



Helping to rebuild a USA legacy

Steel is the backbone of today's modern world. Its strength, versatility, recyclability and attractive appearance make it the material of choice for some of the world's iconic structures. ArcelorMittal, the leading global provider of steel for construction, plays an important role in contributing to architectural achievements, including One World Trade Center in New York City and the ArcelorMittal Orbit at Olympic Park in London.

In the late 1960s, men and women of Lukens Steel, an ArcelorMittal predecessor company in Coatesville, Pennsylvania, created the steel used to build the columns in the original World Trade Center skyscrapers. These steel columns became known as "the trees" and were among the few structures left standing after the collapse on September 11, 2001. Just weeks before the 10th anniversary of the terrorist attacks, some of the steel trees were returned to Coatesville, where they will be permanently displayed.

Today, ArcelorMittal is proud to directly contribute to the reconstruction of the New York City skyline, providing steel used to build One World Trade Center.

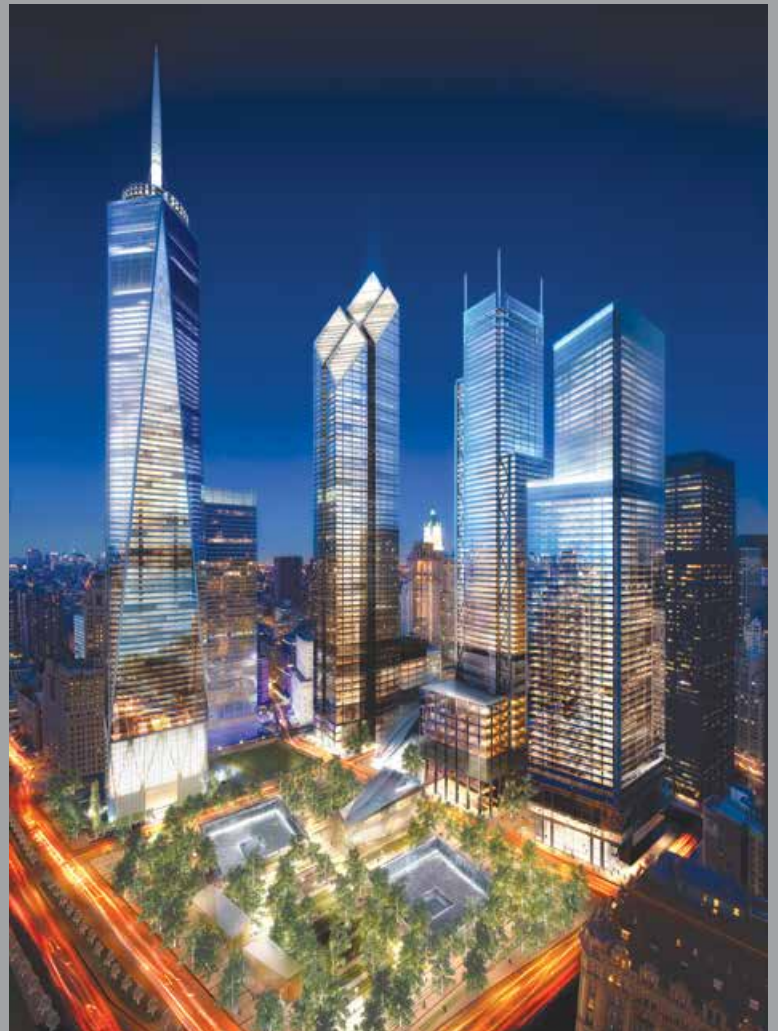
"Providing plate material for the rebuilding of the World Trade Center is of significant importance to our current employees, the community

and the hardworking men and women who preceded us," said Ed Frey, General Manager, ArcelorMittal Eastern USA Plate Division.

ArcelorMittal Coatesville has supplied more than 10,000 tons of plate steel to support the construction of One World Trade Center, specifically the building's foundation, the subway system underneath the building, the floor supports and the building's antenna.

In addition to USA-made steel, ArcelorMittal Differdange in Luxembourg has provided 14,000 tons of jumbo beams for the structural frame. ArcelorMittal Differdange is the only mill in the world able to make the precision jumbo beams in Histar® steel.

Completion of One World Trade Center is expected in January 2013.



More than 10,000 tons of steel from ArcelorMittal Coatesville was used in the construction of One World Trade Center (far left building in rendering above).



Plate steel from ArcelorMittal predecessor company, Lukens Steel, was used to create the steel columns found in the original World Trade Center towers built in the late 1960s.



Area residents had the chance to see and touch the steel trees in September 2011 when they returned home to Coatesville where they will be permanently displayed as a tribute to the 9/11 tragedy.

Building a new Olympic legacy

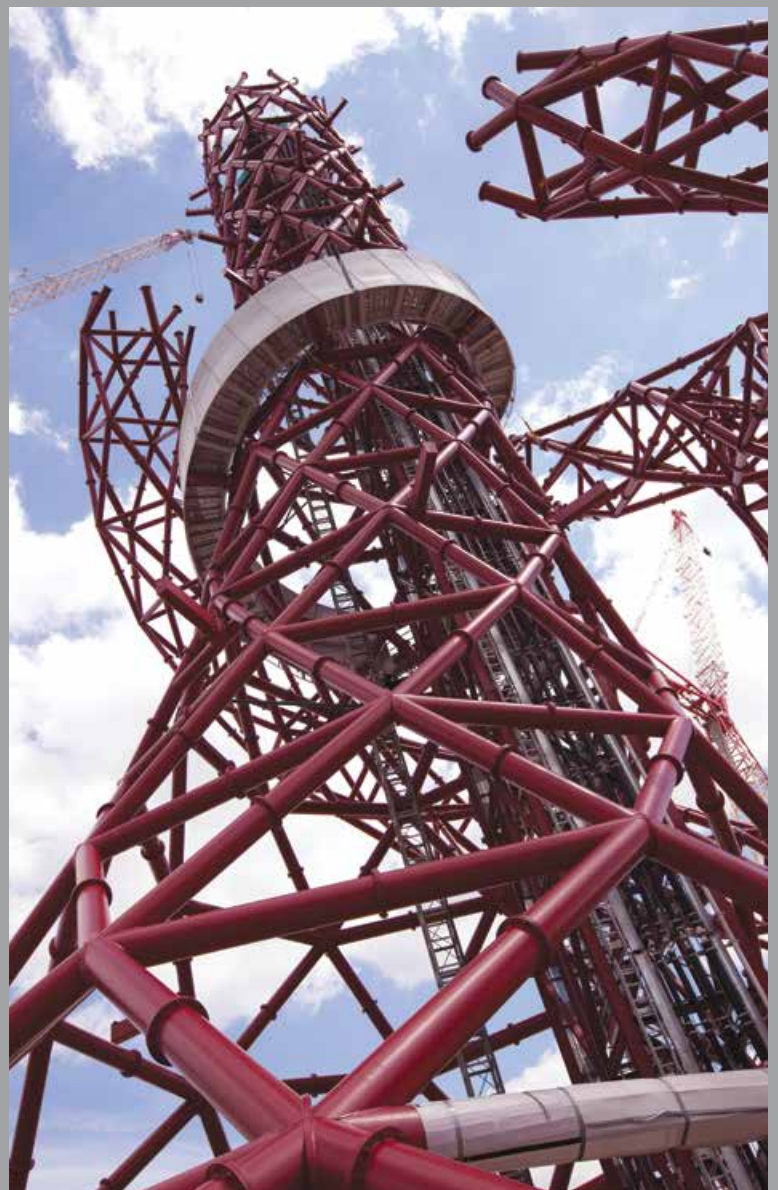
The ArcelorMittal Orbit is a landmark structure at the site of the London 2012 Olympic and Paralympic Games. The Orbit was created with ArcelorMittal steel from every continent where ArcelorMittal has an operation. The ArcelorMittal Orbit is a showcase for the strength and versatility of steel, as well as the contribution it can make to a more sustainable world. The Orbit is designed to be both practical and striking – a light, airy and spectacular structure that offers panoramic views from its stairways and observation decks.

Built from approximately 57 percent recycled steel, the ArcelorMittal Orbit is now the tallest sculpture in the United Kingdom, created with more than 2,200 tons of steel, 35,000 bolts and more than 5,000 gallons of paint. Upon completion of the Games, the ArcelorMittal Orbit serves as a visitor attraction with ticketed viewing from the observation decks and a compelling venue for private functions. It will accommodate around 5,000 visitors

a day, or about one million people during its first year of operation.

The design resulted from a competition launched by London's Mayor Boris Johnson and sponsored by ArcelorMittal. Internationally renowned artists Anish Kapoor and Cecil Balmond submitted the winning design, calling it an iconic structure "for the Olympics, London, and the world."

www.arcelormittalorbit.com



Construction on the ArcelorMittal Orbit began in November 2010. Today, the ArcelorMittal Orbit stands 375 feet tall, making it the tallest sculpture in the United Kingdom.



The ArcelorMittal Orbit, located within East London's Olympic Park between the Olympic Stadium and Aquatics Centre, provides visitors with sweeping views of the city. On a clear day, visitors can see more than 20 miles into the distance.

About This Report

Our approach to corporate responsibility reporting

Our approach to corporate responsibility is to drive sustainable change that supports strong financial performance and economic and social development, while managing our environmental impact. This approach is informed through regular engagement with our stakeholders.

We share our progress annually through our corporate responsibility report. The 2011 report provides a review of our activities and details our future commitments, goals and priorities.

The 2011 USA Corporate Responsibility Report is guided by the AA1000 AccountAbility

Principles Standard (AA1000 APS 2008) and the Global Reporting Initiative (GRI) G3.1 guidelines.

AA1000:

Inclusivity – engaging with stakeholders to identify and understand issues affecting the business.

We consider our stakeholders to be those who have a direct interest in our business and those who have an impact on how we manage our business because of the wider effect of our actions. For more information on our stakeholder engagement process, see page 7.

Materiality – determining what issues are important to our stakeholders and ArcelorMittal USA.

We determine the materiality and importance of each issue as it relates to our stakeholders and ArcelorMittal USA in a manner that allows us to rank and report the most significant issues.

Responsiveness – responding to material issues in a comprehensive, balanced and transparent manner.

It is our goal to respond on a case-by-case basis to important issues in a thoughtful and timely manner.

GRI G3.1:

This report is self-declared to meet application level B of the GRI G3.1 guidelines. An index containing GRI indicators utilized in this report can be found starting on page 26.

Table of Contents

- 3 A Message from USA Leadership
- 4 Company Overview
- 6 Our Approach to Corporate Responsibility
- 7 Stakeholder Engagement
- 8 Pillar 1: Investing in our people
- 14 Pillar 2: Making steel more sustainable
- 18 Pillar 3: Enriching our communities
- 22 Pillar 4: Transparent governance
- 25 Message from USA Corporate Responsibility Leadership
- 26 Data Table
- 32 Resources and Memberships

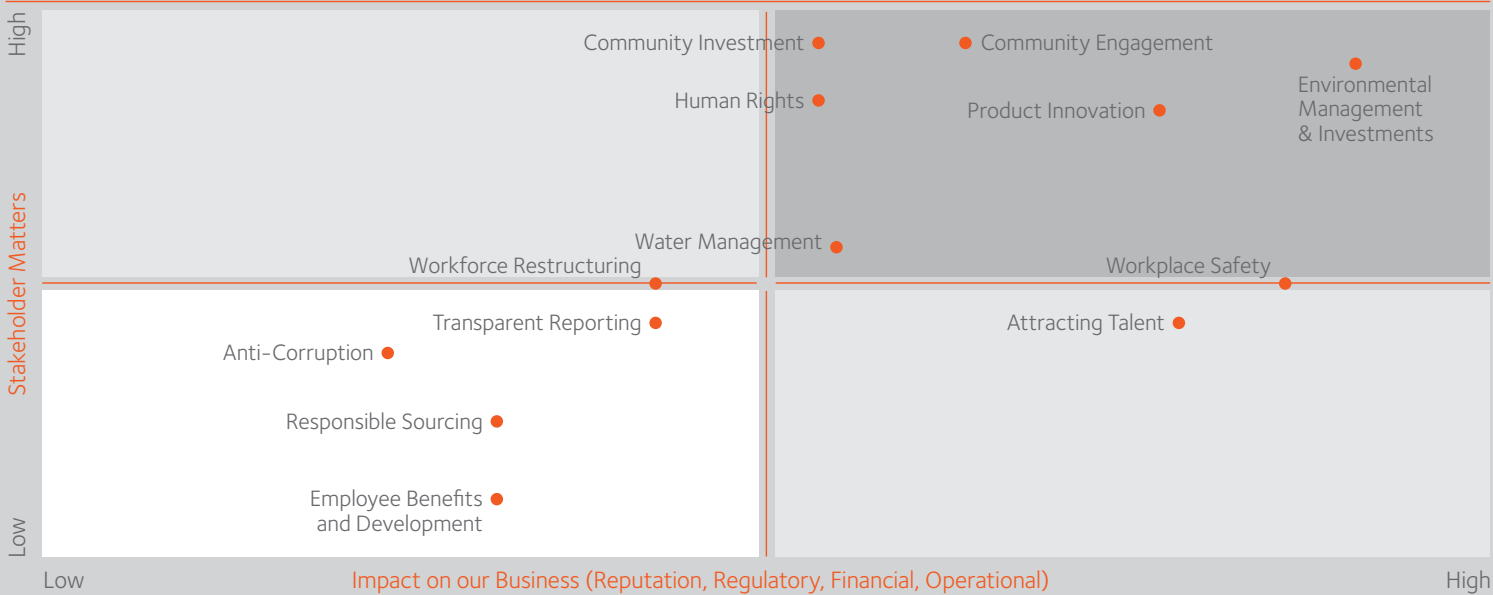
2011 Materiality Matrix

In order to improve transparent governance and honor our commitment to stakeholders, this report includes our first ArcelorMittal USA materiality matrix.

