

ANNUAL ESG DATA SUMMARY

As of December 31, 2024

This Data Summary contains historical performance related to environmental, social and governance (ESG) metrics for U. S. Steel Corporation from calendar years 2022 to 2024.

ABOUT U. S. STEEL

Production (thousands of tons)	2022	2023	2024
Raw Steel Production			
Flat Rolled	8,846	9,399	8,389
Tubular	634	568	575
Mini Mill	2,650	2,953	2,838
USSK*	3,839	4,395	3,832
Raw Steel Capability			
Flat Rolled	13,200	13,200	13,200
Tubular	900	900	900
Mini Mill	3,300	3,300	6,300
USSK	5,000	5,000	5,000
Coke Production			
Flat Rolled	3,627	3,295	3,164
USSK	1,407	1,485	1,336
Iron Ore Pellets Production**			
Total	22,059	22,134	22,247

\*U. S. Steel Košice

\*\*Includes our share of production from Hibbing

Finance	2022	2023	2024
Net earnings	\$2.52B	\$895M	\$384M

See page 56 of the 2024 Annual Report for an explanation of the factors relating to the decrease in net earnings.

ENVIRONMENTAL

GHG Emissions (CO <sub>2</sub> e)*	2022	2023	2024
Scope 1—U.S. Operations	17.04	17.86	N/A
Scope 1—USSK Operations	7.32	7.97	N/A
Scope 1—Total Corporation	N/A	N/A	22.83
Market-Based Scope 2—U.S. Operations	2.68	2.40	N/A
Market-Based Scope 2—USSK Operations	0.13	0.15	N/A
Market-Based Scope 2—Corporation	N/A	N/A	2.78
Scope 1 GHG Intensity—U.S. Operations	1.55	1.53	N/A
Scope 1 GHG Intensity—USSK Operations	2.10	2.00	N/A
Scope 1 GHG Intensity**—Corporation	N/A	N/A	1.59
Market-Based Scope 2 GHG Intensity—U.S. Operations	0.24	0.20	N/A
Market-Based Scope 2 GHG Intensity—USSK Operations	0.04	0.04	N/A
Market-Based Scope 2 GHG Intensity**—Corporation	N/A	N/A	0.20

\*GHG emissions are reported in million metric tonnes of total carbon, methane, and nitrous oxide converted to carbon dioxide equivalents and excludes GHG emissions from on-site landfills. The annual amounts vary based on a variety of factors including facilities operating, production levels, and energy efficiency projects implementation.

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

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### ENVIRONMENTAL — CONTINUED

#### GHG Emissions Intensity — North America by Business Segment

Units		Scope 1 Intensity	Market-Based Scope 2 Intensity	Total Intensity
<b>2023</b>				
Integrated	Metric tonnes CO <sub>2</sub> e/ metric tonnes raw steel	1.78	0.07	1.85
Mini Mills	Metric tonnes CO <sub>2</sub> e/ metric tonnes raw steel	0.19	0.13	0.32
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
<b>2024</b>				
Integrated	Metric tonnes CO <sub>2</sub> e/ metric tonnes raw steel	1.68	0.10	1.78
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	0.37	0.43	0.80
Pellets	Metric tonnes CO <sub>2</sub> e/ metric tonnes pellets	0.09	0.05	0.13

North America Integrated includes all operations at Gary Works, Granite City Works and Mon Valley Works, including coke production at the latter. Mini mills include all operations at Big River Steel Works. Tubular includes the Fairfield Works EAF melt shop, the Fairfield Tubular Seamless Pipe Mill and the Tubular Finishing Facilities. Pellets includes mining, beneficiation and pelletizing operations at both Minntac and Keetac. Stand-alone finishing facilities are not included in the splits but are included in the North America and Global roll-ups. Total intensity values may not add up due to rounding.

GHG Emissions — Scope 3	2023	2024
Category 1 — Purchased Goods and Services	9.36 million metric tons	11.01 million metric tons
Category 2 — Capital Goods	0.39 million metric tons	0.28 million metric tons
Category 3 — Fuel- and Energy-Related Activities	5.19 million metric tons	5.05 million metric tons
Category 4 — Upstream Transportation and Distribution	1.02 million metric tons	0.61 million metric tons
Category 6 — Business Travel	1,869 metric tons	1,900 metric tons
Category 7 — Employee Commuting	13,400 metric tons	24,427 metric tons
Category 9 — Downstream Transportation and Distribution	N/A	0.35 million metric tons
Category 10 — Processing of Sold Products (Steel Products Only)	N/A	0.39 million metric tons

Scope 3 data was not reported in 2022.

Energy (million megawatt hours)	2022	2023	2024
U. S. Steel Annual Total Energy Usage — U.S. Operations	71.94	72.25	N/A
U. S. Steel Annual Total Energy Usage — USSK Operations	22.53	23.44	N/A
<b>U. S. Steel Annual Total Energy Usage — Corporation</b>	<b>N/A</b>	<b>N/A</b>	<b>86.69</b>
U. S. Steel Annual Total Energy Usage Intensity — U.S. Operations	6.54	6.17	N/A
U. S. Steel Annual Total Energy Usage Intensity — USSK Operations	6.47	5.88	N/A
<b>U. S. Steel Annual Total Energy Usage Intensity* — Corporation</b>	<b>N/A</b>	<b>N/A</b>	<b>6.09</b>

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

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ENVIRONMENTAL — CONTINUED

Water (megaliters)	2022	2023	2024
Total withdrawal*	1,205,351	1,162,339	1,123,385
Total recycled	877,057	876,053	858,659
Total discharged**	997,549	1,011,067	1,035,806
Total consumption	207,802	151,272	105,593

\*2023 total withdrawal does not include potable from the Irving and Edgar Thomson plants.

