



Anti-Corruption Policy



In this policy, you will find:

- ✓ The rule against Bribery and other forms of corruption
- ✓ Limits for gifts and entertainment involving Foreign Officials
- ✓ Rules for foreign political and charitable contributions
- ✓ Rules for hiring Foreign Officials and certain third parties

1. POLICY

Corruption is the misuse of power for financial or other benefit. Bribery is the most common form of corruption. Any form of Bribery or attempted Bribery is prohibited, including Bribery of private individuals, U.S. government officials, or Foreign Officials. Bribery and corruption are prohibited by both state and federal laws, including the U. S. Foreign Corrupt Practices Act (“FCPA”), which pertains to Bribery of Foreign Officials. Bribery can expose you and the Company to severe penalties, including fines, imprisonment, and reputational harm.

If you receive or learn of an offer of, or a request for, a Bribe from a person or entity doing business or seeking to do business with U. S. Steel, you must contact the [Legal Department](#).

Key Resources

- [Seek pre-approval for a business courtesy involving a Foreign Official](#)

2. APPLICABILITY

U. S. Steel Employees and Third Parties (by way of contractual representation).

*Unsure if this policy applies to you?
Please contact the [Legal Department](#) for further guidance.*

Key Definitions

“Bribe” or “Bribery”

Giving, offering, promising, requesting, or accepting money, favors, or any other thing of value (either directly or indirectly) in order to improperly influence an act or a decision.

“Foreign Official”

Includes any officer, employee, or agent of a federal, state, or other governmental entity owned or controlled by a government outside the U.S.; any employees of a company or organization that is wholly or partially owned or controlled by a non-U.S. government; employees of public international organizations; members of royal families, political parties, party officials, and candidates for political office outside the U.S. Examples include employees at public hospitals, state-run utilities, and state-supported oil and mineral companies.

“Third Party”

Any person or entity retained by the Company to provide goods or services or engage in business activities on behalf of the Company. Common examples of Third Parties include: advisors, consultants, contractors, customs brokers, distributors, environmental firms, freight forwarders, importers/exporters, lawyers, lobbyists, logistics firms and service providers, resellers, stockists, tax and financial firms, visa expeditors, and sales agents.

3. YOU MUST NOT

a. Give or Accept Bribes

You must not directly or indirectly offer, give, promise, request, or accept money or anything of value to improperly influence an act or decision of the recipient or to secure any other improper advantage.



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Lawful and Ethical
Conduct**3. YOU MUST NOT (CONTINUED)**

Extortion does not justify a Bribe, except in very rare circumstances where your safety is in imminent danger. If that is the case, contact Corporate Security or the Legal Department before making payment, if possible, or report it to Corporate Security or the Legal Department promptly afterwards.

You will not face any retaliation, including any demotion, penalty, or other adverse consequences for refusing to participate in any form of Bribery or corruption, even if such refusal may result in the Company losing business.

b. Make Facilitation Payments

You must not make facilitation payments. Facilitation payments—also known as “expediting” or “grease” payments—are unofficial, “side,” or “under the table” payments made to a Foreign Official to secure routine governmental action that the recipient would normally be required to perform anyway.

Common examples of facilitation payments are payments to process visas or customs forms, to schedule an inspection, or to process a permit or license.

Anyone who receives a request to make a facilitation payment should refuse and promptly notify the [Legal Department](#).

c. Make Payments or Reimbursements Directly to a Foreign Official

You must not pay or reimburse a Foreign Official. Official payments, such as license fees, must be made to the relevant foreign agency itself. Any request to pay or reimburse a Foreign Official directly requires pre-approval from the [Legal Department](#).

Our Broad Rule Against Bribery

Because anti-Bribery laws carry severe penalties (including jail time for individuals involved), it is important to understand that our rule against Bribery is broad and prohibits Bribes...