Annually, we complete an internal materiality assessment to identify issues of importance to

stakeholders. We collect information through surveys, our site-level grievance mechanisms, community engagement and listening sessions. The information is assessed and emerging issues are identified according to their importance and frequency, as well as our

ability to influence or impact an issue. The materiality matrix shows the relationship between an issue's importance to our stakeholders and our business.



A Message from USA Leadership

Transformational change through safe, sustainable steel

ArcelorMittal USA experienced transformational progress throughout 2011. Although we continued to face many competitive challenges in the United States and volatility in our steel markets and the global economy, our business experienced a steady and slow recovery. During this time, we also strengthened our corporate responsibility efforts and continued to align those strategies to support our goal of being a leading producer of safe, sustainable steel.

In 2011, we fully integrated our *Safe Sustainable Steel* employee engagement initiative into daily operations at our facilities. Our corporate responsibility values are at the foundation of this work: more engagement, increased transparency, and a shared and ever-present commitment to safety. We are especially proud of this program, which engages employees in all aspects of our business. Together, management and the United Steelworkers (USW) recognize that higher levels of

employee engagement are essential components required to transform our company into a safer, more efficient and customer-oriented business. It's not enough to produce high-quality, cost-competitive steel if it isn't safe steel.

The importance of this point is underscored by the fact that our Lost Time Injury (LTI) rate increased by 2.4 percent in 2011. While we strive to impress the importance of safety and shared vigilance on employees, we understand now more than ever that safety is our greatest priority as a company and the responsibility of every ArcelorMittal USA employee. There is no room for complacency in safety. This philosophy continues to guide us on our journey to create an injury-free workplace.

We also advanced on our path toward maintaining sustainability leadership in the industry and beyond. In 2011, ArcelorMittal USA received several industry and community awards, including our fourth ENERGY STAR® award. Additionally, we received the "Best Process Innovation" award from *American Metal Market* for our *S-in motion* concept and our commitment to producing

innovative steel solutions for the automotive sector.

While automotive sales are gradually improving and forecasts are positive for Gross Domestic Product (GDP) growth, we face slow construction demand, lags in consumer confidence and increased competition in our market. This continues to put pressure on our organization. In our Long Carbon division, our strength lies in supplying niche markets, many of which have societal and environmental benefits. This is an area we continue to explore, and we seek to align with innovative technologies such as wind power. Some of our facilities, such as Steelton and Indiana Harbor Long Carbon, already produce highly sought-after products, such as specialized rail and advanced machining steel.

Our corporate responsibility values have been hard at work outside the walls of our facilities too. In 2011, we provided nearly \$6 million in cash grants to nonprofit organizations in our communities, in our focus areas of environment, education, and health and safety. We expanded our *Safer Communities* partnership with

the American Red Cross, sharing lifesaving information and distributing 2,500 smoke detectors to households throughout our communities. Our employees worked together on volunteer projects and provided more than 3,000 hours of service to our nonprofit partners. We extended our collaborative research project with the Council for Adult Experiential Learning to help address the science, technology, engineering and math (STEM) education crisis in our communities and assist us in securing a stable, prepared employee pipeline for our company. We also developed new partnerships with community colleges to grow our *Steelworker for the Future* program.

Through all of our efforts and initiatives, we recognize that corporate responsibility requires collaboration and communication between our employees, communities, customers and other important stakeholders. It also requires strong leadership and commitment at all levels of our organization. We hope that this report reflects our ambition and demonstrates our progress as part of the world's leading steel and mining company.



Michael G. Rippey
President and CEO
ArcelorMittal USA



PS Venkat
CEO
ArcelorMittal Long Carbon
North America

Company Overview

Global company, local presence

ArcelorMittal is the world's leading steel and mining company, with a strong legacy in communities

throughout the United States. With our Americas and USA headquarters in Chicago, ArcelorMittal is the largest steelmaker in North America and serves a broad manufacturing base.

ArcelorMittal USA is made up of flat, long, tubular and mining facilities, as well as sales and distribution centers, in locations across the United States. ArcelorMittal USA operates both integrated

ArcelorMittal USA: Major Operations

State	Facility Name	City	Type of Operation	Product	Market Served	Total Employees*
IL	ArcelorMittal Riverdale	Riverdale	Basic oxygen furnace	Hot-rolled sheet	Strip converter Service center	302
IN	ArcelorMittal Burns Harbor	Burns Harbor	Integrated	Hot-rolled sheet Cold-rolled sheet Hot-dip galvanized sheet Steel plate	Automotive Appliance Service center Construction Ship building	4,076
	ArcelorMittal Indiana Harbor	East Chicago	Integrated	Hot-rolled sheet Aluminized sheet Cold-rolled sheet Hot-dip galvanized sheet	Automotive Appliance Service center Tubular Strip converters Contractor applications	5,417
	ArcelorMittal Indiana Harbor Long Carbon	East Chicago	Mini-mill	Rounds Hexagons	Automotive Cold-finisher Fastener Service center	281
	I/N Tek and I/N Kote**	New Carlisle	Finishing	Cold-rolled sheet Hot-dip galvanized and galvanized sheet Electroaluminized sheet	Automotive Appliance	532
LA	ArcelorMittal LaPlace	LaPlace	Mini-mill	Flats Angles Channel Beams	Light structural shapes Merchant bar Rebar markets	420
MN	ArcelorMittal Minorca	Virginia	Mine	Iron ore pellets	ArcelorMittal Indiana Harbor furnaces	346
OH	ArcelorMittal Cleveland	Cleveland	Integrated	Hot-rolled sheet Cold-rolled sheet Hot-dip galvanized sheet Semi-finished (slabs)	Automotive Appliance Service Center Construction Converters	1,706
	ArcelorMittal Columbus	Columbus	Finishing	Hot-dip galvanized sheet	Automotive	144
	ArcelorMittal Warren	Warren	Coke	Coke	ArcelorMittal Cleveland furnaces	156
PA	ArcelorMittal Coatesville	Coatesville	Mini-mill	Carbon and alloy discrete plate products (high-strength, low alloy, commercial alloy, military alloy, flame-cut and clad)	Construction Machinery Ship building Automotive Military Pipe and tube Aircraft and aerospace	871
	ArcelorMittal Conshohocken	Conshohocken	Rolling/Finishing	Coil Discrete plate	Construction Military	372
	ArcelorMittal Steelton	Steelton	Mini-mill	Railroad rails Specialty blooms Flat bars Ingots	Railroad Forging	689
SC	ArcelorMittal Georgetown	Georgetown	Mini-mill	Wire rod	Converters Original equipment manufacturers	248
TX	ArcelorMittal Vinton	El Paso	Mini-mill	Rebar Grinding balls	Construction Mining	335
WV	ArcelorMittal Weirton	Weirton	Rolling/Finishing	Cold-rolled sheet Galvanized Electroaluminized sheet Tin plate products	Construction Service center Container Tubular	962

* Based on head count through December 31, 2011. Employment numbers do not reflect USA-level employees that are not associated with a facility, nor do they represent operations not highlighted in this report.

** I/N Tek and I/N Kote is a joint venture with Nippon Steel of Japan.

steelmaking facilities, which utilize blast furnace technology to convert raw materials into metal for the automotive, appliance and service center markets, and mini-mill facilities, which use Electric Arc

Furnaces (EAF) to make new steel from scrap steel primarily for the construction and railroad markets.

For the purposes of the 2011 USA Corporate Responsibility Report,

ArcelorMittal reported on 16 facilities that play a significant role in our operations and communities. The majority of the data reported in this document reflects those 16 sites, which are identified on page 4.

Moving forward, it is our goal to incorporate all facilities and operations into our annual corporate responsibility report.

Awards Received in 2011

ArcelorMittal USA was recognized by various stakeholders in 2011 for our leadership in operations, energy

efficiency, safety and community involvement. Additionally, ArcelorMittal employees have

been recognized for their service and contributions to the company, community and/or the industry.

A sampling of those awards are highlighted below.

Awarded Site/Individual	Date	Award Name	Awarding Organization
ArcelorMittal Burns Harbor	February 2011	Silver Reliability Achievement Award	Association for Iron & Steel Technology
ArcelorMittal USA	March 2011	2011 ENERGY STAR® Sustained Excellence Award	U.S. Environmental Protection Agency and U.S. Department of Energy
ArcelorMittal Cleveland	April 2011	Cleveland World Class Asset	<i>Inside Business/Neoeconomist Magazine</i>
ArcelorMittal Vinton	May 2011	2011 Community Involvement Award	Steel Manufacturers Association
ArcelorMittal Indiana Harbor Long Carbon, LaPlace and Steelton	May 2011	2011 Safety Recognition Award	Steel Manufacturers Association
ArcelorMittal - S-in motion	June 2011	2011 Best Process Innovation Award	<i>American Metal Market</i>
ArcelorMittal Coatesville, Conshohocken, Steelton and Weirton	June 2011	National Partnership for Environmental Priorities (NPEP) program recognition	U.S. Environmental Protection Agency, Region 3
Myra Simmons, ArcelorMittal Cleveland	September 2011	Woman on the Rise Award	Hard Hatted Women
ArcelorMittal Cleveland	November 2011	Recognition for exemplary support of community gun buy-back/public safety initiatives	City of Cleveland, Division of Police
Bruce Bramfitt, ArcelorMittal Steelton	December 2011	Presenter, 2011-2012 Barrett Award Lecture and 2011 Charles S. Barrett Silver Medal Recipient	ASM International, The Materials Information Society
ArcelorMittal Indiana Harbor	2011	Zero Injury Safety Awards (ZISA)	National Maintenance Policy Committee of Washington DC
Jason Vicari and Jim Curto, ArcelorMittal Indiana Harbor	2011	Gold Reliability Achievement Award	Association for Iron & Steel Technology Midwest Chapter
ArcelorMittal USA (in conjunction with CVS Caremark)	2011	2011 Pharmacy Benefit Management Institute Award	Pharmacy Benefit Management Institute
ArcelorMittal Railroads: Brandywine Valley, Lake Michigan & Indiana, and South Chicago & Indiana Harbor railroads	2011	Jake Award for Safety	American Short Line and Regional Railroad Association



ArcelorMittal USA, in conjunction with CVS Caremark, was recognized by the Pharmacy Benefit Management Institute for our diabetes care program, Pharmacy Advisor.



ArcelorMittal USA received the 2011 ENERGY STAR® Sustained Excellence Award for our commitment to energy efficiency from the U.S. Environmental Protection Agency and the U.S. Department of Energy. The 2011 award marks ArcelorMittal's fourth consecutive award and maintains ArcelorMittal's distinction as the first and only steel company to receive this honor.

