

The Doe Run Company • 2025 Sustainability Report

Performance Data

Environmental Performance

Indicator Key

See the full [GRI Index](#) for all the GRI indicators included in our Level C report.

301-2 (EN2) Direct Recycled Input Materials⁽¹⁾ (Fiscal Year)

Units and Substances Key

Metric Ton(s): mt

Source (mt)	2023	2024	2025
Slag	8,057	14,695	15,159
Batteries (mt of Pb)	81,797	86,632	72,617
Lead-Bearing Material	30,888	34,521	28,834
Iron-Containing Material	6,634	8,897	9,394
Total Materials Used⁽¹⁾	127,376	144,745	126,004

(1) Materials used vary annually with market demand and plant operating conditions.

302-1 (EN3) Energy Consumption (Calendar Year)

Units and Substances Key

Gigajoule(s): GJ

Direct Non-Renewable Energy Source	2023	2024	2025
Coke ⁽¹⁾ ⁽²⁾	409,151	361,695	523,778
Explosives ⁽³⁾	26,147	26,613	23,674
Natural Gas ⁽⁴⁾	6,529	7,672	9,129
Petroleum Fuel ⁽⁵⁾	248,438	252,499	187,325
Propane ⁽²⁾	548,161	555,516	513,706
Total Direct Energy Consumption⁽¹⁾	1,238,426	1,246,491	1,257,612

Indirect Non-Renewable Energy Source	2023	2024	2025
Electricity	1,436,642	1,438,274	1,382,285
Total Indirect and Direct Energy Use	2,675,068	2,684,764	2,639,898

(1) 2023-2024 decrease in coke usage due to higher quality of coke from supplier and longer run times of the blast furnace as it consumes more coke at start-up.

(2) 2025 production at Resource Recycling shifted to blast furnace production due to battery shortage, driving coke usage up and propane and electricity usage down.

(3) 2025 lower production tonnage in the mines decreased explosive and electricity usage.

(4) 2025 production at FPI shifted to more energy intensive castings.

(5) SEMO realized some fuel efficiency from 2025 mining locations, but overall less usage tied to lower production.

302-3 (EN5) Energy Intensity of All Sources (Calendar Year)

Units and Substances Key

Metric Ton(s): mt

Gigajoule(s): GJ

Ore: Ore milled at mining operations

Pb: Lead produced at alloying, casting, and secondary smelting and fabricating operations

Division	Units	2023	2024	2025
Southeast Missouri Mining and Milling Division (SEMO)	GJ/mt Ore milled	0.36	0.35	0.37
Metals Division ⁽¹⁾	GJ/mt Pb produced	10.79	10.59	12.75
Fabricated Products Inc. (FPI) ⁽²⁾	GJ/mt Pb produced	0.90	0.90	1.20

(1) 2025 lead production at Resource Recycling shifted to Blast Furnace production due to battery shortage, which is more energy intensive.

(2) 2025 production at FPI shifted to more energy intensive products (wire, nuclear castings, anodes).

305-1 (EN15) Total Direct Greenhouse Gas Emissions (2025)

Units and Substances Key

Metric Ton(s) of Carbon Dioxide Equivalent (mt CO₂e)

	2023	2024	2025
Scope 1 (direct emissions of Greenhouse Gases, Carbon Disclosure Project, e.g., direct combustion of fuels)	104,219	97,741	103,702

305-2 (EN16) Total Indirect Greenhouse Gas Emissions (2025)

Units and Substances Key

Metric Ton(s) of Carbon Dioxide Equivalent (mt CO₂e)

	2023	2024	2025
Scope 2 (emissions from direct purchase of energy, e.g., electricity)	328,495	328,847	289,148 ⁽¹⁾

(1) The decrease in emissions for 2025 largely stems from electrical service providers lowering their CO₂/mwh.

