

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

(e)

On December 14, 2021, the Compensation & Organization Committee of the Board of Directors of United States Steel Corporation (the “Corporation”), approved and adopted

The Plan generally provides for the payment of severance benefits to certain eligible executives (each, a “Participant”) in the event of a company-initiated separation without Cause (as defined in the Plan). Upon separation without Cause, a Participant will be entitled to a severance benefit in i i i

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

UNITED STATES STEEL CORPORATION

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the Participant's estate following the death of the Participant. No interest shall accrue with respect to any delayed payment under the Plan.

4.10 Non-Duplication of Benefits. Payments to a Participant under the Plan shall not result in duplication of any severance or similar payments that otherwise might be payable under any plan, program or policy of the Corporation or any Affiliated Company that provides severance benefits upon termination of employment, including the Corporation's Change in Control Severance Plan, and shall be in lieu of any benefits payable under the Corporation's Supplemental Unemployment Benefit Program. The Participant acknowledges that Plan benefits represent an extraordinary item of compensation, and benefits payable under this yab Tcihd