**To
Anyone**

Foreign Officials, U.S. government officials, employees of private companies, owners of private companies – ANYONE

**Involving
Anything
of Value**

“Anything of Value” includes:

- Cash or equivalents (e.g., gift cards/certificates, stock, bonds)
- Gifts, meals, entertainment
- Travel, use of vehicles/aircraft
- Business, employment, or investment opportunities
- Political/charitable contributions
- Personal favors and discounts

**For Any
Improper
Benefit**

Any benefit not available to those who do not pay Bribes. E.g.,

- Favorable tax treatment
- Product approval/certification
- Waiver of permit requirements
- Reduced customs duties/fees
- Access to information
- Restrictions on competitors

**Directly
or
Indirectly**

“Indirect” Bribes go through intermediaries (like lawyers, consultants, and customs brokers). “Benefits” can be indirect too; for example, arranging internships or employment for someone’s family member can be a Bribe.

Anywhere

Anti-Bribery laws, like the FCPA, have global application

**By Any
Name**

To avoid the word “Bribe,” some use slang terms like:

“Grease,” “Sweetener,” or “Tip”

“Mordida” (Mexico “a small bite”)

“Rasplata” (Romania “reward”)

Gestures, like fingers rubbed together or a “wink” are also attempts to avoid the word “Bribe”

All Bribery is Prohibited



3. YOU MUST NOT (CONTINUED)

d. Make Foreign Political or Charitable Contributions

Bribes are sometimes disguised as “political contributions” or “charitable donations.” As such, you may not provide or offer money, property, or services on behalf of U. S. Steel in support of any non-U.S. political candidate, political party, party official, or charitable organization. Anyone who receives a request that the Company make a political or charitable contribution outside the U.S. should promptly contact the [Legal Department](#). You must not make or agree to such a contribution without pre-approval from the Legal Department.

Employees in their private capacity should seek guidance from the Legal Department before making any foreign political contributions or engaging in foreign political activities.

Company political or charitable contributions in the U. S. must comply with the [Political Contributions Policy](#) and the [Contributions Procedure](#).

e. Participate in Extortion

Employees are prohibited from using force or threats to obtain money or any other benefit.

f. Commit Embezzlement

Embezzlement – fraudulent misappropriation of money or property with which you have been entrusted – is illegal and strictly prohibited.

4. YOU MAY

a. Provide Gifts and Entertainment Involving Non-Governmental Business Partners

You may provide bona fide gifts, meals, entertainment, travel, and hospitality to a non-governmental customer, supplier, or other business partner, subject to the [Gifts and Entertainment Policy](#).

b. In Limited Circumstances, Provide Inexpensive Branded Promotional Items to Foreign Officials

You may provide inexpensive U. S. Steel-branded promotional items to Foreign Officials without pre-approval if the total value of items provided to any single Foreign Official in one year is less than \$75. Examples include Company hard hats, journals, paperweights, baseball caps, and t-shirts.

c. In Limited Circumstances, Provide Meals to Foreign Officials Related to Business Promotion or Contract Execution

You may provide meals to Foreign Officials related to the promotion, demonstration, or explanation of U. S. Steel’s products or services or related to execution or performance of a contract without Pre-Approval *if*:

- they may be provided under the Foreign Official’s home country’s law;
- the per person cost is reasonable;
- the total cost (e.g., including cab fare, tip, etc.) is less than \$150 per person;
- at least one U. S. Steel Employee is present at the meal; and
- the Foreign Official has not been entertained by U. S. Steel in the last two months.

d. In Limited Circumstances, Provide Other Gifts and Entertainment to Foreign Officials

You may provide business courtesies such as gifts, meals (including gifts and meals that exceed the limits set forth in 4b and 4c above), entertainment, travel, or hospitality items to Foreign Officials only with [Pre-Approval](#) and if correctly documented. Cash or cash equivalents may never be provided.



Business courtesies involving Foreign Officials must relate directly to (1) the promotion, demonstration, or explanation of U. S. Steel's products or services; or (2) U. S. Steel's execution or performance of a contract with a foreign government.

Any such business courtesies:

- must be infrequent and reasonable considering the purpose and people involved;
- must not extend to the recipients' family or companions;
- must not be given in exchange for any improper advantage;
- must be legal under the laws of the Foreign Official's home country;
- must be allowable under the Foreign Official's employer's policies; and,
- (for meals or entertainment) involve appropriate U. S. Steel employees.

e. In Limited Circumstances, Accept Gifts from Foreign Officials

You may accept a gift from a Foreign Official only if (1) it is accepted on behalf of U. S. Steel and turned over to the Company, (2) it would be inappropriate to refuse, and (3) it is valued at \$100 or less.

