



In this Policy you will find:

- ✓ *The company's policy on environmental management and protection*
- ✓ *The company's commitments to environmental stewardship and awareness*
- ✓ *Water use and effluent management*
- ✓ *Biodiversity*
- ✓ *Air emissions*
- ✓ *Site closure and rehabilitation*
- ✓ *Mineral wastes*

1. SUSTAINABILITY STATEMENT

U. S. Steel is sustaining lives and livelihoods by contributing to a more sustainable future, for our company and the stakeholders who depend on us. This is not only the right thing to do but also it is essential to our long-term success. To realize this future, we are implementing our Best for AllSM strategy to transform our company into a sustainable, competitive business, enabling us to remain a pillar of our communities, a source of pride for our employees, and the bedrock of sustainable manufacturing for generations to come. This strategy aims to provide our customers with profitable steel solutions for people and the planet.

2. ENVIRONMENTAL CONTEXT

U. S. Steel is committed to environmental stewardship, which means complying with environmental laws and regulations and acting in an environmentally responsible manner, including by minimizing environmental impacts and taking steps to protect and preserve our shared natural resources. This commitment is an integral part of doing business and a primary responsibility of each business unit and every employee.

Actions:

- U. S. Steel will continue to strive for compliance with environmental laws and regulations.
- U. S. Steel will seek continuous improvement in environmental and resource management.
- U. S. Steel will continue efforts to reduce air emissions utilizing available technology and innovation.
- U. S. Steel will continue to evaluate appropriate targets and reduction goals for water, air, waste, and use of resources based upon scientific evidence and available technologies. Once any targets are set, those will be publicly disclosed at the appropriate time.
- U. S. Steel will continue to promote the importance of environmental awareness through our Environmental Excellence program – to increase understanding about our environment and the importance of protecting it – within our company and our communities.
- U. S. Steel will continue to monitor and report regularly on our environmental compliance and environmental performance. This will be done in accordance with our environmental permitting requirements and through our annual ESG report.
- U. S. Steel engages with stakeholders within our company, our industry, our customers, and our communities. We will continue to seek appropriate stakeholder engagement to promote sustainable and cost-effective environmental strategies and the continuous improvement of our company.
- U. S. Steel facilities have obtained ISO 14001 certification or maintain environmental management systems which



provide a framework for achieving more consistent and reliable environmental management and show our work towards environmental stewardship.

Specific Statements:

• **Water**

U. S. Steel recognizes water is a shared natural resource that is critical to the communities where we operate and is essential to our business. U. S. Steel's water management and water effluent approach is driven by the Clean Water Act. U. S. Steel is also committed to managing water resources efficiently for appropriate water stewardship.

We strive to comply with all federal, state, and local agencies' regulations regarding water management and effluent to protect water quality. We meet these requirements by:

- Monitoring, testing, and analysis of discharges
- Maintaining effluent discharge limits
- Recordkeeping and reporting
- Effectively operating water treatment facilities, including water recycling facilities

• **Biodiversity**

Protection of the world's biodiversity is an important societal need. As part of our corporate strategy for a Best For AllSM approach to sustainable growth and our core values, U. S. Steel will strive to protect and conserve natural resources and biodiversity and work to limit potential negative impacts of our operations.

• **Air Emissions** (see *Climate Change Policy for GHG commitments*)

U. S. Steel applies continuous efforts to reduce air emissions through investments in improved technology and practices. We continue to focus on environmental compliance with all applicable air emission regulations and laws.

We strive to comply with all federal, state, and local agency air quality regulations, including through the following means:

- Monitoring, recordkeeping, and reporting of air emissions
- Maintaining air emissions limits and standards
- Implementing effective work practices for compliance with regulatory air requirements
- Operating pollution control equipment
- Stack testing

• **Site Closure and Rehabilitation**

U. S. Steel is committed to responsible environmental management throughout our site closure and rehabilitation processes. We develop site closure plans in accordance with regulatory agency requirements and regulations.

• **Mineral Wastes**

U. S. Steel is committed to minimizing the potential negative environmental impacts of its iron ore and pellet processing facilities' work activities on the surrounding air, water, and land. This is accomplished through programs to incorporate relevant and appropriate environmental management practices responsible for the nature and scale of activities at the sites. We strive to maintain mineral waste at both facilities in accordance with federal, state, and local environmental requirements and permits. We work to ensure each site has a mineral waste management plan that is monitored through our mine management system, inspections, engineering software, high precision GPS, engineering records, and various other systems. Annual reporting of mineral wastewater activities is provided to appropriate regulatory agencies. See the Tailings Management Policy for additional information.



3. SCOPE AND APPLICABILITY

All U. S. Steel companies and employees.

4. RESPONSIBILITIES

All U. S. Steel companies and employees must comply with applicable environmental laws and regulations and any voluntary environmental requirements or standards to which U. S. Steel subscribes.

5. ENVIRONMENTAL OBJECTIVES

U. S. Steel demonstrates environmental stewardship through aligning our performance with the following objectives:

- Comply with environmental laws, regulations, and other standards to which U. S. Steel subscribes.
- Participate in the development of technically sound and financially responsible environmental laws and regulations.
- Promote environmental management as a corporate priority by conducting operations in an environmentally sound manner, recognizing that the responsibility for environmental management extends from the individual employee through all levels of the organization.
- Communicate to employees the importance of environmental management and the potential environmental impacts of their work.
- Train and motivate employees to act in an environmentally sound manner.
- Provide opportunities for open dialogue with employees and respond to their environmental concerns.
- Develop and provide products that support a more sustainable world, have minimal adverse environmental impact, are environmentally safe for their intended use, are efficient in their consumption of energy

and natural resources, and can be recycled, reused, or disposed safely.

- Increase our energy efficiency, reduce emissions, and conserve energy and other resources, while prioritizing the reuse and recycling of materials into our products to minimize our environmental footprint.
- Encourage contractors and suppliers to conduct their activities consistent with this Policy.
- Establish and maintain environmental management documentation, including procedures for monitoring and measurement, identification, maintenance, and disposition of environmental records.
- Assess the environmental impact of proposed actions and implement corrective and preventive actions and biodiversity management plans, as appropriate.
- Develop and maintain emergency preparedness plans in conjunction with regulatory requirements, emergency services, relevant authorities, and local communities, as appropriate.
- Support research to improve the environment.
- Establish and maintain an environmental management audit program.

6. MONITORING AND VIOLATIONS

Employees must report any actual or suspected violations of laws, regulations, and company policies and procedures. Reports may be made to a supervisor, the Legal Department, or the U. S. Steel Ethics and Safety Line. If a report involves a direct report, the report may be communicated to the next senior supervisor.

U. S. Steel will review the aspects of this Policy and related operating procedures on an annual basis to evaluate any appropriate or necessary changes.