305-3 (EN17) Other Relevant Indirect Greenhouse Gas Emissions (2025)

Units and Substances Key

Metric Ton(s) of Carbon Dioxide Equivalent (mt CO₂e)

	2023	2024	2025
Scope 3 (indirect emissions from transportation and employees' commute, etc.)	9,550	8,929	8,165

305-4 (EN18) Greenhouse Gas Emission Intensity

Units and Substances Key

Metric Ton(s): mt

Carbon Dioxide Equivalent: CO₂e

Ore: Ore milled at mining operations

Pb: Lead produced at alloying, casting, and secondary smelting and fabricating operations

Division	Units	2023	2024	2025
Southeast Missouri Mining and Milling Division (SEMO)	mt CO ₂ e/mt Ore milled	0.06	0.07	0.07
Metals Division (Resource Recycling and Glover)	mt CO ₂ e /mt Pb produced	1.17	1.20	1.40
Fabricated Products Inc. (FPI)	mt CO ₂ e /mt Pb produced	0.14	0.15	0.10

305-7 (EN21) Significant Air Emissions (Calendar Year)

Units and Substances Key

Metric Ton(s): mt

Source (mt by type and weight)	2023	2024	2025
Ammonia (NH ₃)	0.00	0.00	0.00
Antimony (Sb)	0.00	0.00	0.00
Arsenic (As)	0.07	1.40	0.11
Cadmium (Cd)	0.01	0.16	0.01
Carbon Monoxide (CO) ⁽¹⁾	8,675.76	12,562.78	12,645.84
Copper (Cu)	0.29	0.27	0.27
Hazardous Air Pollutants (HAP)	0.49	0.44	0.44
Lead (Pb)	2.93	3.37	3.00
Nickel (Ni)	0.03	0.03	0.02
Nitrogen Oxides (NO _x)	50.45	29.41	13.75
Particulate Matter (PM)	170.67	191.46	158.62
Sulfur Dioxide (SO ₂)	2,231.37	2,324.98	2,343.37
Sulfuric Acid (H ₂ SO ₄)	0.17	0.16	0.16
Volatile Organic Compounds (VOC)	9.32	8.55	7.93
Zinc (Zn)	0.56	0.73	0.53
Total	11,142.12	15,123.58	15,174.05

(1) Year to year fluctuations in carbon monoxide emissions are typical based upon blast furnace operations.

306-1 (EN22) Total Water Discharge (2025)

Units and Substances Key

ppb: parts per billion

Source (average ppb)	2023	2024	2025
Lead	5.40	6.15	4.06
Zinc	216.39	209.03	165.53
Copper	1.37	1.57	1.53
Total water discharge (million gallons/year)	17,284	18,996	18,073

(EN-29/227/SO8/419-1 Penalties and Citations goes into the GRI Index)

Environmental Spending

EN31 Total Fiscal Environmental Spending

	2023	2024	2025
Total Capital Spending and Operating Expense	\$35,084,561	\$42,988,740	\$36,589,989
Remediation Spending			
Historic Properties	\$7,635,863	\$5,014,455	\$2,857,927
Operating Properties	\$3,144,314	\$2,263,533	\$1,428,385
Total Remediation Spending	\$10,780,178	\$7,277,988	\$4,286,312
Total Fiscal Environmental Spending, Including Remediation	\$45,864,739	\$50,266,728	\$40,876,301

Health and Safety Performance

403-1 (LA6) Occupational Safety and Health

Employee Blood-Lead Average

The adjusted Occupational Health and Safety Administration's (OSHA) standard for medical reassignment of an employee is 53 micrograms of lead per deciliter of whole blood ("µg/dL").⁽¹⁾ Doe Run has reduced its medical reassignment maximum limit to 25 µg/dL. If any Doe Run employee has a blood-lead level that reaches 25 µg/dL, they are temporarily reassigned to duties with lower exposures to lead.

(in µg/dL)	2023	2024	2025
Southeast Missouri Mining and Milling Division (SEMO)	7.00	6.53	7.47
Metals Division ⁽²⁾	12.20	12.18	11.98
Corporate and Other Non-Operations Employees	4.56	2.80	4.93
Fabricated Products Inc. (FPI)	7.57	6.20	8.60
Average ⁽³⁾	8.33	7.96	8.74

Employee Blood-Lead Data

Doe Run monitors and reports the average number of employees with a blood-lead level greater than 19 µg/dL in the calendar year. The adjusted OSHA standard for medical reassignment of an employee is 53 µg/dL.⁽¹⁾ Doe Run sets its maximum limit at 25 µg/dL. If any Doe Run employee has a blood-lead level that reaches 25 µg/dL, they are temporarily reassigned to duties with lower exposures to lead.

