

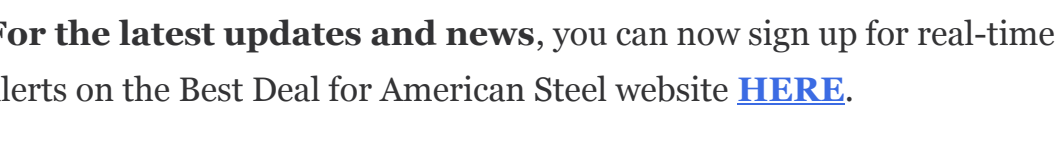


U. S. Steel is proud to partner with communities across the country – including right here in Indiana. We believe our business thrives when we are actively engaged and involved in the communities where we make steel.

Across our state, we are committed to positively impacting the communities that we call home, to enhancing and improving quality of life in those communities, and to supporting projects and opportunities that advance safety, education and environmental stewardship.

[CLICK HERE](#) to watch how U. S. Steel is building the future of steel right here.

We wouldn't be U. S. Steel without you.



#USSteel is committed to maintaining strong relations with all stakeholders – communities, employees, customers, and suppliers. This includes a commitment to maintain our tradition of community involvement and charitable giving in the communities where we live and work.

U. S. Steel is building the future of steel right here in Indiana, together with Nippon Steel Corporation, as the ‘Best Steelmaker with World-Leading Capabilities.’

For the latest updates and news, you can now sign up for real-time alerts on the Best Deal for American Steel website [HERE](#).

Ongoing Exchanges Paving the Way Toward Being Better Together

Technical team trip to Japan highlights preparations with Nippon Steel

U. S. Steel and Nippon Steel remain focused on the future – a future where we are better together following the completion of our pending transaction.

While transition meetings and facility visits have been ongoing for months, a recent trip by a team of U. S. Steel operational and technical experts to multiple Nippon Steel facilities in Japan further reinforced the benefits of this deal that both companies have consistently communicated to employees, customers, and other stakeholders since December 2023. This includes opportunities associated with [the \\$1.3 billion in transformative investments Nippon Steel announced](#) for Gary Works and Mon Valley Works in August 2024.

Why it matters: The Oct. 16 – 18 trip to Japan by members of U. S. Steel’s North American Flat-Rolled (NAFR) Operations and Innovation & Technology teams involved discussions around potential opportunities that would be available once the deal is completed. These include the following areas, where Nippon Steel ranks among the leaders in the global steel industry:

- Steelmaking process efficiencies and innovation;
- Research and development;
- Decarbonization technologies such as hydrogen injection and carbon capture; and
- Maintenance practices.

Access to Nippon Steel’s advanced technologies, R&D capabilities (including their \$500 million annual R&D spend), and operational expertise are three important benefits of our transaction. Moreover, these benefits have the added effect of promoting job growth and security for our steelworkers for years to come.

The bottom line: The group placed a heavy emphasis on studying the ways Nippon Steel’s expertise operating large blast furnaces and hot strip mills can benefit U. S. Steel operations, especially Gary Works and Mon Valley Works where Nippon Steel has already committed to the following investments once the deal closes:

- **Mon Valley Works:** No less than \$1 billion to replace and/or upgrade the existing Hot Strip Mill and other equipment.
- **Gary Works:** Approximately \$300 million to revamp Blast Furnace #14. While Gary’s 80-inch Hot Strip Mill is not part of this specific investment, as U. S. Steel’s largest hot strip mill and one of our company’s most critical assets, it will benefit from access to Nippon Steel’s deep operational and maintenance expertise.

The following are examples of what the U. S. Steel team experienced during the trip:

- While touring Nippon Steel’s operations, the group heard directly from technical experts operating some of the world’s most advanced technology at some of the largest and most productive facilities. This included two of the world’s largest blast furnaces at Kyushu Works’ Oita Area, both of which are one and half times larger than our largest furnace, Gary #14. Oita is also home to a hot strip mill that produces 7.3 million short tons a year. By comparison, our largest (Gary Works) has a rated annual capacity of 6 million short tons.
- The team had the opportunity to learn about their progressive demonstration tests of charging hydrogen into a small blast furnace. The successful introduction of hydrogen to the blast furnace process is a key step to decarbonizing integrated steelmaking.

Dig deeper: The following individuals were part of the U. S. Steel delegation:

- **Kurt Barshick:** Vice President – Mon Valley Works
- **Eric Lindborg:** Vice President – Research and Development
- **Keith Watson:** Vice President – Advanced Manufacturing Technology & Capital Projects, Plant Engineering
- **Liz Borges:** General Manager – NAFR Quality Assurance
- **Ray Terza:** Senior Area Manager – Maintenance, Mon Valley Works – Irvin Plant
- **Brian Thompson:** Senior Area Manager – Maintenance, Gary Works Primary Operations
- **Ron Ferchak:** Program Manager – Mon Valley Works Plant Environmental/Project Management Office/Operational Excellence
- **Jason Entwistle:** Director – Project Management Office, Gary Works Blast Furnace Technology
- **Jim Cook:** Director – Strategy & Corporate Development

The team visited the following during their three-day trip:

East Nippon Works (Kimitsu Area)

Blast furnace operations, Coke operations, Casting operations, Hot Strip Mill, Continuous Galvanizing Line