Our Approach to Corporate Responsibility

Our corporate responsibility strategy supports our role as the leading steel and mining company in the United States and the world.

At ArcelorMittal USA, our corporate responsibility approach includes four pillars: Investing in our people; Making steel more sustainable; Enriching our communities; and Transparent governance. Guided by these pillars, we seek to provide a safe and productive work environment, improve our operations and facilities, and engage with our employees and stakeholders. This strategy is underpinned by transparency and a goal of continuous improvement. We understand we play a crucial role in our communities, in some cases, with a presence dating back centuries. Our Coatesville,

Pennsylvania facility celebrated its 200th anniversary in 2010, and our operations in Weirton, West Virginia go back more than 100 years, to 1909. Our facilities have evolved over time, as has our role as a business and community partner. We helped shape our communities and are part of their history. Now we are honored to play a key role in their future. We are industry leaders – in business innovation, in collaboration with our clients and suppliers, in our relationship to our environment and in partnership with our communities. As such, we have a responsibility to meet with stakeholders. We address key topics, ranging from the sustainability of our products and how they can support our customers to strengthening the vitality of our communities by addressing education, health and safety, and environmental matters.

Engaging stakeholders allows us to be more responsive to issues in our communities and our business while connecting us to emerging and established global issues. This is all part of corporate responsibility at ArcelorMittal USA. We have worked diligently to embed our corporate responsibility approach in our business strategy and create a culture of responsibility among our employees. We have defined key performance indicators (KPIs) for each of our four pillars, allowing us to monitor our performance and progress in key areas. We share the results annually through a corporate responsibility report, highlighting areas where we excel or make progress while also recognizing areas for improvement. It is this approach that enables our customers to embrace us, our communities to trust us and our own employees to thrive.

Investing in our people

We strive to make all our employees feel safe, valued and prepared to safely perform their job.

Page 8

Making steel more sustainable

We seek continuous improvement in our operations and products to improve our environmental performance and position us at the forefront of the steel industry.

Page 14

Enriching our communities

We create value in our local communities through our strategic partnerships.

Page 18

Transparent governance

We maintain our license to operate by building sustainable relationships through open and transparent dialogue and regular reporting.

Page 22

Stakeholder Engagement

ArcelorMittal USA has a detailed stakeholder engagement process that begins annually with stakeholder and issue identification at the local level, in alignment with corporate guidelines.

In the United States, our focus is to encourage open and transparent relations with stakeholders and address any local questions or concerns. Where possible and appropriate, we take a leadership

position, regardless of our size or presence in the community, on issues where we can provide significant value. This approach helps to protect and maintain our license to operate within each community.

In 2011, we engaged with our stakeholders through 197 formal meetings including community forums, one-on-one meetings and supplier surveys. These meetings were held between ArcelorMittal USA representatives, local management, and local and national stakeholders.

197

Number of formal meetings held with local and national stakeholders



Suppliers

To ensure a responsible supply chain, we examined best practices and participated in panel discussions with suppliers to review issues ranging from responsible sourcing to human rights.

Customers

ArcelorMittal USA research and development leads regularly met with customers to discuss the development of solutions that will help reach new fuel efficiency standards.

Employees

ArcelorMittal's "climate survey" feedback from USA employees was used to develop local action plans.

Government and Regulators

Lou Schorsch, ArcelorMittal Group Management Board member, testified before the bi-partisan Congressional Steel Caucus to emphasize the need for infrastructure investment in the United States.

Local Communities

ArcelorMittal Cleveland led discussions with leaders of the Greater Cleveland Boys & Girls Clubs and other partners to help the nonprofit prepare its first recycling program.

Multilateral & Business Organizations

Members of the ArcelorMittal USA leadership team sit on the boards of the American Iron and Steel Institute (AISI) and Steel Manufacturers Association (SMA). The company regularly engaged with such associations to spotlight issues of importance to the industry and our business.

Non-Governmental Organizations

ArcelorMittal USA continued our partnership with the American Red Cross to help deliver safety preparedness training to community members and our employees in 16 communities.

Our stakeholders

- Our relationship
- How we engage
- Stakeholder issues



Investing in our people

At ArcelorMittal USA, we value our employees – their safety and the important work they do. We strive to provide them with the training and tools necessary to complete their jobs in the safest way possible. We believe this leads to a higher standard of quality and productivity. To ensure our employees are safe at work, ArcelorMittal USA launched or expanded several safety initiatives in 2011. All of these are part of our efforts in our company-wide commitment to achieve zero accidents and fatalities in the workplace.

Investing in our people: 2011 Progress

	Our commitments	Our progress	Next steps
Safety	Reduce lost time injury (LTI) frequency rate year over year	KPI Experienced an LTI rate increase in 2011 of 2.4 percent over 2010	Continue our efforts to improve workplace safety and prevent accidents
Health	Offer health and wellness programs to all employees	KPI Participation from 2,411 employees in a free biometric screening program, a 49 percent increase over 2010 participation	Continue to expand the offerings of the <i>Transforming YOU</i> wellness program
Employee relations	Engage in open and constructive dialogue with employees	KPI 78 percent of employees are covered by a collective bargaining agreement	Continue to provide opportunities for two-way dialogue between employees and management at all facilities
Training and leadership development	Provide salaried employees with training and development opportunities	KPI Increased number of training hours for salaried employees to 50,054, nearly three times higher than 2010	Further refine our reporting to capture all hours of employee training

KPI For more information on our key performance indicators (KPIs), see our data table on page 26.

We recognize that today's steel industry is more technologically advanced than it was 30 years ago. While these advances make the work safer, our employees must keep safety at the forefront of their daily work and practice shared vigilance, meaning they must look out for their own safety and that of their colleagues.

Safety performance

Each year, we strive to improve our safety performance through the company's *Journey to Zero* initiative and to reduce lost time injuries (LTIs). Since 2008, the LTI rate at ArcelorMittal USA remained stagnant after a significant reduction from 2007. Each year since, we have initiated programs and partnerships to help reduce this rate to the global goal of 1.0 by 2013. Despite the efforts of management and shop floor employees, we are disappointed that our LTI rate for 2011 increased by 2.4 percent over 2010. Unfortunately, our fatality rate remained unchanged from 2010, with two deaths in 2011. A fatality is the most tragic event that can occur in our company, and we are devoted to protecting our employees and ensuring a safe, injury-free workplace.

As one example of how facilities responded to the LTI rate increase, ArcelorMittal Indiana Harbor issued a **Safety Stand Down** letter to local employees, requiring the implementation of various safety improvement initiatives aimed to minimize risk and identify safety trends and at-risk populations. The letter noted that

contractors accounted for 50 percent of fatal accidents globally in 2011. To address this, action items were noted including revising and distributing the contractor handbook and requiring that contractors participate in safety activities and training programs.

Joint commitment to safety

Together, ArcelorMittal USA and the United Steelworkers (USW) strive to ensure the safety of our employees and improve the safety performance of our operations. The USA Safety Steering committee, comprised of senior executives, union leadership and safety professionals, continuously monitor safety performance through weekly reports, conference calls and monthly meetings.

Since 2005, safety leaders and union representatives from all USA facilities have met on a quarterly basis to:

- Discuss best practices
- Receive training on new initiatives
- Share information and exchange ideas regarding continuous safety awareness
- Review lost time incidents and fatalities

- Review what went well/wrong during the previous quarter

In 2011, as the partners saw the LTI rate worsening, they created and implemented several new safety initiatives, with the goal of reducing the LTI rate.

Safety initiatives

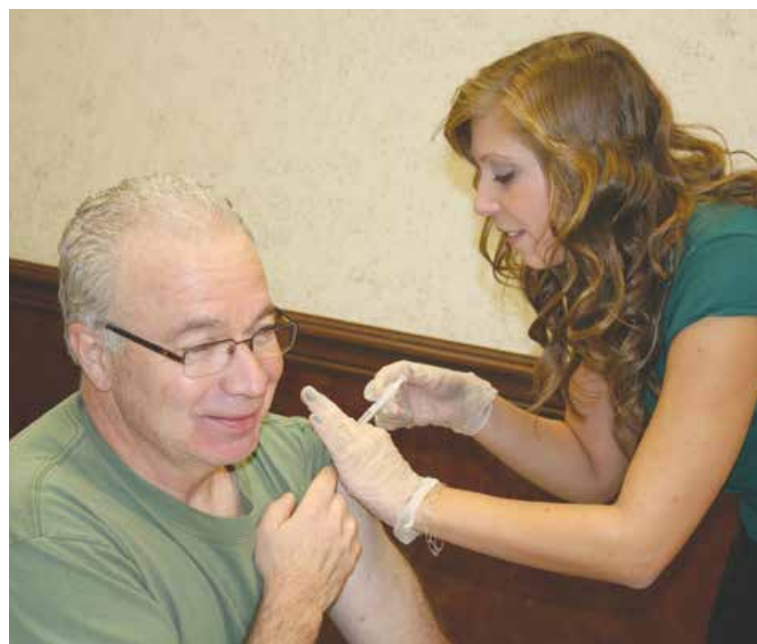
As part of our commitment to shared vigilance in workplace accident prevention and accountability, and to help improve our LTI rate, we created a **STOP Work Card** that was distributed to all USA employees. The goal of the card was to empower employees to stop unsafe work without fear of reprimand or retaliation. The card underlines a key health and safety principle: no job is so urgent and no service so important that employees are prevented from ensuring that they work safely.

Another strategy to improve ArcelorMittal USA's safety performance was to obtain the **Occupational Health and Safety Assessment Series (OHSAS) 18001 certification**. This voluntary, international certification for safety management further encourages sites to control risks by

STOP Work Card



ArcelorMittal USA developed the STOP Work Card to empower employees to stop unsafe work practices without fear of reprimand or retaliation.



An ArcelorMittal employee receives a flu shot at one of the on-site vaccination clinics sponsored by ArcelorMittal USA during Health Week 2011.

Investing in our people

continued

instituting sound occupational health and safety practices.

By the end of 2011, 13 ArcelorMittal USA facilities were certified to OHSAS 18001 compared to three in 2010.

"During OHSAS 18001 safety certification, outside auditors enter the plants and check our compliance. This helps us achieve our full potential by pointing out our strengths and uncovering areas for improvement. Earning this certification also demonstrates the company's commitment to the health and safety of our colleagues, customers and communities," said Cordell Petz, Director, Health and Safety, ArcelorMittal USA.

Throughout 2011, a total of 50 formal safety audits took place across all USA facilities. These formal audits resulted in reports that identified opportunities to improve compliance and reduce hazards at each facility.

In an effort to recommit to our health and safety standards and

remember the workers we have lost, ArcelorMittal and the USW host **Global Health & Safety Day/Workers' Memorial Day** every April. In 2011, at facilities throughout the United States, employees participated in disaster rescue drills, CPR refresher courses and fire extinguisher training and proper Personal Protective Equipment (PPE) assessments. Additionally, employees were also offered workshops covering on-the-job ergonomics, biometric screenings, safety audits and hazard recognition.

In the United States, Global Health & Safety Day officially launches our annual **SummerSafe** program, which aims to educate employees about safety hazards that can occur in warm weather. Similarly, ArcelorMittal USA promotes **WinterSafe** and **HolidaySafe** programs to highlight seasonal hazards, including icy roads and severe weather, as well as the dangers of portable heaters and excessive holiday lights.

Each safety initiative is highlighted in internal communication vehicles, including our employee magazine, intranet and posters, to ensure employees have access to these crucial messages.

Employee health

ArcelorMittal recognizes that employee wellness plays a critical role in improved employee safety, productivity and overall well-being.

To help employees improve their health, ArcelorMittal USA teamed with the USW to launch **Transforming YOU** in 2010. This wellness program expanded in 2011, with an increased focus on encouraging employee participation in biometric screenings and Health Risk Assessments (HRA). These two programs are free for ArcelorMittal USA employees. In 2011, 2,411 employees took advantage of the free biometric screenings, an increase of almost 50 percent over 2010. The wellness program features online tools and monthly seminars to promote well-being and

Operations certified to OHSAS 18001

2011: **13**
2010: **3**

Total number of formal safety audits held at USA facilities

50

Number of employees that had free biometric screenings performed

2,411



"Shared vigilance and communication are critical to improved safety performance. When all our employees are on the same page and looking out for one another, we can create a safer work environment."

