

NIPPON STEEL NORTH AMERICA, INC. 920 Memorial City Way, Suite 700, Houston, TX 77024 Tel: 713-654-7111 Fax: 713-654-1261 www.nipponsteel.com

December **18**, 2023

CONFIDENTIAL

BY OVERNIGHT AND ELECTRONIC MAIL

David McCall International President United Steelworkers 60 Boulevard of the Allies Pittsburgh, PA 15222 damccall@usw.org

Michael R. Millsap Director District 7 and Chair Negotiating Committee United Steelworkers 1301 Texas Street Gary, Indiana 46402 mmilsap@usw.org

Re: United States Steel Corporation (the "Company") & Successorship

Dear David & Michael:

I write on behalf of Nippon Steel North America, Inc. ("<u>NSNA</u>"). As you know, following a very competitive bidding process, the Company's Board of Directors has selected NSNA to be the acquirer of the Company through a merger that will result in the Company becoming a wholly owned subsidiary of NSNA (the "<u>Transaction</u>"). We have great admiration for the central role that the Company's workforce has played in its storied history and bright future. As we prepare to run a best-in-class operation that expands NSNA's steelmaking capacity in the United States, we are excited to grow our existing partnership with the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (the "<u>USW</u>"). We are proud of the close working relationship we maintain with the USW at NSNA's Standard Steel and Wheeling Nippon Steel facilities, and we hope to further our bond with the USW through this Transaction.

In connection with the Transaction, the Company will retain its existing FEIN and all collective bargaining agreements and relationships will continue uninterrupted. In this regard, the Company shall, of course, honor all agreements with the USW (collectively, the "<u>USW</u> <u>Agreements</u>"), including the basic labor agreements between the Company and the USW, dated



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September 1, 2022 (collectively, the "<u>BLA</u>"). In satisfaction of Article Two, Section D.3. of the BLA (the "<u>Successorship Clause</u>"), effective as of the closing of the Transaction:

(a) NSNA hereby recognizes the USW as the bargaining representative for the USW-represented employees who are employed by the Company.

(b) NSNA hereby assures the USW that it has the willingness and financial wherewithal to ensure that the Company will continue to honor all commitments in all USW Agreements as applied to the USW-represented employees at the Company, including the BLA and pension, health & welfare plans and agreements. Nothing about the Company's financial strength as a going concern is compromised as a result of the Transaction, and following the closing it will have the added financial strength of NSNA behind it.

(c) NSNA hereby assumes all USW Agreements, including the BLA.

At the USW's earliest convenience, NSNA is prepared to present its financial wherewithal to the USW in satisfaction of prong (b) above. We look forward to the opportunity to meet with you at your earliest convenience.

Very truly yours,

Nippon Steel North America, Inc.

By: Name: Hiroshi Ono

Title: President & CEO