

Executive Biography

James Graham Executive Vice President, Human Resources, Chief Legal and Administrative Officer & Secretary

James Graham is Executive Vice President, Human Resources, Chief Legal and Administrative Officer & Secretary of the Company. In this role, he has executive responsibility at Cleveland-Cliffs for the Legal, Compliance, Government Relations, Human Resources, including talent acquisition and development, labor relations, compensation and benefits, as well as Corporate Communications and Strategic Partnerships. He is responsible for ensuring coordinated legal services throughout the Company, providing direct counsel to the Board of Directors, overseeing the government, community relations and communication teams, corporate branding and administration of the Cleveland-Cliffs' code of business conduct and ethics compliance programs. Mr. Graham has been President of The Cleveland-Cliffs Foundation since 2018.

He joined the Company in 2007 as Assistant General Counsel and has served in various senior management positions within the Company's legal department since that time. Before his tenure with Cleveland-Cliffs, Mr. Graham worked as an associate attorney at Calfee Halter & Griswold LLP. He earned his J.D. degree from Case Western Reserve University, his M.A. in French Literature from the University of Michigan and his B.A. degree in English and French from Hiram College. He serves on several non-profit boards, including Hiram College, Playhouse Square Foundation, the American Red Cross – Northeast Ohio Chapter, and Verb Ballets.



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