\*\*2023 total discharge does not include sanitary from Edgar Thomson.

Air Emissions (tons)	2022	2023	2024
NOx	25,754	26,639	25,938
SO <sub>2</sub>	10,105	10,631	9,043
VOC	1,320	1,425	1,629
CO	154,143	164,345	165,391
Lead	1.37	1.38	1.12
PM10*	8,306	7,714	7,409
PM2.5*	6,571	6,365	5,970

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

Waste (tons)	2022	2023
Total generation of hazardous waste	202,489	194,928
Total generation of non-hazardous waste	2,087,486	2,720,325
Total weight of hazardous waste recycled	137,755	139,079
Total weight of non-hazardous waste recycled	693,134	1,539,974

2024 waste data was not available at time of publishing; therefore 2023 is the most recent waste data.

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ENVIRONMENTAL — CONTINUED

Recycled Materials (metric tonnes)	U.S.	USSK
<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>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

Recycled Materials (metric tonnes)	U.S.	USSK
<b>2023 — continued</b>		
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>8,972,703</b>	<b>4,686,229</b>
<b>Total</b>		<b>13,658,932</b>
<b>2024</b>		
Scrap steel	4,386,545	713,623
Blast furnace slag (off-site use)	2,298,763	946,982
Sinter	1,703,355	2,330,500
Mill scale off-site use	63,045	1,823
Briquettes	81,648	17,574
Spent pickle liquor regeneration	170,003	73,059
Spent pickle liquor (off-site reuse)	25,312	0
Byproduct coke plant process residues	4,799	1,590
EAF dust	42,724	0
Steel slag off-site use	23,959	260,121
EAF slag off-site use	103,806	0
	<b>8,903,959</b>	<b>4,345,272</b>
<b>Total</b>		<b>13,249,231</b>

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### SAFETY AND HEALTH

	2022	2023	2024
OSHA Recordable Cases	193	190	194
Days Away From Work Cases	11	9	13
Significant Injury Cases	57	59	60
OSHA Global Days Away From Work Incidence Rate*	0.05	0.04	0.06

\*Frequency of injuries per 200,000 hours worked.

### EMPLOYEES

Employee Headcount	2022	2023	2024
U.S.	14,487	13,976	14,341
USSK	8,253	7,804	7,712

Employee Representation	2022	2023	2024
<b>Employees by Age Group (%)</b>			
Under 30	11%	11%	12%
30–50	49%	48%	48%
Over 50	40%	41%	40%
<b>Employees by Gender (%)</b>			
Female	11.7%	10%	9%
Male	88.3%	90%	91%
<b>Employee Representation (%)</b>			
Veterans	5%	6%	7%
People with Disabilities	2%	2%	2%
LGBTQ+	<1%	<1%	<1%
<b>Employees by Ethnicity (%)</b>			
White	80%	80%	78%
American Indian or Alaskan	<1%	<1%	<1%
Asian	1%	1%	1%
Black	14%	14%	14%
Hispanic	5%	5%	6%
Two or more	1%	1%	1%

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### EMPLOYEES – CONTINUED

Employee Representation — continued		Female	Male
<b>Employee Turnover (%)</b>			
<b>2022</b>	Age Group: Under 30	13%	87%
	Age Group: 30–50	13%	87%
	Age Group: Over 50	12%	88%
<b>2023</b>	Age Group: Under 30	14%	86%
	Age Group: 30–50	17%	83%
	Age Group: Over 50	15%	85%
<b>2024</b>	Age Group: Under 30	11%	89%
	Age Group: 30–50	13%	87%
	Age Group: Over 50	12%	88%
<b>New Hires (%): Age Group</b>			
<b>2022</b>	Age Group: Under 30	14%	86%
	Age Group: 30–50	18%	82%
	Age Group: Over 50	16%	84%
<b>2023</b>	Age Group: Under 30	9%	91%
	Age Group: 30–50	14%	87%
	Age Group: Over 50	4%	96%
<b>2024</b>	Age Group: Under 30	8%	92%
	Age Group: 30–50	10%	90%
	Age Group: Over 50	16%	85%

Employee Representation — continued	2022	2023	2024
<b>New Hires (%): Ethnicity</b>			
White	72%	69%	70%
American Indian or Alaskan	<1%	<1%	<1%
Asian	3%	2%	2%
Black	16%	18%	17%
Hispanic	7%	8%	9%
Two or more	2%	2%	1.5%
<b>Board Diversity</b>			
<b>Board of Directors by Age (%)</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Under 60	23%	15%	10%
60–69	46%	54%	60%
70–74	31%	31%	20%
<b>Diversity of Board of Directors</b>			
Women	4	4	3
POC*	2	3	2
Overall (%)	38.5%	46%	40%
*People of color			
<b>Employee Training</b>			
<b>2022</b>	<b>2023</b>	<b>2024</b>	
Number of Training Courses	3,552	2,751	3,218
Total Employee Training Hours	370,000	391,319	320,669

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COMMUNITY ENGAGEMENT

Volunteerism and Contributions	2022	2023	2024
Total Contributions (USD)	\$7.5 million	\$6.7 million	\$7.7 million
Helping Hand* (% of total contribution)	8%	8%	8%
Education (% of total contribution)	9%	21%	11%
Community Events and Programs (% of total contribution)	18%	25%	24%
Safety and Health (% of total contribution)	49%	17%	20%
Parks and Public Spaces (% of total contribution)	16%	29%	37%
Total Employee Volunteer Hours	20,000	20,881	20,576

\*Helping Hand: providing assistance to someone in need.