Andy Harshaw
Executive Vice President, Operations,
ArcelorMittal USA



A young girl related to current and former employees assisted with a safety awareness presentation during 2011 Global Health & Safety Day activities.

Case Study: Pharmacy Advisor program helps with diabetic care

In late 2009, ArcelorMittal USA teamed with CVS Caremark to pilot a Pharmacy Advisor program, focused on improving the treatment and maintenance of diabetes for our employees, retirees and their family members. In the United States, 7,790 ArcelorMittal employees, retirees and/or family members reported having diabetes.

The completely confidential Pharmacy Advisor program gives employees practical, cost-effective ways to manage diabetes. Employees are connected to professionals who answer questions and help manage medications and costs. Experts provide advice on supplies, equipment, blood sugar testing and general health concerns. In 2011, a total of 33,545 interventions took place, such as refill reminders and "gap in care" notifications.

After just six months, a program study showed significant improvements, including a 2.1 percent increase in patients taking their medication as prescribed and a 38 percent increase in the doctors' rate of prescribing recommended medication.

In 2011, ArcelorMittal USA and CVS Caremark won the Pharmacy Benefit Management Institute (PBMI) award for originality, strength of reported results and the potential to improve patient outcomes.

Number of interventions between employees, retirees and their families and healthcare professionals through Pharmacy Advisor

33,545

healthy lifestyles. Individual screening and HRA results are kept confidential.

To further promote our focus on wellness, ArcelorMittal USA launched **Health Week** at all of our USA facilities in October 2011 to focus on preventive healthcare activities for both the workplace and at home. Sites offered exercise and nutrition counseling, screening for conditions such as hypertension and diabetes, training in CPR and AED, and presentations about substance abuse and stress management techniques.

We also initiated our first company-wide **Flu Vaccination Program** for employees and dependents in 2011 with free shots distributed in two ways: on-site at participating USA locations during *Health Week* and at local CVS pharmacies throughout the flu season. In addition, most of our facilities actively participated in ArcelorMittal's first **Global Walk/Run** to encourage exercise and camaraderie.



ArcelorMittal leadership relies on all employees to contribute thoughts and ideas for improvement. One shining example of this knowledge-sharing practice between union and management is in Georgetown, South Carolina. ArcelorMittal Georgetown General Manager Danie Devapiriam (right) and USW Local 7898 President James Sanderson (center) regularly engage with employees and one another.

"While much work remains ahead of us, together we have partnered to achieve significant improvements in all areas of our operations."

Danie Devapiriam
General Manager, ArcelorMittal Georgetown

Joint partnership

ArcelorMittal USA strives to maintain a healthy partnership with all stakeholders, including our local unions and national union leadership. The United Steelworkers represent nearly 80 percent of our workforce in the United States. Each year, ArcelorMittal USA management comes together with USW leadership in a gathering dubbed the "partnership meeting." At this meeting, business updates and issues affecting the company and the union are discussed and the joint partnership is emphasized. The meetings have occurred on an annual basis since 2008.

In 2010, labor and management launched **Safe Sustainable Steel**, an initiative focused on building a fundamental understanding of the current state of the business and what can be done to help shape a more sustainable future. *Safe Sustainable Steel* means improved employee engagement around actions that will drive lower cost

Case Study: Riverdale Partnership



Gary Norgren, plant manager at ArcelorMittal Riverdale, and Gary Bender, local union representative, lead a very successful partnership that fully engages employees and emphasizes sustainability.

"We want to make this plant successful, and in order to accomplish that mission, the company, the union and all of our members need to pull together," Norgren said.

The Riverdale partnership team is made up of a cross section of employees, ensuring the voice of every employee is heard. The team members meet monthly to engage with colleagues and understand how they feel about plant operations.

Norgren and Bender agree the health and safety of employees is one of the most important values they share, along with a desire to work smarter and more efficiently, while driving the sustainability of ArcelorMittal Riverdale.

"Those values transcend all politics," Bender said.

Investing in our people

continued

Number of training hours for salaried employees

2011: **50,054**
2010: **17,325**

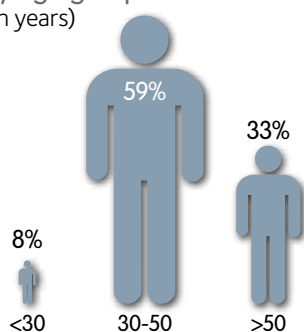
Number of training hours for hourly employees

717,236

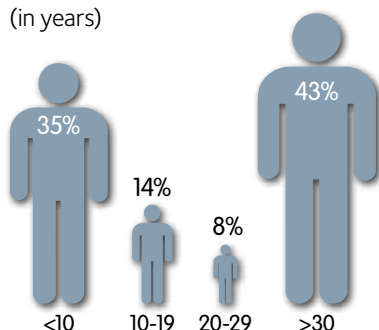
Average number of training hours per hourly employee

50

Percentage of employees by age group (in years)



Duration of employment with ArcelorMittal USA (in years)



operations and improve productivity, quality, yield and delivery while never compromising safety.

In addition to projects that focus on improving our operations, performance and the sustainability of our products, regular *Safe Sustainable Steel Share* videos and communications are produced for department managers and employees. Designed to promote discussion and stimulate new ideas, communications cover a variety of topics, including shared vigilance, competitive threats, walking work surfaces, and slips, trips and falls.

Training and development

ArcelorMittal USA provides training and development opportunities for salaried employees through our global **ArcelorMittal University** and the **USA Learning and Development Department**.

Training is provided both online and in-person to help employees expand professional and position-specific skills needed in today's workforce.

ArcelorMittal USA salaried employees participated in more than 50,000 hours of training, a three-fold increase over 2010. Salaried employees also have access to a **tuition reimbursement program**, helping them complete general undergraduate or graduate degree programs directly related to their job functions.

Hourly employees also participate in ongoing job-related training. In 2011, they completed more than 717,000 total training hours, an average of 50 training hours per hourly employee.

Future employees

America's steel industry has evolved significantly over time. The skills, training and education necessary to create quality steel products are more advanced and the need for innovation is more critical.

In addition to building a diverse employee population, an important business priority for ArcelorMittal USA is to ensure that future



"Diversity is all about unlocking the best talent and ensuring the company benefits from a diverse range of skills and experience. We have some first-class women at ArcelorMittal and we want to ensure they have the opportunity to contribute to the company performance."

Nicola Davidson
Vice President, Communications,
ArcelorMittal and Co-Chair of the
Gender Diversity Committee

Case Study: ArcelorMittal exposes young women to technical careers

As one example of the company's efforts to promote diversity in the workplace, ArcelorMittal Cleveland and the USW Local 979 partner with Hard Hatted Women, an organization dedicated to helping women succeed in high-wage trade and technical careers. Through a trade exploration camp called "Rosie's Girls," middle school girls are exposed to non-traditional occupations while celebrating their girlhood and building their STEM skills. In 2011, ArcelorMittal Cleveland employee volunteers provided hands-on assistance, helping Rosie's Girls construct a carpentry project and assemble electric plugs, as shown in the picture.

Hard Hatted Women also named 30-plus year Cleveland employee, Myra Simmons, a "Woman on the



Rise," a special award for women who have broken down barriers and stereotypes and helped lead the way

for other women in non-traditional careers.

employees are highly skilled and educated. The average age of our workforce is 52, and we must have qualified, work-ready employees in our communities prepared to fill vacancies left by retirements. Therefore, we have created and expanded several initiatives and partnerships with educational institutions and nonprofit partners to work on these challenges.

Launched in 2008, ArcelorMittal's **Steelworker for the Future** program is a 2.5 year program that combines classroom learning at a participating community college or technical school with paid, on-the-job training at an ArcelorMittal USA facility. At the completion of the program, students graduate with an associate degree in Mechanical Maintenance or Electrical Maintenance, degrees that can be used at most manufacturing companies. In 2011, nine community colleges participated in *Steelworker for the Future*.

In addition to skilled craftspeople, ArcelorMittal is also looking to develop and recruit for professions in engineering, finance, business management and other areas. ArcelorMittal has created partnerships with a number of accredited, four-year colleges and universities focused on metallurgical sciences and business programs. Through our **Campus Partnership Program (CPP)**, ArcelorMittal provides support for curricula development and mentoring opportunities at 11 partner schools primarily throughout the Midwest.

Every summer, ArcelorMittal USA fills internship positions with qualified students from our partner schools. During the summer of 2011, 146 CPP interns worked in various roles at ArcelorMittal facilities across the country.

Additionally, in 2011, ArcelorMittal hired and placed 148 new associates from our CPP schools at our USA facilities.

www.workforarcelormittal.com



Students from the Colorado School of Mines, a Campus Partnership Program school, visited ArcelorMittal Burns Harbor.



Students enrolled in Steelworker for the Future at a partner community college apply classroom learnings to on-the-job training at an ArcelorMittal facility.



Representatives from ArcelorMittal Weirton, United Steelworkers, Eastern Gateway Community College and West Virginia Northern Community College launched Steelworker for the Future in Weirton, West Virginia in March 2011.

Number of new employee hires

1,260

Number of summer interns from Campus Partnership Program schools working at ArcelorMittal USA

146

Number of students hired from Campus Partnership Program schools and placed within ArcelorMittal USA


148

Making steel more sustainable

Steel is one of the most versatile materials in the world. It is 100 percent recyclable and critical in making cars, buildings, transport, infrastructure and consumer goods more environmentally friendly and energy efficient throughout the life cycle. At ArcelorMittal USA, we recognize making steel is resource intensive and has an impact on the environment. As an industry leader in sustainability, it is our responsibility and commitment to protect and improve the environment in everything we do – from reducing energy use in operations to creating breakthrough technologies and products to meet sustainability challenges.

Making steel more sustainable: 2011 Progress

	Our commitments	Our progress	Next steps
Energy	Improve processes, equipment and procedures to reduce total energy consumption costs at all facilities	Saved \$7.6 million through energy initiatives in 2011, resulting in our fourth consecutive ENERGY STAR® Award	Continue energy efficiency projects and establish energy efficiency as a competitive advantage
Management systems	Maintain ISO 14001 certification for all USA operating facilities	 Maintained ISO 14001 certification at 100 percent of USA operating facilities	Continue to maintain ISO 14001 certification at all operating facilities and utilize the environmental management system to make continuous improvements
Knowledge retention	Ensure transfer of knowledge to new environmental professionals	Evaluated current environmental team and identified that 34 percent will be retiring within the next five years	Identify and establish a formal knowledge retention program for environmental professionals

 For more information on our key performance indicators (KPIs), see our data table on page 28.

As an industry leader, ArcelorMittal is in a unique position to produce safe, sustainable steel while responsibly managing our impact on the world around us. Guided by ArcelorMittal environmental policies, we strive to set an example for the industry and our employees through environmental compliance and by engaging in environmental stewardship programs and partnerships.

Voluntary certification

All of ArcelorMittal USA's operating facilities have received **ISO 14001 certification** from the International Standardization Organization. This voluntary environmental management framework demonstrates our commitment to minimizing the impact steelmaking has on the environment. Each year, our facilities are audited on local and national environmental policies and regulations. Environmental management systems are in place to enable continuous improvement in our environmental performance.

Environmental liabilities and remediation obligations have decreased year-over-year for the assets that make up ArcelorMittal USA LLC, formed in 2007. The majority of the environmental obligations are historical in nature relating to conditions which occurred in the 1950s through the 1980s. We are proud that the company has achieved a more than 25 percent reduction of environmental liabilities in the United States since 2007. ArcelorMittal USA discloses all liabilities, including environmental remediation obligations where they can be estimated, in accordance with U.S. Securities and Exchange Commission procedures. All liabilities and environmental practices for ArcelorMittal USA are audited.

Energy

One strategy used to improve our environmental performance is to reduce our overall energy consumption.

Through targeted energy improvement projects, ArcelorMittal USA works to improve energy efficiency in order to increase our sustainability performance. In 2011, ArcelorMittal USA reduced energy use by nearly three percent, saving \$7.6 million through focused improvements in energy management. Since 2006, our USA facilities have saved more than \$151 million. And, in 2011, 51.3 percent of the total energy used in steel production at our integrated facilities was generated by capturing steel production at our integrated facilities was generated by capturing coke oven and blast furnace gas.

