social and Governmental (ESG) metrics for U. S. Steel Corporation from calendar years 2021 to 2023.

## About U. S. Steel

<b>Production</b> (Thousands of net tons)	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Raw Steel Production</b>			
Flat Rolled	9,881	8,846	9,399
Tubular	464	634	568
Mini Mill	2,688	2,650	2,953
USSK*	4,931	3,839	4,395
<b>Raw Steel Capability</b>			
Flat Rolled	13,200	13,200	13,200
Tubular	900	900	900
Mini Mill	3,300	3,300	3,300
USSK	5,000	5,000	5,000
<b>Coke Production</b>			
Flat Rolled	3,848	3,627	3,295
USSK	1,548	1,407	1,485
<b>Iron Ore Pellets Production**</b>			
Total	23,369	22,059	22,134
<b>Finance</b> (Dollars in billions)	<b>2021</b>	<b>2022</b>	<b>2023</b>
Net (loss) earnings	\$4.17	\$2.52	\$895M

\*U. S. Steel Košice

\*\*Includes our share of production from Hibbing

## Environmental

<b>GHG Emissions</b> (CO <sub>2</sub> e)*	<b>2021</b>	<b>2022</b>	<b>2023</b>
Scope 1—U.S. Operations	20.04	18.70	19.26
Scope 1—USSK Operations	8.98	7.32	7.97
Market-Based Scope 2—U.S. Operations	2.55	2.58	2.16
Market-Based Scope 2—USSK Operations	0.08	0.13	0.12
Scope 1 GHG Intensity**—U.S. Operations	1.68	1.70	1.64
Scope 1 GHG Intensity**—USSK Operations	2.01	2.10	2.00
Market-Based Scope 2 GHG Intensity**—U.S. Operations	0.21	0.23	0.18
Market-Based Scope 2 GHG Intensity**—USSK Operations	0.02	0.04	0.03

\*GHG emissions are reported in million metric tons of total carbon, methane, and nitrous oxide converted to carbon dioxide equivalents and excludes GHG emissions from on-site landfills.

\*\*The GHG emissions intensity is based on the total quantity in metric tons of GHG emissions divided by the total quantity in metric tons of raw steel produced as published in the U. S. Steel Annual Report and that is processed into finished steel products.

<b>GHG Emissions Intensity—North America by Business Segment</b>				
	<b>Units</b>	<b>Scope 1 Intensity</b>	<b>Market-Based Scope 2 Intensity</b>	<b>Total Intensity</b>
Integrated	Metric tonnes CO <sub>2</sub> e/ metric tonnes raw steel	1.94	0.04	1.98
Mini mills	Metric tonnes CO <sub>2</sub> e/ metric tonnes raw steel	0.20	0.13	0.33
Tubular	Metric tonnes CO <sub>2</sub> e/ metric tonnes raw steel	0.36	0.43	0.79
Pellets	Metric tonnes CO <sub>2</sub> e/ metric tonnes pellets	0.09	0.05	0.14

## Environmental — continued

**GHG Emissions — Scope 3**

	<b>2023</b>
Scope 3: Category 1—Purchased Goods and Services	9.36 million metric tons
Scope 3: Category 2—Capital Goods	0.39 million metric tons
Scope 3: Category 3—Fuel and Energy Related Activities	5.19 million metric tons
Scope 3: Category 4—Upstream Transportation & Distribution	1.02 million metric tons
Scope 3: Category 6—Business Travel	1,869 metric tons
Scope 3: Category 7—Employee Commuting	13,400 metric tons

Scope 3 data was not reported in 2021 or 2022.

**Energy**

(million megawatt hours)	<b>2021</b>	<b>2022</b>	<b>2023</b>
U. S. Steel Annual Total Energy Usage—U.S. Operations	76.72	71.94	72.25
U. S. Steel Annual Total Energy Usage—USSK Operations	27.27	22.53	23.44
U. S. Steel Annual Total Energy Usage Intensity*—U.S. Operations	6.44	6.54	6.17
U. S. Steel Annual Total Energy Usage Intensity*—USSK Operations	6.10	6.47	5.88

\*Energy intensity is based on the total energy consumption in megawatt-hours divided by the total quantity in metric tons of raw steel produced as published in the U. S. Steel Annual Report and that is converted into finished steel products.