(# of employees with blood-lead levels >19 µg/dL)	2023	2024	2025
SEMO	25	12	61⁽⁴⁾
Metals Division ⁽²⁾	28	107	83
Corporate and Other Non-Operations Employees	5	5	0
FPI	0	0	0
Total	58	124	144

Total Lost-Time Accidents and Fatalities

According to OSHA, lost time is defined as a nonfatal traumatic injury that causes any loss of time from work beyond the day or shift it occurred, or a nonfatal nontraumatic illness/disease that causes disability at any time. According to the Mine Safety and Health Administration (MSHA), lost time is defined as days which the employee would have worked but could not because of an occupational injury or an occupational illness. A fatality is not counted as a lost time accident.

(number of injuries)	2023	2024	2025
SEMO	2	4	3
Metals Division	3	4	11
Corporate and Other Non-Operations Employees	0	0	0
FPI	0	0	2
Total	5	8	16
Total number of work-related fatalities, companywide	0	0	0

Total OSHA Recordables and MSHA Reportables

Total OSHA recordables and MSHA reportables are incidents that require lost time, restricted duty, prescription medication, involve broken bones or stitches, involve imbedded matter in the eye, or burns of a defined size and severity.

(number of incidents)	2023	2024	2025
SEMO	27	26	27
Metals Division	26	28	28
Corporate and Other Non-Operations Employees	1	2	0
FPI	1	1	3
Total	55	57	58

Total Case Incident Rate (TCIR)

TCIR is the number of OSHA recordable and MSHA reportable incidents per 200,000 personnel hours worked. OSHA recordables and MSHA reportables are incidents that require lost time, restricted duty, prescription medication, involve broken bones or stitches, involve imbedded matter in the eye, or burns of a defined size and severity.

(TCIR rate)	2023	2024	2025
SEMO	3.73	3.52	3.79
Metals Division	7.39	7.93	7.52
Corporate and Other Non-Operations Employees	1.44	1.40	0
FPI	3.53	2.64	8.34
Total Company	4.79	4.48	4.56

- (1) The OSHA General Industry Lead Standard is written in units of μg of Pb/100g of whole blood. The conversion used is $1 \text{ ug}/100\text{g} = 1.05 \text{ }\mu\text{g}/\text{dL}$.
- (2) Glover is included in the Metals Division for blood-lead data only due to the nature of their work.
- (3) Average is calculated based on the number of employees who receive testing.
- (4) Blood-lead sampling processes changed for 2025, increasing the number of participants sampled.

Workforce Summary

G4-10 (102-8) Number of Employees by Division (Calendar Year)

(Number of employees) ⁽¹⁾	2023	2024	2025
Southeast Missouri Mining and Milling Division (SEMO)	706	684	642
Metals Division (Resource Recycling)	323	333	321
Corporate and Other Non-Operations Employees	177	165	139
Fabricated Products Inc. (FPI)	42	36	40
Total Number of Employees⁽¹⁾	1,248	1,218	1,142

Male and Female Employees by Division (Calendar Year)

(Number of employees)	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
SEMO	638	68	613	71	570	72
Metals Division	292	31	306	27	292	29
Corporate and Other Non-Operations Employees	126	51	105	56	83	56
FPI	39	3	33	3	37	3
Total Number of Employees⁽¹⁾	1,095	153	1,061	157	982	160

Number of Employees by Employment Type (Calendar Year)

(number of positions)	2023	2024	2025
Permanent Hourly Positions ⁽²⁾	866	932	861
Permanent Salary Positions ⁽²⁾	378	284	280
Temporary Positions	3	1	0
Contracted Positions	1	1	1
Total Number of Employees⁽¹⁾	1,248	1,218	1,142

Male and Female Employees by Employment Type (Calendar Year)

(number of employees)	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Permanent Hourly Positions ⁽²⁾	835	31	845	87	776	85
Permanent Salary Positions ⁽²⁾	258	120	215	69	205	75
Temporary Positions	1	2	0	1	0	0
Contracted Positions	1	0	1	0	1	0
Total Number of Employees⁽¹⁾	1,095	153	1,061	157	982	160

(1) Employee counts for G4-10 include all categories of employees as of the end of the calendar year.