In recognition of those efforts, ArcelorMittal USA is the first and only steel company to be recognized as an **ENERGY STAR® Partner** by the U.S. Environmental Protection Agency (EPA) and the U.S. Department of Energy (DOE). The ENERGY STAR® Sustained Excellence Award, presented in March 2011, marks our fourth consecutive award, recognizing our continuous growth and accomplishment in energy management and commitment to energy efficiency.

Every ArcelorMittal USA facility plays an important role in energy management, identifying new ways to reduce energy use, thereby saving costs and reducing emissions. 2011 examples include:

- A steam trap inspection and repair program at both ArcelorMittal Burns Harbor and Indiana Harbor reduced steam inefficiencies, resulting in reduced emissions and an energy savings of approximately \$150,000 per month.
- ArcelorMittal Columbus replaced two 400 horsepower steam generators with one 600 horsepower low NOx, high-efficiency generator, resulting in a reduction in natural gas requirements and a cost savings of about \$192,000 per year.

In October 2011, ArcelorMittal USA held our third **Energy Awareness Month** campaign, focused on showcasing employee projects and progress toward reducing energy use at work.

Water

ArcelorMittal USA depends on various water sources throughout our steelmaking process. Most significantly, we rely on the Great Lakes basin where many of our USA facilities are located. These waterways play a critical role in the transport of both raw materials and finished products, recognizing that waterborne transportation is safer, more fuel efficient and more environmentally friendly than other modes of transportation.

Percentage of energy reduction from 2010 to 2011

2.9%

Savings through energy efficiency initiatives

\$7.6 million

Percentage of total energy used at integrated sites from recycled coke oven and blast furnace gas

51.3%

Number of consecutive years ArcelorMittal has been recognized as an ENERGY STAR® Partner

4

ArcelorMittal USA ENERGY STAR® awards



Percentage of USA operating facilities that maintained ISO 14001 certification

100%

ArcelorMittal USA Environmental Policy



Making steel more sustainable

continued

Case Study: Indiana Harbor boiler project underway



In February 2011, ArcelorMittal broke ground on the Energy Recovery & Reuse: 504 Boiler Project at our Indiana Harbor facility in East Chicago, Indiana.

ArcelorMittal Indiana Harbor is home to No. 7 blast furnace, the largest blast furnace in the United States. Approximately 78 percent of the blast furnace gas is used to heat stoves at No. 7 and make steam at No. 5 boiler house. The remaining 22 percent is not recoverable.

The Energy Recovery and Reuse Project involves the installation of a boiler which will allow the blast furnace gas to be recovered and used to generate steam. This steam will be used to drive existing generators at the facility to create 333,000 MWH of electricity annually, which is roughly equivalent to the electricity needs of 30,000 homes.

The project, estimated to cost \$63.2 million dollars, is one of only nine industrial technology projects in the country to receive a grant, valued at \$31.6 million, from the U.S. Department of Energy through funds from the American Recovery and Reinvestment Act.

ArcelorMittal expects to commission the boiler in 3Q 2012. The expected lifespan of the boiler system is more than 30 years.

We are conscious of our overall water consumption and remain vigilant on how we use, reuse, treat and discharge the water we consume. Between 13,000 to 23,000 gallons of water may be required to produce a ton of steel, depending on the grade of steel produced. Within our USA operations, approximately 70 percent of water is considered non-contact, or water that is used to cool operating equipment. Non-contact water is returned to its source under strict regulatory guidelines. We are internally monitored and externally audited to ensure that any water temperature increase will not adversely impact local plants and animals.

The water that contacts steel or is exposed to contaminants from the production process is segregated and treated using advanced control technology before being returned to its source in accordance with state and federal standards.

Our USA facilities have permits for the water we discharge, dictating the cleanliness of the water, as well as monitoring and reporting requirements.

Recognizing the important role water plays within our business and our communities, we continued our leadership role in **Sustain Our Great Lakes**, a public-private partnership with the National Fish and Wildlife Foundation, U.S. EPA, U.S. Fish and Wildlife Service, U.S. Forest Service, and the National Oceanic and Atmospheric Administration. *Sustain Our Great Lakes'* mission is to restore and protect fish, wildlife and habitat throughout the basin. This is accomplished by leveraging funding, building conservation capacity and focusing partners and their resources on key ecological issues.

In 2011, we published and distributed our first report on the cumulative outcomes of *Sustain Our Great Lakes*, outlining the growth of the partnership and the program's impact on the basin from 2006 through 2010.

www.sustainourgreatlakes.org

In addition to the work being done through *Sustain Our Great Lakes*, ArcelorMittal USA also funds environmental projects in our local communities, as discussed in the

Enriching our communities section starting on page 18.

Sustainable products

ArcelorMittal USA plays an important role in the innovation of steel products that meet today's sustainability requirements, from automobiles and appliances to buildings and infrastructure.

The development of lightweight, high-strength steels is enabling auto manufacturers to create more fuel efficient vehicles than ever before. Specifically, ArcelorMittal's advancements in high-strength steels will help automakers achieve new fuel efficiency standards set by the federal government.

In 2011, ArcelorMittal launched the **S-in motion** product line in North America, which identifies a catalogue of 43 key vehicle parts that together reduce the weight of a modern 5-door C-segment vehicle by 22 percent. These advanced steel solutions offer the most competitive life cycle emissions profile of any competing material, allowing today's automakers to create safe,

Spotlight: 2011 Sustain Our Great Lakes restoration results:

17,000

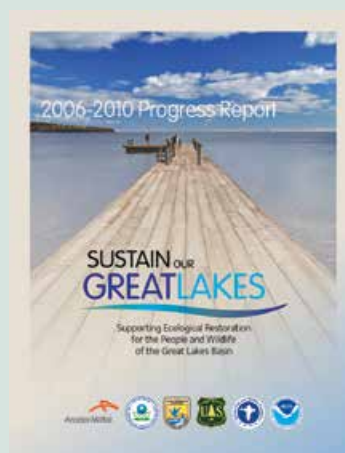
Acres of wetland, coastal and associated habitat

86

Miles of streams and river banks

774

Stream miles of aquatic connectivity



Lake sturgeon is one example of aquatic life benefiting from Sustain Our Great Lakes through dam removal in the Lake Michigan basin.

Spotlight: S-in motion – by the numbers

43

Number of parts of a typical C-segment vehicle that can benefit today from S-in motion applications

6.23

Number of grams of CO₂ emissions reduced per kilometer driven by a car utilizing the lightest solutions from S-in motion

14

Percentage of overall total lifecycle CO₂ reduction for a vehicle utilizing the lightest solutions from S-in motion

14

Percentage of weight savings S-in motion can achieve for the body-in-white plus closures

22

Percentage of weight savings S-in motion can achieve for the chassis solutions



Tons of CO₂ released per ton of steel produced by ArcelorMittal USA

1.78

affordable and fuel efficient vehicles.

While the *S-in motion* project began globally, ArcelorMittal engineers at research centers in East Chicago, Indiana and Hamilton, Ontario are playing a key role in developing the side and rear modules for North American vehicles in response to tougher crash standards in the United States and Canada.

In addition to providing steel solutions that help reduce emissions for vehicles, ArcelorMittal USA also supports the growing need for public transportation to address the challenge of traffic congestion in America's cities.

In 2011, ArcelorMittal Steelton became the only USA manufacturer of tram rail, or **112TRAM**, used in street car projects. A grooved rail system ensures flat surfaces that safely accommodate both vehicles and pedestrians. The reduced height of the rail minimizes the depth of excavation and time needed for the rail installation, providing an increased incentive for cities to expand public transportation.

The first customer for the new product was the City of Portland, Oregon, which utilized 170 tons of 112TRAM rail for its South Waterfront Moody Avenue Improvement Project. Steelton has also provided rail for transit applications used by Southeastern Pennsylvania Transit Authority (SEPTA), New York City Transit and Washington Metro.

Air quality

ArcelorMittal is committed to reducing global carbon dioxide (CO₂) emissions per ton of steel produced by eight percent by 2020. In both 2010 and 2011, ArcelorMittal USA's CO₂ emissions were lower than the global industry average, which is 1.8 tons of CO₂ per ton of steel produced, as reported by the World Steel Association. In 2011, ArcelorMittal USA released 1.78 tons of CO₂ per ton of steel produced. We continue to work toward emissions reduction through continuous improvement of our

equipment and process management capabilities.

ArcelorMittal USA's emission control technology and management systems are designed and engineered to meet continuous compliance with Maximum Achievable Control Technology (MACT) requirements, or emissions standards set by the U.S. EPA and authorized by the Clean Air Act. Several ArcelorMittal USA facilities also operate robust, site-wide fugitive emission control systems through which plant personnel observe, identify and clean and/or suppress areas of concern within the local facility in an effort to control fugitive dust.

In 2011, ArcelorMittal USA invested significant capital dollars on environmental improvement projects. An example of an environmental improvement project that improves air quality is the 504 Boiler Project at ArcelorMittal Indiana Harbor. This project involves the installation of a boiler which will capture blast furnace gas to generate steam. The end result is the displacement of purchased electric energy, thus reducing overall greenhouse gas emissions.

Recyclability of steel

Steel is the most recycled material in the world – more than aluminum, paper, gas and plastic combined. In North America alone, more than 80 million tons of steel are recycled or exported for recycling annually, according to the American Iron and Steel Institute (AISI). For every ton of steel recycled, 2,500 pounds of iron ore, 1,400 pounds of coal, and 120 pounds of limestone are conserved, states AISI.

On average, more than one-third of a ton of steel produced at ArcelorMittal USA is from recycled scrap steel.

Beyond the recycling of steel itself, ArcelorMittal also recycles many co-products and by-products of the steelmaking process:

- Slag is recovered and reused to build roads, create fertilizer or make glass
- Iron oxide salvaged from making tin cans is reused to make magnets, ship ballasts and concrete
- Blast furnace and coke oven gas is captured and used to create electricity

Case Study: Weirton finds value in by-product



Employees at ArcelorMittal Weirton discovered and implemented a creative and cost-saving measure to recycle roll grinding swarf, a by-product of steelmaking. The Weirton rolling mill annually generates approximately 70 tons of roll grinding swarf, which was viewed as waste until Weirton employees realized the value of its iron content. On average, the roll grinding swarf is more than 90 percent iron, making it an attractive material for beneficial reuse in blast furnaces.

Working with the West Virginia Department of Environmental Protection, ArcelorMittal Weirton partnered with a local company to mix the swarf with a binding agent to produce iron-rich briquettes to help power the blast furnaces at ArcelorMittal Cleveland. Cleveland is able to use these inexpensive briquettes instead of more expensive iron pellets.

"With no capital investment or additional manpower, this project has decreased our waste footprint, saved money and sparked a spirit of collaboration and innovation," ArcelorMittal Weirton's Environmental Manager Dave Minda said.


The Weirton team is now sharing the project as a best practice with other plants worldwide.

Enriching our communities

ArcelorMittal USA plays an important role in the communities in which we operate, as an employer providing jobs and contributing to local economies, and also as an engaged partner in improving the quality of life for our employees and neighbors.

Enriching our communities: 2011 Progress

	Our commitments	Our progress	Next steps
Community engagement	Ensure that all major facilities have community engagement plans in place	 Maintained community engagement plans at 14 of our major operating facilities	Review and update community engagement plans annually
Philanthropic contributions	Maintain sustainable contributions to the communities in which we operate	 Awarded \$5.8 million in grants to nonprofit partners working in our communities	Select and award grants annually to qualified nonprofit partners in our communities working in the areas of education, environment, and health and safety
Partner in the community	Ensure open, transparent communication with stakeholders, such as partnering and collaborating with organizations and nonprofits	Provided \$1.9 million to our local communities through <i>Give Boldly</i> , ArcelorMittal USA's employee matching gifts program	Continue to partner with nonprofits in the areas of education, environment, and health and safety through financial grants and volunteerism. Continue to raise awareness of <i>Give Boldly</i> and increase employee participation.

 For more information on our key performance indicators (KPIs), see our data table on page 30.