**Water**

(megaliters)	<b>2021</b>	<b>2022</b>	<b>2023</b>
Total withdrawal	1,174,735	1,205,351	1,162,679
Total recycled	874,136	877,057	876,053
Total discharged	1,009,241	997,549	1,011,389
Total consumption	165,494	207,802	151,290

**Air Emissions**

(U.S. tons)	<b>2021</b>	<b>2022</b>	<b>2023</b>
NO <sub>x</sub>	26,511	25,754	26,639
SO <sub>2</sub>	11,837	10,105	10,631
VOC	1,754	1,320	1,425
CO	179,365	154,143	164,345
Lead	2.32	1.37	1.38
PM10*	8,239	8,306	7,714
PM2.5*	6,506	6,571	6,365

\*PM10 and PM2.5 for Košice based on average PM10/PM and PM2.5/PM ratio for other U. S. Steel sites

**Waste\***

	<b>2022</b>
Total generation of hazardous waste (net tons)	202,489
Total generation of non-hazardous waste (net tons)	2,087,486
Total weight of hazardous waste recycled (metric tons)	137,755
Total weight of non-hazardous waste recycled (metric tons)	693,134

\*2023 waste data was not available at time of publishing; therefore 2022 is the most recent waste data. Waste was not reported in 2021

## Environmental — continued

<b>Recycled Materials</b> (Metric Tons)	<b>U.S.</b>	<b>USSK</b>
<b>2021</b>		
Scrap steel	4,357,278	878,941
Blast furnace slag (off-site use)	2,026,678	1,221,148
Sinter	1,542,898	3,208,700
Mill scale off-site use	109,137	5,578
Briquettes	114,032	28,119
Spent pickle liquor regeneration	183,303	90,020
Spent pickle liquor (off-site reuse)	22,443	0
Byproduct coke plant process residues	4,635	4,173
Steel Slag Off-Site Use	77,231	158,068
EAF Slag Off-Site Use	15,281	0
<b>Total</b>	<b>8,452,916</b>	<b>5,594,747</b>
	<b>14,047,663</b>	
<b>2022</b>		
Scrap steel	4,395,165	683,937
Blast furnace slag (off-site use)	2,016,120	1,028,715
Sinter	1,624,312	1,891,400
Mill scale off-site use	58,630	5,521
Briquettes	92,269	15,607
Spent pickle liquor regeneration	159,811	76,027
Spent pickle liquor (off-site reuse)	23,276	0
Byproduct coke plant process residues	3,067	3,173
Steel slag off-site use	52,520	152,020
EAF slag off-site use	67,971	0
<b>Total</b>	<b>8,493,141</b>	<b>3,856,400</b>
	<b>12,349,541</b>	

<b>Recycled Materials — continued</b> (Metric Tons)	<b>U.S.</b>	<b>USSK</b>
<b>2023</b>		
Scrap steel	4,503,661	811,779
Blast furnace slag (off-site use)	2,354,891	1,066,483
Sinter	1,512,475	2,552,300
Mill scale off-site use	67,983	6,068
Briquettes	90,174	17,979
Spent pickle liquor regeneration	167,054	77,100
Spent pickle liquor (off-site reuse)	22,989	0
Byproduct coke plant process residues	4,603	1,610
Steel Slag Off-Site Use	96,911	152,910
EAF Slag Off-Site Use	151,962	0
<b>Total</b>	<b>8,972,703</b>	<b>4,686,229</b>
	<b>13,658,932</b>	

## Safety &amp; Health

	<b>2021</b>	<b>2022</b>	<b>2023</b>
OSHA Recordable Cases	240	193	190
Days Away From Work Cases	14	11	9
Significant Injury Cases	79	57	59
OSHA Global Days Away From Work Incidence Rates*	0.06	0.05	0.04

