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O ee5 5 X E W S 0 0 S H C

R4 5 . 0 5 AR8 5 X G S X 8 O X G0 O ee 5 0

S G5 8 1 2 H 2 AG a 9 Mas 9 h

 $P \ GC \ 5 \ 5 \ ( \ \ r \ eO \ \ 5 \ 5 \ \ 8 \ R5 \ A \ r \ 0 \ R0 \ 0 \ GO \ GS \ 0 ( \ \ RX \ S \ GRO \ X \ \ O \ P \ 5 \ ( \ \ r \ eO \ \ ( \ \ 5 \ X \ GM \ GC \ 5 \ A2 \ 0 \ e \ R \ O \ 0 \ \ 5 \ 8 \ S \ X \ X \ 2 \ S \ e \ )$ 

P GC 5 5 ( r eO 5 5 8 R5 A r 0 R0 0 GO GS 0 ( RX S GRO X O P 5 ( r eO ( 5 X GM GC 5 A2 0 c Rc O 0 5 X 5 PRGA r S S e 5 GO GC 5 A2 0 c Rc RX H Ar O 2 A5 S X 8 O 0 A2 0 c Rc O 0 RGC

05 Ar 5 4 G GO A2 0 c Rc O 0 5 X 5 PRGA AC S e 5 r S R8 RX S e 2 ( r A2 ( 8 RAG0R 2 GRO X GO A2 4 C A2 0 c Rc RX H Ar O 2 A5 S X 8 O 0 A2 0 c Rc O 0 M O 0 AC S e 5 r S R8 GO GC 5

5 ( r eO 5 5 A 5 AGS G5 RP GC 5 0 5 RA X O A2 0 c Rc RX H Ar O 2 A5 S X 8 X O X S ( 5 8 A2 0 c Rc O 0 W C 5 r S ( 5 X G 8 S G5 AC S e 5 O X GC 5 e S AG 2 ARX 5 AA 8 S O P GC 5

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#### 4 W 5 eS RX . S ( 5 X G GO r 5 4 RPR5 8

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A O P 5 4 5 ( 5 0 - 9 M a s s 9 M O O F a K A 2 4 C e G G O S S G M P S X M A 5 e 5 4 G S S O P G C 5 O F

#### PW OXGOOceRXH S

## H W 5 c 5 0 S Re RG

#### C W u 4 e 2 A Rc 5

#### . 0 O c RARO X A

C 5 r 00 c RARO X A 4 0 X GS RX 5 8 C 5 0 5 RX 4 0 X AGRG2 GS GC 5 4 0 ( r e 5 GS S X 8 5 u 4 e 2 ARe 5 AGS GS (5 X G O P GC 5 GS 0 ( A 0 P GC RA . e S X W C 5 0 5 RX W RGC 0

## RW O 8 5 5 4 GRO X

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CRA . eSX ACS ee 5 RX GS 0 r 0 5 GS 8 SX 8 S8 ( RX RAGS 0 5 8 RX S 4 4 O 0 8 S X 4 5 RGC A 5 4 GRO X i s n O P GC 5 O 8 5 SX 8 GC 5 0 5 H 2 eS GRO X A SX 8 RX GS 0 r 0 5 GS GRO X A GC S G ( S 5 r 0 0 ( 2 cH S G 5 8 GC 5 0 5 2 X 8 5 0 W

# UNITED STATES STEEL CORPORATION EXECUTIVE MANAGEMENT SUPPLEMENTAL PENSION PROGRAM

Effective January 1, 2005, Amended and Restated Effective December 31, 2015

## 1. History and Purpose

# 2. Eligibility

X 5 ( r eO 5 5 O P GC 5 O 0 r O 0 S GRO X M S 2 AR8 RS O O ( r S X M GC 5 X RG5 8 GS GS A G5 5 e S X 8 S 0 X 5 H R5 . 5 X ARO X t 2 X 8 M O 0 S O RX G c 5 X G2 0 5 O P GC 5 O 0 r O 0 S GRO X RA S E 5 ( 5 0 O P GC 5 . 0 O H 0 S ( RP C 5 O 0 AC 5 RA 1

PP5 4 GRc 5 E S 0 4 C 9 M a s 9 9 M GC RA . 0 O H 0 S ( RA 4 e O A 5 8 GO X 5 E 5 ( 5 0 A W

2 5 4 G GO GC 5 4 O X A 5 X G O 5 2 RO 5 ( 5 X G O 2 G RX 5 8 RX GC 5 X 5 U G A 5 X G S X G S X 5 U G A 5 X G S X 5 U G A 5 X G S X 5 U G A 5 X G S X

9

A 0 P 5 4 5 ( 5 0 - 9 M a s s 9 M FGC 5 PP 5 4 GRe 5 S 68 KM GC 5 S FGS ( RX S GRO X O P c 5 0 S H 5 S O X RX H A 2 A 5 8 C 5 0 5 RX S eAO AC See GS 5 RX GO AC SEE GS 5 RX GO

X X O 5 c 5 X G A C 8 ce GC 5 E 5 ( 50 A ( 0 X GC e 2 r r e 5 ( 5 X G8 e . 5 X A R O X 5 X 5 P R G 5 e 5 A GC S X GC 5 E 5 ( 50 A C R H C 5 A G ( 0 X GC e S 4 4 0 2 5 8 5 X 5 P R G 2 X 8 5 0 GC R A . 0 0 H 0 S ( W

W 2 r r e5 ( 5 X OS e 2 0 c Rc RX H r O 2 A 5

 $4~W \qquad \qquad r~5~4~RS~e \qquad \qquad 2~e5~A \qquad PO~0 \qquad \qquad O~e8 \qquad \qquad O~4~S~GRO~X$ 

. S 0 GR4 Rr S X GA

PP5 4 GRc 5 2 e - 9 M a s 9 9 M e ( \$Ne % \$Ne M4 40 P8 OC GA5

2 X 8 5 0 GC 5 . 5 X ARO X 5 X 5 PRG I 2 S 0 S X G 0 0 r 0 0 S GRO X 0 5 H 2 eS GRO X A GO 8 5 GS 0 ( RX 5 GC 5 r 0 5 A 5 X G c S e 2 5 O P e 2 ( r A 2 ( 8 RAG0 R 2 GRO X A r S S e 5 2 X 8 5 0 GC 5 e S X 8 2 0 RX H GC 5 ( 0 X GC A RX 4 e 2 8 5 8 RX GC RA r 5 0 RO 8 W

## 8 W 5 AAS GRO X O P 4 4 0 2 5 8 5 X 5 PRGA F N S 0 8

t 055 5 K

O G RGC AGS X 8 RX H S X 4 O X 60 S O T 0 O C RARO X O P GC 5 . 0 O H 0 S ( M S ee S 4 4 0 2 5 8 5 X 5 PRGA 2 X 8 5 0 GC 5 . 0 O H 0 S ( S 0 5 P0 0 5 X 5 PP 5 4 GRC 5 S A O P GC 5 t 0 5 5 5 S GS T 0 O C R 8 5 8 M C O 5 C 5 E 5

W X X 2 RG RAGOR 2 GRO X S X 8 2 ( r 2 ( T r GRO X PO 0 5 X 5 PRGA 4 4 0 2 RX H T X S X 8 PGS 0 5 r GS ( 5 0 9 M a s 9 -