In addition to providing competitive, sustainable jobs that contribute to local economies, ArcelorMittal USA is also committed to programs that are making a positive impact in our communities. Specifically, we support community-based work in strategic focus areas that intersect with our business. We believe that our success as a company truly depends on the success and sustainability of our communities.

Community impact

In the United States, our operations employ more than 18,000 individuals with a direct economic value of \$1.72 billion through 2011 wages and benefits. Often, ArcelorMittal is the largest employer in a city or region. In the three states where we have the majority of our workforce – Indiana, Ohio and Pennsylvania – our entry-level hourly pay is 2.5 to 3.5 times higher than the local minimum wage. This allows our employees to earn a livable income, provide for their families and contribute to the local economy.

Not only do we provide living wage jobs but we seek to engage local businesses in fulfilling our supply chain, multiplying our economic contribution in our communities.

To us, being a good employer and community partner are all part of being a responsible corporate citizen. At each of our primary sites, we have in place local corporate responsibility councils called **Councils for Stronger Communities (CSCs)**. These councils, which consist of a diverse cross-section of local employees, are responsible for local corporate responsibility governance, stakeholder engagement, grantmaking and volunteerism at each site.

Community engagement

Meeting with our stakeholders is crucial to maintaining an open dialogue. In 2011, ArcelorMittal USA held **197 meetings with stakeholders** that included employees, peers, customers, local public officials, community members, nonprofit organizations and others, providing an opportunity to ask questions, identify potential issues of significance and share ideas and expectations. Through these stakeholder engagement meetings, we were able to be inclusive and identify material issues, as well as determine a thoughtful response to questions and concerns. This approach promotes our culture of transparency.

Community investment

In 2011, ArcelorMittal USA provided \$5.8 million in cash grants to support nonprofit organizations working in three key areas: environment, education, and health and safety. With a strategic focus for our giving, we are able to develop partnerships and create deep, measurable results in the programs we support.

Throughout our communities, our support extends beyond the financial. We actively engage with our community partners to affect change locally. In 2011, we embarked on a collaborative initiative with the **Council for Adult and Experiential Learning (CAEL)** to strengthen students' skills in Science, Technology, Engineering and Math (STEM), through education and counseling, and to attract interest in manufacturing careers by addressing the required skill set and education needed. Our goal through our partnerships is to identify solutions that are mutually beneficial and sustainable within our communities.

Environment

In our communities, we partner with organizations working to protect and restore the environment through water and land restoration, environmental education, and energy conservation and reduction.

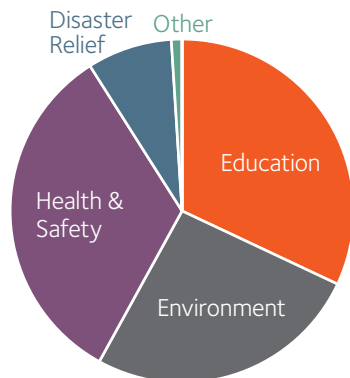
For example, in Northwest Indiana, ArcelorMittal provided both financial and volunteer support to the 360-acre **Taltree Arboretum and Gardens** located near our Indiana Harbor and Burns Harbor facilities. Our funding was used to develop a new educational curriculum that included training modules on Taltree's prairie, woodlands, oak collections and wetland areas. The curriculum was then used to prepare volunteers to lead and educate school groups as they hike through the different environments. ArcelorMittal employees and their families also volunteer at the gardens. In 2011, more than 130 employees and family members joined Taltree in its efforts to

remove invasive species from the gardens and grounds.

In Pennsylvania, ArcelorMittal Conshohocken has developed a strong partnership with the **Schuylkill Center for Environmental Education**, supporting projects to create a sensory garden at the center, complete restoration work on local meadows and improve environmental education through the creation of a technology library. Employee volunteers regularly participate in completing the projects we support and enjoy restoring native lands. Most recently, ArcelorMittal Conshohocken constructed a steel grate to cover an open well, improving safety on the center's grounds.

ArcelorMittal Minorca, our mine in Virginia, Minnesota, is working closely with **Roosevelt School** to create space that combines classroom work with outdoor learning. In 2011, the facility supported the creation of a bog walk, an outdoor classroom space for students in grades two through

Philanthropic giving per focus area



Case Study: Community engagement in Vinton

In late 2010, a local environmental organization in El Paso, Texas voiced opposition toward ArcelorMittal Vinton and filed a formal complaint with the Texas Commission on Environmental Quality regarding noise and air pollution, claiming that the facility was making local residents sick.

In an effort to understand and address the allegations, the Vinton facility invited representatives from the organization to an open house in 2011. At this open house, the individuals received a tour of the facility and had an opportunity to discuss their concerns with the plant manager and local corporate responsibility manager. As the conversation developed, the organization was impressed with the openness and transparency of ArcelorMittal Vinton. Because their misconceptions were addressed, the allegations were dismissed.

Enriching our communities

continued

six. This walkway is being constructed to ensure that all students can access the outdoor learning environment and is wide enough to accommodate students with disabilities. Volunteers from ArcelorMittal Minorca are helping to complete the installation of the walk and signage to identify the various plants, trees, lichen and flowers that live in the bog.

Education

In education, our philosophy is holistic: support students throughout their education (primary school through higher education) and work to address challenges in the education system through replicable, whole system change. Across our communities, we partner with more than 24 elementary, middle and high schools through our **STEM Futures** program, providing funding for sustainable resources and materials to support STEM education, including smart boards and lab equipment, curriculum development and teacher training programs. We also work to mentor students through a variety of programs that focus on promoting student achievement in STEM and other disciplines.

In Burns Harbor, Indiana, ArcelorMittal supports the “looping program” at **Portage Township High School** where 9th and 10th grade students at risk of not passing their high school English and Algebra classes are “looped” together for two years. During this time, they participate in team building exercises, receive character education and are mentored by their upper class peers. Teachers and counselors collaborate to ensure that these academically at-risk students pass critical classes and receive a platform for success for the rest of their high school career.

Our USA facilities often partner with community-based groups that support education initiatives. In New Carlisle, Indiana, I/N Tek and I/N Kote proudly partner with **La Casa De Amistad**, a local nonprofit that provides educational support and intervention to low income children in the community. Employee volunteers are actively involved with the organization, serving as tutors to the school aged children who stand to benefit from reading and math intervention.

Health and safety

Through strategic partnerships with nonprofit organizations, school districts, and police and fire departments, our programmatic support provides tools, education and engagement opportunities that help to make communities healthier and safer. These initiatives include youth mentoring and education on healthy lifestyles, as well as disaster relief to our communities.

Our Coatesville, Pennsylvania facility has been partnering with the **Brandywine Health Foundation** to support the Coatesville Youth Initiative since its inception in 2009. This initiative targets at-risk youth, ages 12 to 24, when difficult home environments threaten their future success. The Youth Initiative brings together local nonprofits, county agencies and other service organizations to collaborate on three specific goals: helping high school students graduate with a plan for additional education or employment; increasing parental engagement; and strengthening the capacity of the community to positively impact the youth. This initiative has proven very successful in the Coatesville community,

Total philanthropic giving

2011: **\$5.8 million**

2010: **\$4.9 million**

Total community beneficiaries

2011: **5 million**

2010: **4 million**



Funding and volunteer support from ArcelorMittal Minorca helped to create a bog walk, an outdoor classroom used by Roosevelt School students in Virginia, Minnesota.

Spotlight: Results of Safer Communities program in 2011

31,203

Individuals received disaster, safety or other forms of emergency preparedness education

2,500

Number of smoke detectors installed

2,766

Lives potentially saved through the donation of 922 units of blood by employees

serving 400 youth in 2011, an increase from 170 in 2010.

ArcelorMittal and the **American Red Cross** have joined forces for the past three years to increase the capacity of local communities to prepare for and respond to emergencies. Our *Safer Communities* program supports 14 local chapters in communities where ArcelorMittal operates, providing free or low-cost safety and disaster preparedness training to youth and families. Additional funds support the American Red Cross National Disaster Relief Fund, enabling the organization to quickly respond when a tornado, hurricane or other disaster occurs.

As one example of local outreach efforts, ArcelorMittal LaPlace in Louisiana, partnered with the American Red Cross Southeast Louisiana Chapter to deliver the Pillowcase Project to elementary schools in St. John the Baptist parish. This program teaches children how to prepare for storm evacuations by packing all of their favorite possessions in a pillowcase while parents are taught how to manage the child's concerns.

In Northwest Indiana and Cleveland, Ohio, the Red Cross chapters and our local facilities identified the need to expand their reach on emergency preparedness and fire safety. Together, the partners launched a public information campaign using billboards to communicate safety messages to residents. Grassroots teams of ArcelorMittal employee volunteers, local residents and Red Cross personnel went door-to-door in several local neighborhoods, distributing lifesaving information about fire safety and installing smoke detectors in homes.

In several communities, ArcelorMittal provides support to **public safety departments and first responders** to increase their capacity to protect residents and improve outreach into the community. In Ohio, ArcelorMittal joined with the City of Cleveland and four surrounding suburbs to hold a multi-municipality gun buy-back event, removing weapons from the streets. More than 700 guns were collected in 2011 and then recycled in ArcelorMittal's furnaces.

Near the end of 2011, ArcelorMittal USA began a partnership with the **United Service Organizations** of Indiana, Northern Ohio and Pennsylvania to support military men and women from our local communities. Our support helps fund welcome home parties, care packages for military service men and women serving overseas, and school supplies for the children of military service members.

Employee volunteers

ArcelorMittal USA employees donate time and talent year-round through coordinated **volunteer activities** with nonprofit partners. Whether tutoring a student, cleaning debris from a local river or working in a community garden, our employee volunteers are enriching the lives of many and developing their own skills in leadership, teamwork and communication. In 2011, ArcelorMittal employees completed 131 volunteer projects and donated 3,087 hours of their time to our nonprofit partners.

In December 2011, ArcelorMittal USA employees joined colleagues from around the world to celebrate

our annual **International Volunteer Day**, supported globally by the ArcelorMittal Foundation. In the United States, employees completed 26 volunteer projects that included beautifying local schools, assisting in statewide recycling day efforts and writing holiday cards to U.S. military service members serving overseas.

Give Boldly

Just as we are strategic in how we invest our corporate giving dollars, our employees are equally thoughtful in choosing which causes they personally support. **Give Boldly** is our matching gifts program, which enables employees to give to the organizations that matter most to them and to request a dollar-for-dollar match from ArcelorMittal USA. Their generosity and the positive impact in our communities are tremendous. Together, 2011 employee gifts and company matches totaled more than \$1.9 million to 356 nonprofits, supporting hospitals, schools and other community-based nonprofits.



ArcelorMittal Cleveland employees joined Cleveland Fire Department and Red Cross personnel to install free smoke alarms in a neighborhood that experienced a fire fatality.

"ArcelorMittal's Safer Communities' support goes beyond financial donations. Their employees volunteer, donate blood, and serve as first responders to disasters, helping to reach underserved communities. We are grateful for their partnership."

Russ Paulson

Executive Director, Community Preparedness and Resilience,
American Red Cross

Number of corporate sponsored volunteer projects

131

Number of community service hours donated by employees

3,087

Spotlight: 2011 Give Boldly results

5,300

Number of participating employees

\$1.9 million

Dollars donated to nonprofits, hospitals and schools through employee gifts and corporate matches

356

Number of organizations supported

Transparent governance

Our governance framework underpins everything we do as a business and as employees of ArcelorMittal. Through our approach to corporate responsibility, we seek to embed business ethics, openness and transparency into our business structure and the way our employees conduct themselves both in the workplace and the community. In the United States, strong governance helps us maintain our license to operate in our communities.

Transparent governance: 2011 Progress

	Our commitments	Our progress	Next steps
Corporate responsibility governance	Provide support for facility-based corporate responsibility oversight groups called Councils for Stronger Communities, or CSCs	KPI Held 83 CSC meetings in 2011 with support from regional corporate responsibility managers	Continue to build the capacity and knowledge of local CSCs on corporate responsibility management
	Maintain a national corporate responsibility board that provides input and guidance on national and local initiatives	Held quarterly corporate responsibility board meetings in person and provided ad hoc input via email	Review corporate responsibility governance at the national level
Human rights	Train all our employees on their rights and responsibilities	KPI 3,284 salaried employees completed human rights policy training in 2011	Create a human rights policy training for hourly employees to complete in 2012
Business ethics	Implement group policies and codes that require all employees to be trained and to abide by those policies in their daily work	KPI 96.5 percent of obligated employees completed the anti-corruption training. 99.6 percent completed the Code of Business Conduct training.	Continue to encourage all required employees to complete online trainings

KPI For more information on our key performance indicators (KPIs), see our data table on page 30.

