

The Doe Run Company • 2023 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 (Fiscal Year)

Units and Substances Key

Metric Ton(s): mt

Source (mt)	2021	2022	2023
Slag	7,433	5,299	8,057
Batteries (mt of Pb)	83,706	78,962	81,797
Lead-Bearing Material	31,103	36,519	30,888
Iron-Containing Material	11,991	12,263	6,634
Total Materials Used⁽¹⁾	134,233	133,043	127,376

(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	2021	2022	2023
Coke	540,977	419,493	409,151
Explosives	28,832	27,723	26,147
Natural Gas ⁽¹⁾	65,210	9,928	6,529
Petroleum Fuel	253,057	254,615	248,438
Propane ⁽²⁾	610,002	616,098	548,161
Total Direct Energy Consumption⁽¹⁾	1,498,078	1,327,857	1,238,426

Indirect Non-Renewable Energy Source	2021	2022	2023
Electricity	1,518,487	1,495,295	1,436,642
Total Indirect and Direct Energy Use	3,016,565	2,823,152	2,675,068

(1) 2021-2023 decrease in natural gas use is due the shutdown of the Herculaneum refinery.

(2) 2022-2023 decrease in propane use is due to equipment upgrades at Glover using smaller, more efficient pumps as well as a drier climate allowing less use of water treatment plant.

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	2021	2022	2023
Southeast Missouri Mining and Milling Division (SEMO)	GJ/mt Ore milled	0.35	0.35	0.36
Metals Division (Resource Recycling and Glover)	GJ/mt Pb produced	10.75	11.40	10.79
Fabricated Products Inc. (FPI)	GJ/mt Pb produced	1.08	1.08	0.90

305-1 (EN15) Total Direct Greenhouse Gas Emissions (2023)

Units and Substances Key

Metric Ton(s) of Carbon Dioxide Equivalent: mt CO_{2e}

	2021	2022	2023
Scope 1 (direct emissions of Greenhouse Gases, Carbon Disclosure Project, e.g., direct combustion of fuels) ⁽³⁾	118,509 ⁽¹⁾⁽²⁾	105,763 ⁽¹⁾⁽²⁾	104,219

(1) Coke consumption decreased from 2021 to 2022.

(2) Due to a conversion error, coke was underreported in 2021. Corrected value reported above.

(3) A portion of materials transport was previously reported in Scope 3. The corrected values for 2021 and 2022 are reported above.

305-2 (EN16) Total Indirect Greenhouse Gas Emissions (2023)

Units and Substances Key

Metric Ton(s) of Carbon Dioxide Equivalent: mt CO_{2e}

	2021	2022	2023
Scope 2 (emissions from direct purchase of energy, e.g., electricity)	344,106	342,176 ⁽¹⁾	328,495⁽²⁾

(1) Due to a reporting error, electrical consumption was overreported in 2022. Corrected values are reported above.

(2) The decrease in electricity consumption is due to reduced activity at Herculanum and Glover facilities.

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

Units and Substances Key

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

	2021	2022	2023
Scope 3 (indirect emissions from transportation and employees' commute, etc.)	12,193 ⁽¹⁾	11,018 ⁽¹⁾	9,550⁽²⁾

(1) Due to a calculation error, transport data was overreported in 2021 and 2022, corrected values are reported above.

(2) Decreases in 2022 and 2023 are a result of changes in materials transport.

305-4 (EN18) Greenhouse Gas Emissions 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	2021	2022	2023
Southeast Missouri Mining and Milling Division (SEMO)	mt CO ₂ e/mt Ore milled	0.06	0.06	0.06
Metals Division (Resource Recycling and Glover)	mt CO ₂ e /mt Pb produced	1.27 ⁽¹⁾	1.17	1.17
Fabricated Products Inc. (FPI)	mt CO ₂ e /mt Pb produced	0.16	0.15	0.14

(1) Due to a reporting error, Metals Division intensity was overreported in 2021. Corrected value reported above.

