
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

SCHEDULE 14A

**Proxy Statement Pursuant to Section 14(a) of
the Securities Exchange Act of 1934**

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
- Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))
- Definitive Proxy Statement
- Definitive Additional Materials
- Soliciting Material under §240.14a-12

United States Steel Corporation

(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):

- No fee required.
 - Fee paid previously with preliminary materials.
 - Fee computed on table in exhibit required by Item 25(b) per Exchange Act Rules 14a-6(i)(1) and 0-11
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The following materials were emailed to union-represented employees of United States Steel Corporation on April 5, 2024:

Office of the CEO

From: Office of the CEO
Sent: Friday, April 5, 2024 12:59 PM
Subject: Committed to Us: NSC's New Letter Outlining Commitments to Our Employees
Attachments: NSC commitments to USW, highlights 04-05-24.pdf



TO: All U.S.-based Represented Employees

DATE: April 5, 2024

Dear Colleagues:

Our pending transaction with Nippon Steel (NSC) is a great outcome for all of our stakeholders, including our employees who are represented by the United Steelworkers (USW). On March 27, NSC delivered a set of written commitments to the leadership of the USW that are not only above and beyond the obligations contained in our Basic Labor Agreement (BLA), but that will also be legally binding and enforceable.

Those commitments include:

Jobs

- **A commitment to U. S. Steel jobs:** NSC will grow U. S. Steel. NSC has committed to maintaining jobs and not conducting any layoffs through at least the current term of the BLA, with customary exceptions for any unanticipated or significant downturn in business conditions. There is no such commitment in the existing BLA;
- **A commitment to keep all currently operating unionized facilities open and running for at least the current term of the BLA,** with customary exceptions for any unanticipated or significant downturn in business conditions. There is no such commitment in the existing BLA;
- **A commitment that U. S. Steel jobs and production will remain in the USA;**

Growth and Investment

- **A commitment that U. S. Steel will make an additional \$1.4 billion investment** in the BLA-covered facilities through 2026 over and above the \$1 billion already agreed to in the BLA;

- **A commitment that U. S. Steel will be able to receive Nippon Steel's leading-edge technology**, encompassing high-grade products, production efficiency and decarbonization, including blast furnace operations, as well as the benefit of Nippon Steel's nearly \$500 million annual R&D spend (as compared to U. S. Steel's \$40 million annual spend);

Protecting Employee Interests

- **Reiterating that NSC recognizes the USW** as the bargaining representative for the company's USW-represented employees, and assumes all agreements with the USW, including the BLA and pension and health and welfare plans, effective as of the closing;
- **A commitment to protect the best interests of U. S. Steel on trade issues** and defending U. S. Steel against unfair trade for the benefit of its facilities, employees, customers and communities.

The commitments are very real promises, with limited exceptions that are customary in business contracts such as this. There can also be no doubt of NSC's ability to make good on its commitments: It will meet its financial obligations to the USW because of its robust financial standing (a market capitalization of over \$23 billion – more than double U. S. Steel's market cap – and investment-grade credit rating).

NSC is continuing its discussions with the USW in good faith and is focused on resolving any concerns raised by the USW so that the interests of USW members and retirees are protected. NSC recognizes, as we at U. S. Steel do, that U. S. Steel's employees are the best in the American steel industry. Together, we look forward to rewarding U. S. Steel employees and investing in the business so that we grow and prosper together.

Now let's get back to work ... safely.

Best,

Dave

USSteelCommunications

From: USSteelCommunications
Sent: Friday, April 5, 2024 1:01 PM
Subject: Committed to Us: NSC's New Letter Outlining Commitments to Our Employees
Attachments: NSC commitments to USW, highlights 04-05-24.pdf



TO: All U.S.-based Non-Represented Employees

DATE: April 5, 2024

We are sharing the communication below for your awareness.

Should you have questions or need additional information, you are encouraged to reach out to your manager or respective Senior Leadership Team member.

Thank you.

From: Office of the CEO <CEO@uss.com>
Sent: Friday, April 5, 2024 12:59 PM
Subject: Committed to Us: NSC's New Letter Outlining Commitments to Our Employees



TO: All U.S.-based Represented Employees

DATE: April 5, 2024

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NSC is continuing its discussions with the USW in good faith and is focused on resolving any concerns raised by the USW so that the interests of USW members and retirees are protected. NSC recognizes, as we at U. S. Steel do, that U. S. Steel's employees are the best in the American steel industry.

Together, we look forward to rewarding U. S. Steel employees and investing in the business so that we grow and prosper together.

Now let's get back to work ... safely.

Best,

Dave

1 **USS Employee Letter re: NSC commitments**
2 **Version posted to X App platform for USW-represented employees**

3
4 **Date & time posted:** April 5, 2024, 12:58 p.m. Eastern

5
6 **Headline:** *Committed to Us: NSC's New Letter Outlining Commitments to Our Employees*

7
8 **Visual:**



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11
12 **Description:** Read more about Nippon Steel's newest commitments to U. S. Steel, the United
13 Steelworkers and our USW-represented employees.

