



**David McCall**  
International President

---

December 20, 2023

VIA OVERIGHT MAIL

Mr. Hiroshi Ono  
President and CEO  
Nippon Steel North America, Inc.  
920 Memorial City Way, Suite 700  
Houston, TX 77024

**Re: Nippon Steel North America, Inc.  
December 18, 2023 Letter to United Steelworkers**

Dear Mr. Ono:

I acknowledge receipt of your December 18, 2023 letter addressed to me and Michael Millsap, Director of United Steelworkers (“USW”) District 7.

We are aware the United States Steel Corporation (“USS”) announced on December 18, 2023 that its Board of Directors had approved a transaction whereby Nippon Steel North America (“NSNA”) will acquire USS.

Your December 18 letter describes certain commitments that NSNA is willing to undertake upon the closing of a transaction to acquire USS – if that closing occurs – and describes those representations as being “[i]n satisfaction of Article Two, Section D.3” of the Basic Labor Agreement (“BLA”) between USW and USS. USW does not agree that NSNA’s December 18 letter satisfies USS’s obligations under the BLA. Further, USW has not presently agreed to NSNA’s assumption of the USW Agreements. As you know, your counsel (who are copied on this letter because you did not provide an email address) had a preliminary conversation with the USW and its lawyers on December 18, 2023, and the parties expect to conduct an initial meeting in the near term. USW will enter these discussions with an open mind but also with a firm intention of protecting its members through bargaining and fully enforcing against USS all of our rights under the BLA.

On a final note, your December 18 letter is marked as “confidential.” While it is possible that the confidentiality designation was maintained in error, you should be aware that USW does not treat our correspondence with NSNA to be confidential because our 12,000 members at USS and our tens of thousands of retirees have a right to know what NSNA intends to do relative to

Mr. Hiroshi Ono  
December 20, 2023  
Page 2

their interests in the event it acquires USS and what USW is doing to protect the rights and benefits that they sacrificed over a lifetime to enjoy.

Very truly yours,

A handwritten signature in cursive script that reads "David McCall".

David McCall  
International President

cc: Michael Millsap, Director  
Daniel Flippo, Director  
Bernie Hall, Director  
Cathy Drummond, Director  
David Jury, General Counsel  
Robert Long, Esquire (rlong@littler.com)  
Richard Kidd, Esquire (Richard.Kidd@ropesgray.com)