Our corporate responsibility pillars are underpinned by transparent governance, which guides the way our company operates and interacts with our communities.

Governance of corporate responsibility

Corporate responsibility at the group level is overseen by the **Corporate Responsibility Coordination Group**. This group is made up of senior managers from risk, internal assurance, international affairs, company secretariat, communications, legal and human resources. This group meets regularly throughout the year. Each country within the group is required to establish a local governance structure to oversee corporate responsibility.

Governance of USA corporate responsibility

In the United States, the **USA Foundation and CR Governance Board** is made up of a cross-functional management team and has oversight for corporate responsibility activity in the United States. Local governance structures also exist at the facility level. This governance structure is called a **Councils for Stronger Communities (CSCs)**. The makeup

of the CSC includes diverse leadership from the facility and the local USW, as well as personnel from health and safety, environment and human resources. The CSC works to implement global, national and local corporate responsibility initiatives at the facilities, while also building and sustaining quality stakeholder partnerships. The primary objective of the CSC is to ensure that we communicate clearly, openly and regularly with our local stakeholders. CSCs are maintained at 16 USA facilities, providing valuable perspectives on corporate responsibility. This structure embeds corporate responsibility into each facility and encourages employees to embrace individual actions that contribute to our overall corporate responsibility objectives and company culture. Each CSC is supported by a corporate responsibility manager who assists in policy and program implementation.

In 2011, the CSCs met regularly for a total of 83 meetings, discussing plans for engaging with the community, financial

contributions to local nonprofit organizations, the local grievance mechanism or community response line, and the state of corporate responsibility at their facilities.

Business ethics

A **Code of Business Conduct** and an **Anti-Corruption Policy** are in place at ArcelorMittal. All USA employees are to receive training in both, which is valid for three years. In 2011, 99.6 percent of salaried employees completed Code of Business Conduct training and 96.5 percent of required employees completed the Anti-Corruption Policy training.

As a company, we recognize the importance of having and maintaining a **Human Rights Policy**. In 2010, ArcelorMittal released a global policy which has now been implemented throughout the organization. Training began in 2010 and 3,284 USA salaried employees completed the training in 2011. Additionally, a plan to train hourly employees is scheduled for implementation in 2012.



Corporate responsibility leads at ArcelorMittal USA facilities met regularly with community stakeholders to discuss issues of importance.

Number of local corporate responsibility governance meetings held

83

"Through the CSC, I have been active in several community projects as a volunteer. In doing so I am able to involve my wife and three children. By being part of the CSC, I hope to instill a sense of pride within my family and coworkers, thereby building a partnership that will last for years to come between ArcelorMittal and the community."

Richard McCullough
CSC Member and Lead Engineer – Maintenance, ArcelorMittal Weirton

"I choose to be involved because it is important to me to work for a corporation that is an active and contributing citizen in the community in which we work and that supports employees who are passionate about serving our neighbors."

Barbara Turk
CSC Member and Metallurgist, ArcelorMittal Riverdale

Transparent governance

continued

In the United States, our Human Rights policy focuses on issues such as workplace harassment and inclusion. ArcelorMittal is an equal opportunity employer and has a **zero tolerance policy** for inappropriate conduct, such as workplace discrimination or harassment of any kind. ArcelorMittal has a number of policies and training procedures in place to protect both our employees and the company. In the United States, we employ a **whistleblowing hotline** that allows employees to report violations of business conduct 24 hours a day, seven days a week. This phone line and website are managed through USA general counsel. It is explicitly communicated that there will be no retaliation for reports made in good faith. Reports may also be submitted anonymously, with as much or as little detail as an individual feels comfortable

offering. All reports are taken seriously and investigated and addressed in a timely manner.

Just as we provide a communications mechanism for employees, ArcelorMittal USA also operates a **community information telephone line** for 13 major facilities in our primary communities. Eleven facilities also offer **email addresses** as a method for stakeholder contact. Both systems enable our community members to reach their local facility with any concern, question or comment. We have a commitment to be responsive, typically within two business days. If we need to research an answer, we correspond with the inquirer to communicate a commitment to provide a full answer or solution. In 2011, we received a total of 16 emails and/or phone calls from community residents and all inquiries were addressed in a timely manner.

Corporate responsibility reporting

In 2011, ArcelorMittal USA produced a 2010 Corporate Responsibility Report that shared our key performance indicators for corporate responsibility in the USA. The **2011 Corporate Responsibility Report** represents the next phase in our reporting journey. As mentioned on page 2 in the *About This Report* section, we have utilized the AccountAbility 1000 principles and the GRI G3.1 indicators to assist with increasing our transparency to our stakeholders. Our goal is to provide information to our stakeholders on those issues that matter most to them. Working with multiple data systems across legacy sites continues to be a challenge. As we work through our business improvement processes, we are confident we will progress in our transparency and reporting.

Percentage of salaried employees who completed Code of Business Conduct training

99.6%

"What our discussions confirmed so clearly is that corporate responsibility is not a one-time event, nor is it a spectator sport. It takes real engagement from everyone – customers, contractors, suppliers and communities – working as partners."

Ken Julian

Senior Director, Corporate Communications, Harsco Corporation and participant in peer meeting hosted by ArcelorMittal Steelton



Key government officials often visit ArcelorMittal USA facilities to tour operations and learn more about issues that impact those sites. In April 2011, U.S. Trade Representative Ron Kirk and U.S. Senator Sherrod Brown (D-OH) toured ArcelorMittal Cleveland's hot-dip galvanizing line and discussed trade law enforcement with company and union officials.

Message from USA Corporate Responsibility Leadership

In the United States, we have made great progress on our corporate responsibility strategy. This report captures and affirms our commitment to both internal and external stakeholders. We continue to outline, implement and measure our corporate responsibility work supporting both our business goals and community needs.

At ArcelorMittal USA, operating as a responsible business has an inextricable link to our success and sustainability. In many ways, corporate responsibility is at the core of everything we do – and it is reflected in not only what we do but *how* we do it. This philosophy and the myriad of ways it manifests in our day-to-day and long-term decision making helps prepare our company to be responsive, transparent and mindful in adapting to an ever-changing environment. It also allows us to effectively

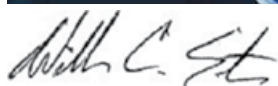
partner in our communities and to have a positive and collaborative impact on our employees, customers, neighbors and other stakeholders surrounding our operations.

This report documents the many improvements and strides we have made in the past year. We have heightened our attention to safety and employee engagement, made significant and strategic philanthropic investments in our local communities, and improved our position as a producer of safe, sustainable steel.

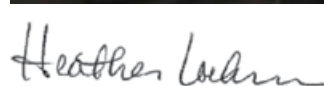
Still, there is much more to be done. Our annual corporate responsibility reporting allows us to validate our progress and envision a path forward. We place a high priority on transparent, open and proactive engagement with stakeholders, and local reporting is integral to meeting this goal. This

marks our third annual corporate responsibility report on activities and progress at our USA facilities. Our reporting capabilities continue to improve as we are increasingly accountable to our own key performance indicators as well as globally accepted corporate responsibility metrics.

This report opens with compelling images of the legacies that ArcelorMittal is helping to build with steel. We recognize the report itself might not capture the incredible artistic impression of the iconic ArcelorMittal Orbit or embody the emotional and hopeful symbol of One World Trade Center. However, it is our goal that the report reflects the legacy ArcelorMittal USA continues to build as an engaged and respected employer, community partner and business committed to transforming tomorrow.



William C. Steers
*President, ArcelorMittal USA
Foundation and Corporate
Responsibility Governance Board*



Heather Loebner
*Executive Director, ArcelorMittal
USA Foundation and Corporate
Responsibility Governance Board*

Data Table

Key Area	Indicator	Topic	Description
Investing in our people	KPI	Workforce breakdown by employment duration	Duration of employment in years by total employee percentage
	KPI	Lost time injury (LTI) frequency rate percent change (per million hours worked)	Number of injuries which resulted in employee or contractor having to miss at least one day of work as a result of the accident, per million hours worked
	KPI	Number of operations certified to the health and safety management system, OHSAS 18001	OHSAS 18001 is an international assessment for health and safety management systems
	KPI	Number of biometric screening participants	Number of employees who have undergone voluntary biometric health screenings provided by ArcelorMittal USA employee health initiatives
	KPI	Number of social dialogue interactions	Formal worker representation meetings and interactions at the corporate level, including annual partnership meetings and joint health and safety meetings
	EC1/ KPI	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	Direct economic value distributed: employee wages and benefits
			Direct economic value distributed: community investments
	EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	The distribution of the ratio of the entry level wage by gender to the minimum wage
	LA1	Total workforce by employment type, employment contract, and region broken down by gender	The total workforce broken down by employees, supervised workers and gender
			If a substantial portion of the organization's work is performed by self-employed workers or by individuals other than employees or supervised workers
			The total number of employees broken down by type of employment contract and gender
			The total number of permanent employees broken down by employment type and gender
			The total workforce broken down by region and gender based on the scale of the organization's operations
	LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	If applicable: any significant seasonal variations in employment numbers
			Total number of new employee hires entering employment during the reporting period broken down by gender
			Rate of new employee hires entering employment during the reporting period broken down by gender
			Total number of new employee hires entering employment during the reporting period broken down by age group
			Rate of new employee hires entering employment during the reporting period broken down by age group
			Total number of new employee hires entering employment during the reporting period broken down by region
			Rate of new employee hires entering employment during the reporting period broken down by region
			Total number of employees leaving employment during the reporting period broken down by gender
			Rate of employees leaving employment during the reporting period broken down by gender
			Total number of employees leaving employment during the reporting period broken down by age group
			Rate of employees leaving employment during the reporting period broken down by age group
			Total number of employees leaving employment during the reporting period broken down by region
			Rate of employees leaving employment during the reporting period broken down by region
	LA4/ KPI	Percentage of employees covered by collective bargaining agreements	The percentage of total employees covered by collective bargaining agreements
	LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	The percentage of the total workforce represented in formal joint management-worker health and safety committees
			The level(s) at which the committee(s) typically operates
	LA10/ KPI	Average hours of training per year per employee by gender and by employee category.	Average number of hours of training per year per employee by employee category
			Average number of hours of training per year per gender

1. USA encompasses employees who have no current location code in our database, such as sales employees who work remotely.

