

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 0225786			EMPLOYER NAME CLEVELAND-CLIFFS INC.												
ADDRESS 200 PUBLIC SQUARE, SUITE 3300						CITY/TOWN CLEVELAND				STATE OH		ZIP CODE 44114			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 341464672															
SECTION E – EMPLOYER FILING ELIGIBILITY															
☒ YES (Employer Is Eligible to File) ☐ NO (Employer Is Not Eligible to File) ☐ EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)															
Unique Entity ID (UEI): EVP4KM37YU23															
☐ YES (Single-Establishment Employer is Federal Contractor) ☒ YES (Multi-Establishment Employer is Federal Contractor)															
☒ YES (Headquarters is Federal Contractor) ☐ YES (Non-Headquarters Establishment is Federal Contractor)															
☒ YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 212210 - Iron Ore Mining															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	27	0	0	0	0	0	4	0	0	0	0	0	31
First/Mid-Level Officials and Managers	16	1	1993	108	34	0	5	10	217	16	5	1	0	4	2410
Professionals	11	11	1589	93	84	0	1	16	578	60	26	1	1	10	2481
Technicians	8	3	142	6	1	0	1	0	30	13	0	0	1	2	207
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	11	99	8	2	0	2	5	140	34	2	1	1	5	310
Craft Workers	401	14	6582	475	29	4	26	45	149	39	3	0	4	3	7774
Operatives	554	81	6914	1055	16	6	47	84	810	248	12	1	5	12	9845
Laborers and Helpers	106	22	1099	315	10	3	13	32	186	101	2	0	3	6	1898
Service Workers	1	0	7	4	0	0	0	0	3	0	1	0	0	0	16
CURRENT 2024 REPORTING YEAR TOTAL	1097	143	18452	2064	176	13	95	192	2117	511	51	4	15	42	24972
PRIOR 2023 REPORTING YEAR TOTAL	1233	204	19302	2134	178	14	99	202	2294	527	42	2	16	38	26285
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/1/2024 - 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION				
EMPLOYER IDENTIFICATION				
OFS COMPANY ID 0225786		EMPLOYER NAME CLEVELAND-CLIFFS INC.		
ADDRESS 200 PUBLIC SQUARE, SUITE 3300		CITY/TOWN CLEVELAND	STATE OH	ZIP CODE 44114
CERTIFICATION COMMENTS (optional)				
No Certification Comments Provided				
CERTIFICATION STATEMENT				
<i>"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."</i> Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.				
DATE OF CERTIFICATION				
6/23/2025 2:36 PM [EST]				
EMPLOYER'S CERTIFYING OFFICIAL				
Name of Employer's Certifying Official Audrey Zilli		Title of Certifying Official Senior HRIS Analyst		
Email Address of Certifying Official Audrey.Zilli@clevelandcliffs.com		Telephone Number of Certifying Official 786-721-5854		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC Audrey Zilli		Title and Employer of Primary POC Senior HRIS Analyst Cleveland-Cliffs Steel Corporation		
Email Address of Primary POC Audrey.Zilli@clevelandcliffs.com		Telephone Number of Primary POC 786-721-5854		