(2) August 2024, salaried nonexempt employees were reclassified as hourly nonexempt.

LA1 (401-1) New Employee Hires by Gender (Calendar Year)

Total number⁽¹⁾ and percentage of new employee hires entering employment during the reporting period broken down by gender. New hires do not necessarily represent an increase in workforce.

	2023		2024		2025	
	Number	%	Number	%	Number	%
Male	251	87.8%	247	88.5%	185	83.0%
Female	35	12.2%	32	11.5%	38	17.0%
Total Number of Employees	286		279		223	

Employees Leaving by Gender (Calendar Year)

Total number⁽¹⁾ and percentage of employees leaving employment during the reporting period broken down by gender.

	2023		2024		2025	
	Number	%	Number	%	Number	%
Male	233	90.0%	269	90.9%	261	88.8%
Female	26	10.0%	27	9.1%	33	11.2%
Total Number of Employees	259		296		294	

New Employee Hires by Age Group (Calendar Year)

Total number⁽¹⁾ and percentage of new employee hires entering employment during the reporting period broken down by age group. New hires do not necessarily represent an increase in workforce.

	2023		2024		2025	
	Number	%	Number	%	Number	%
30 or younger	144	50.3%	139	49.8%	110	49.3%
31 to 40	68	23.8%	58	20.8%	48	21.5%
41 to 50	40	14.0%	53	19.0%	44	19.7%
51 and above	34	11.9%	29	10.4%	21	9.4%
Total Number of Employees	286		279		223	

Employees Leaving by Age Group (Calendar Year)

Total number⁽¹⁾ and percentage of employees leaving employment during the reporting period broken down by age group.

	2023		2024		2025	
	Number	%	Number	%	Number	%
30 or younger	84	32.4%	113	38.2%	111	37.8%
31 to 40	59	22.8%	64	21.6%	64	21.8%
41 to 50	53	20.5%	56	18.9%	50	17.0%
51 and above	63	24.3%	63	21.3%	69	23.5%
Total Number of Employees	259		296		294	

(1) Employee counts exclude hiring and termination of temporary employees.

Workforce Training

404-1 (LA9) Average Hours of Training Per Employee (2025 Calendar Year)

Hours reported cover only environmental, health and safety training. Additional skills and leadership training, as well as new hire onboarding, took place, but were not recorded.

(number of training hours)	2023	2024	2025
Total number of training hours	34,621	48,195 ⁽¹⁾	39,253
Total number of employees	1,248	1,218	1,142
Average number of training hours per employee	27.74	39.57	34.37

(1) Increases in training hours took place at Buick Resource Recycling Division through a program known as Toolbox Talks. Training also increased on mobile equipment in our remediation subsidiary.

Financial Highlights

201-1 (EC1) Financial Highlights (Fiscal Year)

Dollars in Thousands	2023	2024	2025
Property Taxes ⁽¹⁾	\$6,665	(\$968)	\$4,659
Compensation	\$122,551	\$128,683	\$131,506
Community Investment	\$112	\$318	\$115
Environmental Spending	\$45,865	\$50,267	\$40,876
Research & Development	\$1,594	\$2,757	\$2,931
Royalties to Governments	\$7,412	\$7,090	\$6,880
Capital Spending (Excluding Environmental CapEx)	\$21,562	\$22,834	\$7,074

(1) A property tax dispute was settled in 2024, resulting in a refund of overpaid taxes in prior years.

(EC-7 Volunteer Hours and Donations info goes into the CEO letter or GRI Index)

(EC-9 Supplier Spend goes into CEO letter or GRI Index)