Note: Indicator refers to either an internal key performance indicator (KPI) or data point for the global reporting initiative (GRI) G3.1 reporting guidelines. For a full list of GRI guidelines and indicators, please visit www.globalreporting.org

2011	2010
<10: 35%, 10-19: 14%, 20-29: 8%, >30: 43%	0-9: 31%, 10-19: 16.3%, 20-29: 9%, 30-39: 33.9%, 40-54: 9.8%
2.4% increase	7% reduction
13	3
2,411	1,617
6	6
\$1.72 billion in wages and benefits	\$1.3 billion in wages
\$5.8 million	\$4.98 million
ArcelorMittal's beginning pay range for hourly positions dependent on job band is: \$19.56 to \$26.32 per hour; we do not have separate pay ranges or job bands based on gender. Minimum hourly wage in our top three states of operation is as follows: Indiana: \$7.25; Ohio: \$7.70; and Pennsylvania: \$7.25.	
Female: 1,920, Male: 16,380, Total: 18,300	
N/A	
Hourly: Female: 1,139, Male: 13,097, Total: 14,236. Salaried: Female: 781, Male: 3,283, Total: 4,064.	
Full-Time: Female: 1,846, Male: 15,718, Total: 17,564. Part-Time: Female: 74, Male: 662, Total: 736.	
East: Female: 311, Male: 5,038, Total: 5,349. Midwest: Female: 1,361, Male: 10,326, Total: 11,687. USA ¹ : Female: 196, Male: 319, Total: 515. South: Female: 52, Male: 697, Total: 749.	
No seasonal variation in employment numbers	
Female: 180, Male: 1,080, Total: 1,260	
Female: 14.3%, Male: 85.7%	
<30: 470, 30-50: 649, >50: 141, Total: 1,260	
<30: 37.3%, 30-50: 51.5%, >50: 11.2%	
East: 513, Midwest: 606, USA ¹ : 111, South: 30, Total: 1,260	
East: 40.7%, Midwest: 48.0%, USA ¹ : 9.0%, South: 2.3%	
Female: 162, Male: 1,433, Total: 1,595	
Female: 10.2%, Male: 89.8%	
<30: 110, 30-50: 313, >50: 1,172, Total: 1,595	
<30: 6.9%, 30-50: 19.6%, >50: 73.5%	
East: 425, Midwest: 1,071, USA ¹ : 41, South: 58, Total: 1,595	
East: 26.7%, Midwest: 67.2%, USA ¹ : 2.5%, South: 3.6%	
78%	>75%
100%	
Monthly	
Salaried: 12.3 hours, Hourly: 50.4 hours. Total salaried training hours: 50,054, Total hourly training hours: 717,236.	17,325 total salaried training hours
Our data system does not track training hours by gender	

Data Table

continued

Key Area	Indicator	Topic	Description
Investing in our people	LA13/ KPI	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	The percentage of employees in the gender category (female/male)
			The percentage of employees in minority groups
			The percentage of employees by age group (under 30; 30-50; over 50)
			For the identified minority and age groups, report the percentage of employees by gender
			The percentage of individuals within the organization's governance bodies in the gender category (female/male)
			The percentage of individuals within the organization's governance bodies in minority groups
			The percentage of individuals within the organization's governance bodies by age group (under 30; 30-50; over 50)
Making steel more sustainable	KPI	Amount of scrap steel recycled per amount of steel produced	Tons of scrap steel recycled per amount of steel produced
	KPI	Total carbon dioxide emissions per ton of steel produced	Tons of CO ₂ emitted per ton of steel produced
	KPI	Number of emergency release/spill response exercises conducted	Number of drills performed to prepare for potential emergency spills/releases
	KPI	Percentage of steelmaking facilities operational during the fiscal year certified to the Environmental Management System ISO 14001	ISO 14001 is an international standard for environmental management systems
	KPI	Environmental liabilities	Projected amount that we will invest to conduct studies and take actions to remediate our environmental impact
	EN2/ KPI	Percentage of materials used that are recycled input materials	The weight or volume of recycled input materials as a percentage of the total input materials used
	EN3	Direct energy consumption by primary energy source	Total energy consumption in joules or multiples
			Total direct energy consumption in joules or multiples by renewable primary source
			Total direct energy consumption in joules or multiples by non-renewable primary source
	EN5/ KPI	Energy saved due to conservation and efficiency improvements	Total energy saved by efforts to reduce energy use and increase energy efficiency
	EN8	Total water withdrawal by source	Total volume of water in m3 withdrawn from any water source that was either withdrawn directly by the reporting organization or through intermediaries such as water utilities by source type including surface water, including water from wetlands, rivers, lakes and oceans
	EN16	Total direct greenhouse gas emissions by weight	Indicate the standard used, and indicate the methodology associated with the data with reference to: direct measurement; calculation based on site specific data; calculation based on default data; estimations
	EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Initiatives to reduce greenhouse gas emissions, including the areas where the initiatives were implemented
	EN20	NOx, SOx, and other significant air emissions by type and weight	The weight of significant air emissions (in kilograms or multiples such as tonnes) for NOx
			The weight of significant air emissions (in kilograms or multiples such as tonnes) for SOx
			The weight of significant air emissions (in kilograms or multiples such as tonnes) for volatile organic compounds (VOC)
			The weight of significant air emissions (in kilograms or multiples such as tonnes) for particulate matter (PM)
	EN22	Total amount of waste by type and disposal method	The total amount of waste (hazardous & non-hazardous) in tonnes by type for reuse
			The total amount of waste (hazardous & non-hazardous) in tonnes by type for recycling
			The total amount of waste (hazardous & non-hazardous) in tonnes by type for landfill
			The total amount of waste (hazardous & non-hazardous) in tonnes by type for deep well injection

2. For 2011 data we used minority categories as outlined by the GRI G3.1 guidelines.

3. The year-over-year increase in total CO₂ emissions for 2011 is consistent with the corresponding increase in raw steel production during the same period.

4. In 2010 we calculated this percentage to include by-products that are recycled into our processes or sold for reuse by another industry.

2011	2010
Female: 10.5%, Male: 89.5%	Female: 9.8%, Male: 90.2%
American Indian or Alaskan Native: 0.21%, Asian: 1.28%, African American: 13.03%, Caucasian: 76.52%, Hispanic: 7.48%, Multi-Ethnic: 0.28%, N/A: 1.21% ²	African-American: 12.5%, Asian: 1.2%, Caucasian: 76%, Hispanic: 9.1%, Mixed Race: 0.4%, N/A: 0.9%
<30: 7.89%, 30-50: 59.30%, >50: 32.81%	20-29: 7.00%, 30-39: 13.40%, 40-49: 18.00%, 50-59: 44.10%, 60-69: 17.20%, 70-79: .30%
Gender by minority group – American Indian or Alaskan Native: Female: 24%, Male: 76%; Asian: Female: 17%, Male: 83%; African American: Female: 19%, Male: 81%; Caucasian: Female: 9%, Male: 91%; Hispanic: Female: 11%, Male: 89%; Multi-Ethnic: Female: 10%, Male: 90%; N/A: Female: 21%, Male: 79%. Gender by age – <30: Female: 87%, Male: 13%; 30-50: Female: 13%, Male: 87%; >50: Female: 9%, Male: 91%	
Male: 100%	
Asian: Male: 43%. Caucasian: Male: 43%. Hispanic: Male: 14%.	
<30: 0%, 30-50: 14%, >50: 86%	
33.50%	38.00%
1.78 tons CO ₂ per ton steel ³	1.5 tons CO ₂ per ton steel
30	21
100%	100%
\$193 million	\$206 million
26%	48% ⁴
266,319,937 Giga Joules (GJ)	
0	
266,319,937 GJ	
3%	5%
1,357,940,000	
U.S. EPA 40CFR98: 27.5 million tonnes CO ₂ direct, there are no indirect calculations for U.S. EPA; calculations are based on direct CEMS measurement, mass balance calculations, regulatory default values and some missing data estimations	
p. 31-33 Group Corporate Responsibility Report 2011	
11,833 tonnes	
12,626 tonnes	
1,765 tonnes	
2,637 tonnes	
2,398,291	
11,941,738	
600,095	
33,629	

Data Table

continued

Key Area	Indicator	Topic	Description
Enriching our communities	KPI	Philanthropic giving by ArcelorMittal focus area	Total charitable donations categorized by program focus
	KPI	Total invested in conservation efforts in the Great Lakes basin through <i>Sustain Our Great Lakes</i>	Total invested in conservation efforts in Great Lakes basin through <i>Sustain Our Great Lakes</i> , a bi-national, public-private partnership. ArcelorMittal is the sole corporate partner. The total invested reflects ArcelorMittal contributions, federal funds, and local match.
	KPI	Number of significant incidences reported through grievance mechanisms	Number of complaints or incidences from the public or other stakeholders reported through grievance mechanisms
	KPI	Number of stakeholder engagement meetings	Number of recorded meetings with any stakeholder
	KPI	Beneficiaries impacted by ArcelorMittal's philanthropic investments	Number of beneficiaries who are reached through programming supported by ArcelorMittal community investments
	SO1/ KPI	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Number of operations with implemented local community engagement Mechanisms in place to receive and respond to local community complaints and grievances
Transparent governance	KPI	Number of local governance structures in place	Governance structures are Councils for Stronger Communities (CSCs), comprised of management and union representatives, that lead programs related to internal and external governance
	KPI	Number of local governance meetings	Total number of CSC meetings across all locations
	KPI	Percentage of employees receiving Code of Business Conduct training	Percentage of employees who have received formal training about issues outlined in the Code of Business Conduct, such as ethics and accountability
	SO3/KPI	Percentage of obligated employees receiving anti-corruption training	Percentage of employees who are required to receive anti-corruption training who had completed it by year end 2011
	KPI	Procurement policy in place	The Code for Responsible Sourcing outlines corporate level requirements and expectations for suppliers regarding ethical and responsible behavior
	KPI	Number of employee newsletters or other communications distributed regularly; number of recipients	Number of newsletters published detailing pertinent company matters; number of recipients
	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Total number of hours in the reporting period devoted to training on policies and procedures concerning aspects of human rights that are relevant to operations ⁵ Percentage of employees in the reporting period trained in policies and procedures concerning aspects of human rights that are relevant to operations

5. Our legal and human resources departments are working together to create a training program for hourly employees which will be completed in 2012.

For a full list of data points, please visit www.arcelormittal.com/usacr.

2011	2010
Education: 32%, Environment: 26%, Health and Safety: 33%, Disaster Relief: 8%, Other: 1%	Education: 45.0%, Environment: 22.7%, Health and Safety: 30.9%, Other: 1.9%
\$16 million	\$13.5 million
16	9
197	352
5 million	4 million
16	14
13	11
16	16
83	78
99.6% of salaried employees	96.0% of salaried employees
96.5%	99.0%
Implemented in 2010	Implemented
6; 18,300	6; 18,000
2,463	
20.6%	

Resources and Memberships

The following websites provide stakeholders with more information about our company and the various initiatives highlighted in this report.

ArcelorMittal – www.arcelormittal.com

S-in motion – www.arcelormittal.com/automotive

ArcelorMittal North America – www.arcelormittal.com/NA

ArcelorMittal Long Carbon North America – www.arcelormittal.com/lcna

ArcelorMittal USA Recruitment Programs – www.workforarcelormittal.com

ArcelorMittal USA Environmental – www.arcelormittal.com/environment/us

ArcelorMittal USA Corporate Responsibility – www.arcelormittal.com/usacr

Sustain Our Great Lakes – www.sustainourgreatlakes.org

The following third-party websites serve as a resource for stakeholders looking to learn more about the steel industry and our collective efforts to minimize our impact on the environment and our natural resources.

American Iron and Steel Institute (AISI) – www.steel.org

Association for Iron & Steel Technology (AIST) – www.aist.org

Steel Market Development Institute – www.smdisteel.org

Steel Recycling Institute – www.recycle-steel.org

World Steel Association – www.worldsteel.org

WorldAutoSteel – www.autosteel.org

Published in October 2012.

Printed on recycled paper with soy ink.

To download ArcelorMittal USA's 2011 Corporate Responsibility Report, visit www.arcelormittal.com/usacr.

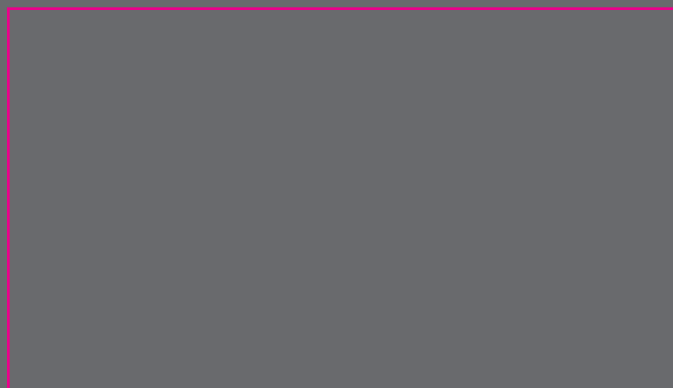
To download ArcelorMittal's 2011 Global Corporate Responsibility Report, visit www.arcelormittal.com.

Photo credits:

ArcelorMittal, Graystone Society archives, iStockPhoto, Jessica S. Novak of Lakeland Community College, Samuel J. Radziviluk of Visual Communications Solutions, Shutterstock, U.S. Fish and Wildlife Service, wide.lu

ArcelorMittal USA is a proud, active partner in a number of organizations working to advance sustainability and corporate responsibility objectives.







ArcelorMittal

ArcelorMittal USA
1 S. Dearborn
Chicago, IL 60603
T +1 312 899 3400
E philanthropy-NA@arcelormittal.com

 @ArcelorMittalUS

transforming tomorrow