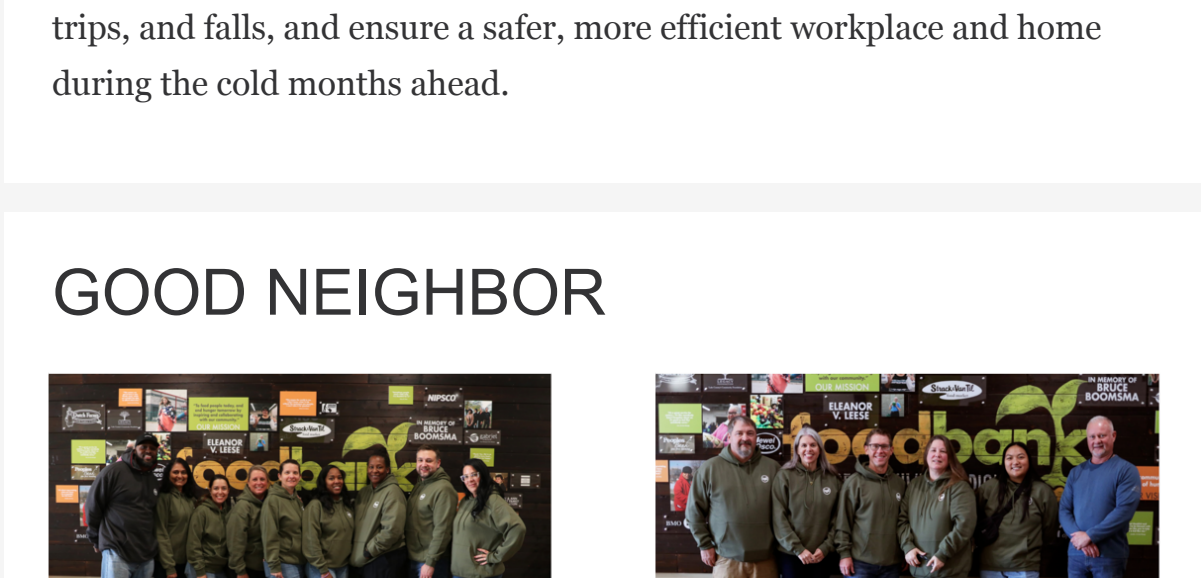
Kyushu Works (Oita Area)

Port and material handling operations, Coke operations, Blast furnace operations, Steelmaking, Hot Strip Mill, Safety Center

Nippon Steel Corporation headquarters: Meetings with various technical experts, including from their R&D team

Stay informed: Visit our [Best Deal for American Steel website](#) for more information and to sign up for updates when new information is posted.

SAFETY FIRST



Cold Weather is Hazardous – Be Prepared Before Storms Hit

Every year, slips, trips and falls top the list of preventable injuries, especially in colder months we are about to enter.

What can be done to reduce your risks and help keep yourself safe?

Always keep these key factors top of mind, which can cause injury:

Uneven surfaces and water accumulation:

- When temperatures drop, pooled water often freezes, creating slick surfaces.

Preventative Actions You Can Take Now:

- **Inspect walkways:** After rain or any precipitation, check where water tends to accumulate and does not drain properly.
- **Clear debris:** Leaves can create additional hazards when mixed with water, making walkways even more slippery.

Lighting Considerations:

- **Shorter days mean more darkness:** During Fall and Winter, you frequently enter, exit, and move around in low-light conditions. Audit areas at night to ensure proper lighting, and check if any timers need adjusting.
- **Proper footwear:** Wear slip-resistant shoes with good tread or invest in overshoes for high-risk situations.
- **Safe walking practices:** Short steps, slower walking, and increased awareness can help you adjust to changing traction conditions.

Preparing for Winter Storms: To prevent injuries, it's important to clear snow and ice promptly from walking surfaces and spread deicer after storms. Additional precautions include:

Special Care Instructions: When entering/exiting vehicles, using stairs, or walking into buildings, you should:

- **Move slowly** and use handrails or their vehicle for support.
- **Remove snow or water from footwear** when entering buildings to reduce indoor slipping hazards.
- **Keep hands free** and avoid walking with hands in pockets to maintain balance.

Winter Preparation Checklist:

- **Supplies:** Stock up on salt, deicer, snow shovels, and other critical winter supplies before shortages hit.
- **Equipment readiness:** Ensure snow removal gear is installed and in good working order. Check that vehicles are being properly winterized.
- **PPE:** Ensure you have enough winter-specific personal protective equipment (PPE) like gloves, overshoes, and heaters.
- **Power loss plans:** Review and update emergency power loss protocols to ensure readiness for any outage.

By proactively preparing for winter now, you'll reduce the risk of slips, trips, and falls, and ensure a safer, more efficient workplace and home during the cold months ahead.

GOOD NEIGHBOR

Reflecting on U. S. Steel's First Annual Volunteer Week - A Success!

As Global Diversity Awareness Month comes to a close, U. S. Steel's LEAD (Leveraging and Enhancing All Diversity) Employee Resource Group is thrilled to celebrate the success of our first annual Volunteer Week! Held throughout October, this initiative embodied the spirit of this month by actively promoting inclusion and fostering community through meaningful volunteer work.

From October 15 to October 22, employees at our Gary, Midwest, Great Lakes, Auto Center, Headquarters, Mon Valley, Research, Pittsburgh Service Center, Fairfield, Minnesota Ore Operations, and Houston locations rolled up their sleeves and showed what it means to support our neighbors. We collaborated with local food banks in the Feeding America network, engaging in a variety of impactful activities, including packaging, sorting, and distributing food to those in need.

In total, we packed over 150,000 lbs. of food, helping over 25,000 people! Volunteers across our facilities dedicated their time and effort, truly making a difference in helping bridge gaps and uplifting underrepresented groups.

Additionally, U. S. Steel will be making a total monetary donation of \$20,000 on behalf of all locations plus Granite City and Big River Steel, ensuring that even more communities could benefit from our collective efforts.

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