5. OTHER REQUIREMENTS

a. U.S. Government Officials

Numerous federal, state, and local laws, as well as agency-specific rules, restrict business courtesies to U.S. government officials. Before providing such courtesies, please contact the [Legal Department](#) and Government Affairs.

b. Conflicts of Interest

In order to avoid even the appearance of impropriety, all potential conflicts of interest must be reported pursuant to the [Conflicts of Interest Policy](#).

c. Money Laundering

Actions intended to make unlawfully obtained funds appear legitimate constitute illegal money laundering.

If you see any red flags suggesting potential money laundering, including the following, please report them to the Legal Department promptly:

- large payments made in cash or cash equivalents;
- payments made in foreign currency that is not contemplated in the contract;
- payments by someone who is not a party to the contract; or
- counterparties who seek to avoid our due diligence or know-your-customer requirements.

d. Payment of Fees to Foreign Governments

Payments of fees to a foreign government agency should be made electronically to the agency's bank account or directly to the governmental office. A full and accurate description of the payment should be entered into the Company's books and records. Official documentation stating the amount of the fee (and any other supporting materials) should be submitted at the same time as the request for authorization for payment. The business unit should keep a full set of supporting documentation, receipts, and/or wire transfer records.

e. Books and Records

Each U. S. Steel operating entity must maintain internal accounting controls and books and records that accurately and fairly reflect U. S. Steel's business transactions. All payments—regardless of whether specifically addressed in this policy—must be completely and accurately recorded in the Company's books and records, including details of the



payment and adequate supporting documentation. Failure to properly report and record any payment—including one that is prohibited—is a violation of this policy. Descriptions of payments to Foreign Officials (or to Third Parties expected to interact with Foreign Officials on U. S. Steel's behalf) must not be vague, such as "miscellaneous" or "general expenses," or in any off-book account.

Records of business courtesy expenses that benefit Foreign Officials should include the amount of the expense, the date the expense was incurred, the name, title, and position of the recipient, the business purpose of the expense, and any other information that justifies the expenditure. Itemized receipts should be obtained wherever possible and submitted with the expense report, along with a completed and approved [Foreign Official Business Promotion Pre-Approval form](#).

f. Engagement of Third Parties

Third Parties are commonly involved in Bribery schemes. The Company may be held responsible for the actions of Third Parties if they offer, make, or accept a Bribe in connection with Company business. Accordingly, employees engaging or supervising Third Parties must follow the due diligence preapproval processes set forth in the [Anti-Corruption – Third Parties Procedure](#) and watch for red flags discussed therein.

g. Hiring Foreign Officials or their Relatives

Engaging or hiring Foreign Officials or their family members can be perceived as Bribery or attempted Bribery or create a conflict of interest. Hiring Foreign Officials may also implicate U.S. export control laws. Employees must not discuss employment opportunities with Foreign Officials or their relatives without pre-approval from the [Legal Department](#). In

addition, the Company has implemented a process to ensure that offers of employment to Foreign Officials are reviewed and approved by the Legal Department before an offer is extended.

h. Mergers, Acquisitions, and Joint Ventures

The Legal Department should be involved in assessing corruption risks and the need for anti-corruption policies and procedures in connection with any mergers, acquisitions, or joint ventures. If U. S. Steel has majority ownership or actual control of an entity, the Company will ensure that entity has an adequate anti-corruption program in place.

i. Risk Assessments, Monitoring, and Auditing

The Legal Department will conduct regular corporatewide and/or targeted risk assessments, monitoring activities, and audits to identify and mitigate corruption risk, which may include reviewing business activities with certain suppliers and third parties, entertainment and other expenses, and compliance with corporate policies and procedures. Employees must cooperate with these activities.

APPENDICES

Forms

- [Pre-Approval for Business Courtesies involving Foreign Officials](#)

Related Policies and Procedures

- [Gifts and Entertainment Policy](#)
- [Business Expense Reimbursement Procedure](#)
- [Anti-Corruption – Third Parties Procedure](#)
- [Conflicts of Interest Policy](#)