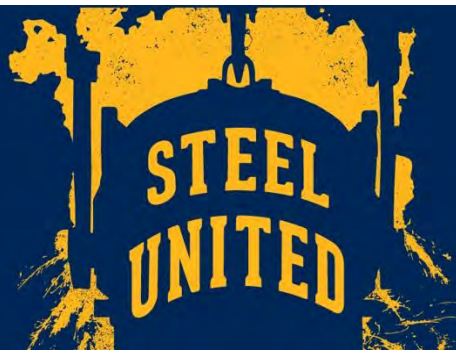




> CLEVELAND CLIFFS

#9

BARGAINING UPDATE

September 26, 2026

Bargaining Continues

This week, bargaining moved through several rounds of discussion as both sides continued to exchange counterproposals. We presented a counterproposal, the company responded with a counter of its own, and the process repeated through multiple passes as each side worked to narrow the gaps on key issues.

This back-and-forth is a normal part of bargaining and allows both sides to clarify positions, make adjustments, and continue pushing for solutions.

Rolling 48-Hour Extension

We have a 30-day extension in place through October 1. Beyond October 1, we will extend our current contracts on a rolling 48-hour basis. Every 48 hours, the extension is renewed unless either side decides to end it with proper notice.

We have used rolling extensions in previous rounds of bargaining as a way to keep negotiations moving while maintaining the protections of our current agreement.

The rolling extension maintains momentum in negotiations, keeps the pressure on the company to continue making progress, and allows us to stay united, informed, and prepared as the bargaining process moves forward. By

continuing to work under our existing contract, we give our bargaining committee the opportunity to keep pushing for the improvements our members deserve while focused discussions continue.

Where Things Stand

We made some progress on economic issues. However, there is still significant work to do before an agreement can be reached.

Bargaining will resume on October 1. We anticipate more movement when negotiations reconvene. And we remain committed to fighting for a fair contract that reflects the value of our work.

In the coming days, we will be showing our solidarity at different locations. Stay connected with your CAT members and local union leadership for information on upcoming activities and opportunities to participate.

Thank you for your continued support and engagement throughout this process. The strength of our bargaining committee comes from the unity of our membership. Continue reporting to work as scheduled, look out for one another, and stay tuned for official updates. Stay strong, stay united, and most importantly, work safe.