14
15 **Attachment:** NSC commitments to USW, highlights 04-05-24.pdf

16
17 **Body copy:**

18
19 Dear Colleagues:

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22 our employees who are represented by the United Steelworkers (USW). On March 27, NSC delivered a
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42 ***Growth and Investment***

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- 53 • **Reiterating that NSC recognizes the USW** as the bargaining representative for the company's
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70 we look forward to rewarding U. S. Steel employees and investing in the business so that we grow and
71 prosper together.
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74 Now let's get back to work ... safely.

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78 Dave

1 **USS Employee Letter re: NSC commitments**
2 **Version posted to X App platform for U.S. non-represented employees**

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4 **Date & time posted:** April 5, 2024, 1:01 p.m. Eastern

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6 **Headline:** Committed to Us: NSC's New Letter Outlining Commitments to Our Employees

7
8 **Visual:**



10
11
12 **Description:** Read a message Dave Burritt issued to USW-represented employees via email, X App, and
13 mailed letter about Nippon Steel's newest commitments to U. S. Steel, the United Steelworkers and our
14 USW-represented employees.

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16 **Attachment:** NSC commitments to USW, highlights 04-05-24.pdf

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72 prosper together.
73

74
75 Now let’s get back to work ... safely.

76
77 Best,

78
79 Dave

Nippon Steel is committed to U. S. Steel, the United Steelworkers, and our USW-represented employees

The following is a summary of commitments made by Nippon Steel to the leadership of the United Steelworkers in a recent letter - commitments that in many cases go above and beyond our current Basic Labor Agreement (BLA) and will also be legally binding and enforceable.

Jobs

- A commitment to **U. S. Steel jobs - no layoffs** through at least the current term of the BLA.*
- A commitment to **keep all currently operating unionized facilities open and running** through at least the current term of the BLA.*
- A commitment that **U. S. Steel jobs and production will remain in the USA.**

Growth and Investment

- A commitment that U. S. Steel will **invest an additional \$1.4 billion** in BLA-covered facilities through 2026.
- A commitment that U. S. Steel will be able to **receive Nippon Steel's leading-edge technology and R&D support** for high-grade steel products, production efficiency, and decarbonization, including at blast furnace operations.

Protecting Employee Interests

- **Reiterating Nippon Steel recognizes the USW as the bargaining representative** for the company's USW-represented employees.
- A commitment to **protect the best interests of U. S. Steel on trade issues.**

***U. S. Steel and Nippon Steel:
Moving forward TOGETHER as THE BEST STEELMAKER with WORLD-LEADING CAPABILITIES***

*Subject to certain limited exceptions

This communication relates to the proposed transaction between the United States Steel Corporation (the “Company”) and Nippon Steel Corporation (“NSC”). In connection with the proposed transaction, the Company has filed and will file relevant materials with the United States Securities and Exchange Commission (“SEC”), including the Company’s proxy statement on Schedule 14A (the “Proxy Statement”), a definitive version of which was filed with the SEC on March 12, 2024. The Company commenced disseminating the definitive Proxy Statement to stockholders of the Company on or about March 12, 2024. The Company may also file other documents with the SEC regarding the proposed transaction. This communication is not a substitute for the Proxy Statement or for any other document that may be filed with the SEC in connection with the proposed transaction. The proposed transaction will be submitted to the Company’s stockholders for their consideration. BEFORE MAKING ANY VOTING DECISION, THE COMPANY’S STOCKHOLDERS ARE URGED TO READ ALL RELEVANT DOCUMENTS FILED OR TO BE FILED WITH THE SEC, INCLUDING THE PROXY STATEMENT (A DEFINITIVE FILING OF WHICH HAS BEEN MADE WITH THE SEC), AS WELL AS ANY AMENDMENTS OR SUPPLEMENTS TO THOSE DOCUMENTS, CAREFULLY AND IN THEIR ENTIRETY IF AND WHEN THEY BECOME AVAILABLE BECAUSE THEY WILL CONTAIN IMPORTANT INFORMATION ABOUT THE COMPANY, NSC AND THE PROPOSED TRANSACTION.

The Company’s stockholders will be able to obtain free copies of the definitive Proxy Statement, as well as other documents containing important information about the Company, NSC and the proposed transaction once such documents are filed with the SEC, without charge, at the SEC’s website (www.sec.gov). Copies of the Proxy Statement and the other documents filed with the SEC by the Company can also be obtained, without charge, by directing a request to United States Steel Corporation, 600 Grant Street, Suite 1884, Pittsburgh, Pennsylvania 15219, Attention: Corporate Secretary; telephone 412-433-1121, or from the Company’s website www.ussteel.com.

Participants in the Solicitation

NSC, the Company and their directors, and certain of their executive officers and employees may be deemed to be participants in the solicitation of proxies from the Company’s stockholders in respect of the proposed transaction. Information regarding the directors and executive officers of the Company who may, under the rules of the SEC, be deemed participants in the solicitation of the Company’s stockholders in connection with the proposed transaction, including a description of their direct or indirect interests, by security holdings or otherwise, is set forth in the Proxy Statement, a definitive version of which was filed with the SEC on March 12, 2024. Information about these persons is included in each company’s annual proxy statement and in other documents subsequently filed with the SEC, and was included in the definitive version of the Proxy Statement filed with the SEC. Free copies of the Proxy Statement and such other materials may be obtained as described in the preceding paragraph.

