

December 23, 2025



Made in MINNESOTA

Supporting the Communities Where We Live & Work

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

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.

SAFETY FIRST



It's probably no surprise to most that Christmas Eve and New Year's Eve are both the most celebrated days of the year while also sadly being among the most deadly, which is why December is recognized as National Impaired Driving Prevention Month.

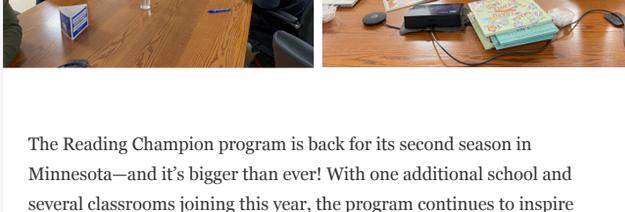
Remember that the legal alcohol concentration limit in all states is 0.08 as research shows that for the majority of drivers, driving performance deteriorates significantly at this level. Being prepared for visits with family and friends can make all the difference. By taking these simple steps you can help ensure you have a safe and celebratory holiday season:

- When making your plans see if someone can be a designated driver
- If that's not an option, look into how to get a taxi or use a ride share such as Uber or Lyft
- Or figure out if an overnight stay is the best choice for that celebratory evening.

Beyond alcohol and drugs, remember that impairment can come in many forms such as fatigue and stress, which can cause a decline in motor skills and ability to make good judgement calls so it's always a good idea to consider your options to get home safe.

*Source: [National Safety Council](#)

PROUD PARTNER

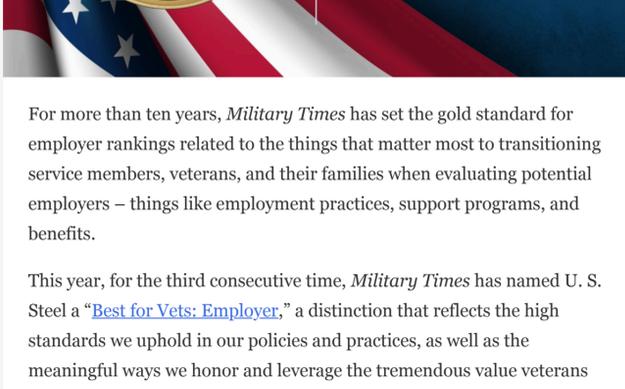


The Reading Champion program is back for its second season in Minnesota—and it's bigger than ever! With one additional school and several classrooms joining this year, the program continues to inspire young readers and strengthen community connections.

MN Ore employees are playing a key role by continuing the program's tradition of taking time to write messages of encouragement in books provided to participating students. The personal messages are intended to help students develop a lifelong love of reading by hearing from adults about what reading means to them personally and professionally.

To celebrate this growing impact, we recently hosted North Star Elementary Principal **Sheena Stefanich**, her husband **Paul** (a MN Ore employee), and a number of MN Ore employees involved in the program at a Minnesota Wild game.

This special event highlighted the teamwork and dedication that make Reading Champions a success.



For more than ten years, *Military Times* has set the gold standard for employer rankings related to the things that matter most to transitioning service members, veterans, and their families when evaluating potential employers – things like employment practices, support programs, and benefits.

This year, for the third consecutive time, *Military Times* has named U. S. Steel a “[Best for Vets: Employer](#),” a distinction that reflects the high standards we uphold in our policies and practices, as well as the meaningful ways we honor and leverage the tremendous value veterans bring to our organization.

We know and appreciate the excellence of leadership, discipline, and interdependence that are inherent in those who have undertaken military service, so we actively recruit them by:

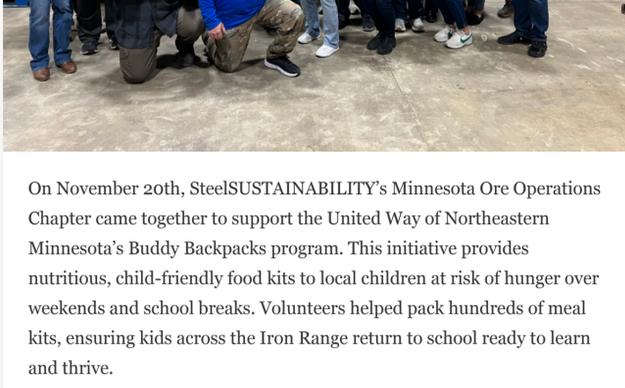
- maintaining strong relationships with veterans' service organizations and professional military associations
- participating in military-connected conferences
- attending job fairs specifically for veterans with disabilities
- posting job openings on military-specific job boards
- reaching out through social media and veteran employee referral programs
- and featuring a dedicated military recruitment and employment page on our website.

Once hired, we then offer retention support programs, including those designed specifically for employees who are active members of the National Guard or Reserves, women veterans, and minority veterans.

In addition, both within and beyond our facilities we support veterans with [corporate sponsorship](#) and through the tremendous outreach provided by our SERVE ERG. This honor would not have been possible without the ongoing assistance their leaders and members provide to former and current service members and their families through programs like [Wreaths Across America](#), [Disabled American Veteran assistance](#) and through their volunteer efforts in our local communities.

We join SERVE leader Dylan Hart in saying, “Veterans bring a perspective on resilience and a work ethic that uplifts everyone at U. S. Steel. To each veteran, thank you for your service.”

GOOD NEIGHBOR



On November 20th, SteelSUSTAINABILITY's Minnesota Ore Operations Chapter came together to support the United Way of Northeastern Minnesota's Buddy Backpacks program. This initiative provides nutritious, child-friendly food kits to local children at risk of hunger over weekends and school breaks. Volunteers helped pack hundreds of meal kits, ensuring kids across the Iron Range return to school ready to learn and thrive.

The Buddy Backpacks program addresses a critical need: nearly half of local children qualify for free or reduced lunch, leaving many without reliable meals outside of school. Each backpack contains shelf-stable, healthy items to bridge that gap, and this year alone, with the help of volunteer partners like U. S. Steel, United Way expects to distribute more than 30,000 kits.



This holiday season, employees at U. S. Steel's two Minnesota Ore Operations facilities – Minntac and Keetac – once again worked together to make a meaningful impact for their local communities through the annual Toys for Tots campaign. Volunteers dedicated their time and energy to collecting toys that will be distributed to families in the surrounding communities, ensuring that children experience the joy and excitement of the holidays.

The campaign reflects the generosity and community spirit that define our workforce. By working together, our employees helped brighten the holidays for countless families, turning what might have been a difficult season into one filled with hope and happiness. Every toy collected represents a moment of joy for a child and a reminder that small acts of kindness can create lasting memories.

We extend our heartfelt thanks to everyone who contributed—whether by donating, organizing, or volunteering. Your efforts demonstrate the power of compassion and the positive impact we can make when we come together. Thank you for helping us share the true spirit of the season and making a difference in the lives of those around us.



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