

SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

FORM 11-K

(Mark One)

ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE
SECURITIES EXCHANGE ACT OF 1934

For the Fiscal Year Ended December 31, 2023

OR

TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE
SECURITIES EXCHANGE ACT OF 1934

For the transition period from _____ to _____

Commission file number 333-151438

USS 401(k) Plan for USW-Represented Employees
(Full title of the Plan)

United States Steel Corporation
600 Grant Street
Pittsburgh, PA 15219-2800

(Name of issuer of securities held pursuant to plan and
the address of its principal executive offices)

USS 401(K) PLAN FOR USW-REPRESENTED EMPLOYEES

NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

1. *Plan*

USS 401(K) PLAN FOR USW-REPRESENTED EMPLOYEES

NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

was preserved. Frozen sources were added for Match and After-Tax (due to transfers from UPI non-union plan). Transferred account balances were invested based on Participant election; if no election, subject to the default options established in the transaction.

Effective November 1, 2023, the Plan was amended to expand permitted reasons a



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As an investment option in the Plan, there are no restrictions on redemptions for this fund. If the Plan were to initiate a full redemption of the collective trust, then the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner. There are no unfunded commitments related to this investment.

10. Related party and party-in-interest transactions - Certain investments of the Plan are mutual funds and common collective trusts managed by Fidelity Investments. Fidelity is the Trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan for the investment management services amounted to approximately \$1.0 million and \$1.1 million for the year ended December 31, 2023 and 2022, respectively.

One investment option available to participants is United States Steel Structured Investments, which has a net asset value of \$6.14 as of December 31, 2023 (P=0%)

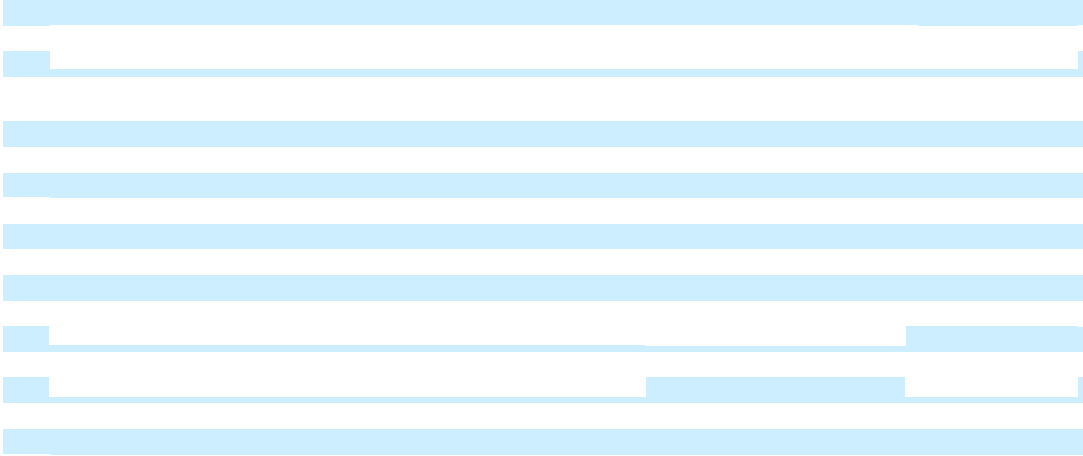
USS 401(K) PLAN FOR USW-REPRESENTED EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

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**USS 401(K) PLAN FOR USW-REPRESENTED EMPLOYEES
EIN 25-1897152/PN 029**

**Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023**



The table content is redacted with light blue bars. The structure appears to be a multi-column table with approximately 5-6 columns and 10-12 rows. The redaction covers all text within the table boundaries.

USS 401(K) PLAN FOR USW-REPRESENTED EMPLOYEES

Index to Exhibits

The following exhibit is filed as part of this Form 11-K.

Exhibit Number	Exhibit Description
23.1	Consent of PricewaterhouseCoopers LLP

SIGNATURES

THE PLAN. Pursuant to the requirements of the Securities Exchange Act of 1934, the administrator of the USS 401(k) Plan for USW-Represented Employee has duly caused this annual report to be signed on its behalf by the undersigned, thereunto duly authorized, in the City of Pittsburgh, Commonwealth of Pennsylvania, on June 28, 2024.

UNITED STATES STEEL AND CARNEGIE PENSION FUND, AS PLAN ADMINISTRATOR

By: /s/ Joseph A. Wyse

Joseph A. Wyse,
Comptroller