Forward-Looking Statements

This communication contains information regarding the Company and NSC that may constitute “forward-looking statements,” as that term is defined under the Private Securities Litigation Reform Act of 1995 and other securities laws, that are subject to risks and uncertainties. We intend the forward-looking statements to be covered by the safe harbor provisions for forward-looking statements in those sections. Generally, we have identified such forward-looking statements by using the words “believe,” “expect,” “intend,” “estimate,” “anticipate,” “project,” “target,” “forecast,” “aim,” “should,” “plan,” “goal,” “future,” “will,” “may” and similar expressions or by using future dates in connection with any discussion of, among other things, statements expressing general views about future operating or financial results, operating or financial performance, trends, events or developments that we expect or anticipate will occur in the future, anticipated cost savings, potential capital and operational cash improvements and changes in the global economic environment, the construction or operation of new or existing facilities or capabilities, statements regarding our greenhouse gas emissions reduction goals, as well as statements regarding the proposed transaction, including the timing of the completion of the transaction. However, the absence of these words or similar expressions does not mean that a statement is not forward-looking. Forward-looking statements include all statements that are not historical facts, but instead represent only the Company’s beliefs regarding future goals, plans and expectations about our prospects for the future and other events, many of which, by their nature, are inherently uncertain and outside of the Company’s or NSC’s control. It is possible that the Company’s or NSC’s actual results and financial condition may differ, possibly materially, from the anticipated results and financial condition indicated in these forward-looking statements. Management of the Company or NSC, as applicable, believes that these forward-looking statements are reasonable as of the time made. However, caution should be taken not to place undue reliance on any such forward-looking statements because such statements speak only as of the date when made. In addition, forward looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from the Company’s or NSC’s historical experience and our present expectations or projections. Risks and uncertainties include without limitation: the ability of the parties to consummate the proposed transaction on a timely basis or at all; the timing, receipt and terms and conditions of any required governmental and regulatory approvals of the proposed transaction; the occurrence of any event, change or other circumstances that could give rise to the termination of the definitive agreement and plan of merger relating to the proposed transaction (the “Merger Agreement”); the possibility that the Company’s stockholders may not approve the proposed transaction; the risks and uncertainties related to securing the necessary stockholder approval; the risk that the parties to the Merger Agreement may not be able to satisfy the conditions to the proposed transaction in a timely manner or at all; risks related to disruption of management time from ongoing business operations due to the proposed transaction; certain restrictions during the pendency of the proposed transaction that may impact the Company’s ability to pursue certain business opportunities or strategic transactions; the risk that any announcements relating to the proposed transaction could have adverse effects on the market price of the Company’s common stock or NSC’s common stock or American Depositary Receipts; the risk of any unexpected costs or expenses resulting from the proposed transaction; the risk of any litigation relating to the proposed transaction; the risk that the proposed transaction and its announcement could have an adverse effect on the ability of the Company or NSC to retain customers and retain and hire key personnel and maintain relationships with customers, suppliers, employees, stockholders and other business relationships and on its operating results and business generally; and the risk the pending proposed transaction could distract management of the Company. The Company directs readers to its Quarterly Report on Form 10-Q for the quarter ended September 30, 2023 and Form 10-K for the year ended December 31, 2023, and the other documents it files with the SEC for other risks associated with the Company’s future performance. These documents contain and identify important factors that could cause actual results to differ materially from those contained in the forward-looking statements. Risks related to NSC’s forward-looking statements include, but are not limited to, changes in regional and global macroeconomic conditions, particularly in Japan, China and the United States; excess capacity and oversupply in the steel industry; unfair trade and pricing practices in NSC’s regional markets; the possibility of low steel prices or excess iron ore supply; the possibility of significant increases in market prices of essential raw materials; the possibility of depreciation of the value of the Japanese yen against the U.S. dollar and other major foreign currencies; the loss of market share to substitute materials; NSC’s ability to reduce costs and improve operating efficiency; the possibility of not completing planned alliances, acquisitions or investments, or such alliances, acquisitions or investments not having the anticipated results; natural disasters and accidents or unpredictable events which may disrupt NSC’s supply chain as well as other events that may negatively impact NSC’s business activities; risks relating to CO2 emissions and NSC’s challenge for carbon neutrality; the economic, political, social and legal uncertainty of doing business in emerging economies; the possibility of incurring expenses resulting from any defects in our products or incurring additional costs and reputational harm due to product defects of other steel manufacturers; the possibility that we may be unable to protect our intellectual property rights or face intellectual property infringement claims by third parties; changes in laws and regulations of countries where we operate, including trade laws and tariffs, as well as tax, environmental, health and safety laws; and the possibility of damage to our reputation and business due to data breaches and data theft. All information in this communication is as of the date above. Neither the Company nor NSC undertakes any duty to update any forward-looking statement to conform the statement to actual results or changes in the Company’s or NSC’s expectations whether as a result of new information, future events or otherwise, except as required by law.