\*Frequency of injuries per 200,000 hours worked

## Employees, Diversity & Inclusion

<b>Employee Headcount</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
U.S.	15,590	14,487	13,995
USSK	8,950	8,253	7,808

  

<b>Employee Representation</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Representation*</b>			
Women	10%	10%	10%
People of Color	21%	21%	21%
Veterans	5%	5%	6%
People with disabilities	1%	2%	2%
LGBTQ+	<1%	<1%	<1%
<b>Representation by Ethnic Group</b>			
American Indian/Alaskan	<1%	<1%	<1%
Asian	1%	1%	1%
Black	14%	14%	14%
Hispanic	5%	5%	5%
Two or more	1%	1%	1%
<b>Hiring (%)</b>			
Employees self-identifying as diverse	50%	50%	44%
Interview diversity Director and Above roles	67%	61%	NA*
Interview diversity Senior Manager and Above roles	NA	NA	54%
Hiring diversity Director and Above roles	67%	50%	NA
Hiring diversity Senior Manager and Above roles	NA	NA	43%
% higher female representation	+60%	+60%	+4%**
% higher People of Color representation	+50%	+55%	+50%**
Increase (X) people with disabilities representation	2.8X	2.5X	0.8X**
Increase (X) veteran representation	1.3X	1.3X	2.3X**

<b>Employee Representation — continued</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Promotions (%)</b>			
Women	21%	21%	18%
People of Color	9%	11%	13%
Veterans	6%	4.5%	6%
People with Disabilities	1%	1%	1%

\* Hiring diversity statistics represent combined 2021, 2022 and 2023 represented and non-represented hiring for North America, respectively. Comparisons are made versus workforces as of January 1, 2021, 2022 & 2023, respectively.

\*\* We only began tracking the interview/hiring diversity metric at the Senior Manager role in 2023. Prior to that, we tracked it for Director and above roles.

<b>Board of Directors Representation</b>	<b>2021*</b>	<b>2022**</b>	<b>2023***</b>
<b>Age (%)</b>			
Average Age	64.3	64.6	65.5
Under 60	9%	23%	15%
60–69	64%	46%	54%
70–74	27%	31%	31%
<b>Diversity</b>			
Overall	27.3%	38.5%	46%
Women	2	4	4
Minority	1	2	3

This information is located in our Proxy Statements on our website.

\* Data reported is for the directors elected at the 2022 annual meeting of stockholders, as of March 2022

\*\* Data reported is for the directors elected at the 2023 annual meeting of stockholders, as of March 2023

\*\*\* Data reported is for the directors elected at the 2024 annual meeting of stockholders, as of March 2024

<b>Employee Training</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Number of Training Courses	1,422	3,552	3,440
Total Employee Training Hours	360,000	370,000	391,319

## Employees, Diversity & Inclusion — continued

### Employee Development

	Ethnicity	Gender
<b>2022</b>		
Leadership and Development Program Participation	White: 89%	Male: 68%
	POC: 11%	Female: 32%
<b>2023</b>		
Leadership and Development Program Nomination*	White: 86%	Male: 69%
	POC: 14%	Female: 31%

\*This data is related to the nominees for participation in the Leadership and Development program for 2023. We do not have program completion data for 2023, as the programs are still ongoing for the year.

## Community Engagement

### Volunteerism and Contributions

	2021	2022	2023
Total Contributions (USD)	\$3 million	\$7.5 million	\$6.7 million
Helping Hand* (% of total contribution)	14%	8%	8%
Education (% of total contribution)	17%	9%	21%
Community Events and Programs (% of total contribution)	36%	18%	25%
Safety and Health (% of total contribution)	24%	49%	17%
Parks and Public Spaces (% of total contribution)	9%	16%	29%
Total Employee Volunteer Hours	15,607	20,000	20,881

\*Helping Hand: providing assistance to someone in need