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

Units and Substances Key

Metric Ton(s): mt

Source (mt by type and weight)	2021	2022	2023
Ammonia (NH ₃)	0.04	0.00	0.00
Antimony (Sb)	0.00	0.00	0.00
Arsenic (As)	0.32	0.27	0.07
Cadmium (Cd)	0.03	0.03	0.01
Carbon Monoxide (CO) ⁽¹⁾	13,884.28	19,245.52	8,675.76
Copper (Cu)	0.18	0.17	0.29
Hazardous Air Pollutants (HAP)	0.74	0.82	0.49
Lead (Pb)	3.21	3.26	2.93
Nickel (Ni)	0.03	0.01	0.03
Nitrogen Oxides (NO _x)	36.97	29.30	50.45
Particulate Matter (PM)	191.06	151.28	170.67
Sulfur Dioxide (SO ₂)	2,373.25	2,024.54	2,231.37
Sulfuric Acid (H ₂ SO ₄)	0.55	0.29	0.17
Volatile Organic Compounds (VOC)	8.82	9.12	9.32
Zinc (Zn)	0.55	0.65	0.56

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

306-1 (EN22) Total Water Discharge (Calendar Year)

Units and Substances Key

ppb: parts per billion

Source (average ppb)	2021	2022	2023
Lead	6	4	5
Zinc	141	188	216
Copper	2	1	1
Total water discharge (million gallons/year)	22,107	22,708	18,970

Environmental Spending

EN31 Total Fiscal Environmental Spending

	2021	2022	2023
Total Capital Spending and Operating Expense	\$45,245,647⁽²⁾	\$42,969,473⁽²⁾	\$35,084,561
Remediation Spending ⁽¹⁾			
Historic Properties	\$3,594,810	\$6,139,667	\$7,635,863
Operating Properties	\$1,727,752	\$5,802,410	\$3,144,314
Total Remediation Spending	\$5,322,562	\$11,942,077	\$10,780,177
Total Fiscal Environmental Spending, Including Remediation	\$50,568,209	\$54,911,550	\$45,864,738

(1) Remediation spending fluctuates based on completed work each year.

(2) Increased capital and operating expenses in 2021 and 2022 are related to the startup of new process at Resource Recycling and capital improvements at SEMO.

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 25µg/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)	2021	2022	2023
Southeast Missouri Mining and Milling Division (SEMO)	6.13	6.68	7.00
Metals Division	10.58	11.35	12.20
Corporate and Other Non-Operations Employees	3.32	3.52	4.56
Fabricated Products Inc. (FPI)	6.10	5.90	7.57
Average⁽²⁾	7.29	7.64	8.33

Employee Blood-Lead Data

Doe Run monitors and reports the 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)	2021	2022	2023
SEMO ⁽³⁾	2	4	25
Metals Division ⁽²⁾	18	15	28
Corporate and Other Non-Operations Employees	0	0	5
FPI	0	0	0
Total	20	19	58

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)	2021	2022	2023
SEMO	5	1	2
Metals Division	4	3	3
Corporate and Other Non-Operations Employees	0	0	0
FPI	0	0	0
Total	9	4	5
Total number of work-related fatalities, companywide	0	1	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)	2021	2022	2023
SEMO	27	24	27
Metals Division	29	24	26
Corporate and Other Non-Operations Employees	2	6	1
FPI	1	2	1
Total	59	56	55

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)	2021	2022	2023
SEMO	3.73	3.29	3.73
Metals Division	10.15	7.33	7.39
Corporate and Other Non-Operations Employees	1.90	3.85	1.44
FPI	3.69	5.03	3.53
Total Company	5.24	4.47	4.79

- (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) Average is calculated based on the number of employees who receive testing.
- (3) SEMO 2023 data: Reporting methodologies changed in 2023 from a single point in time to cumulative for the year.

Workforce Summary

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

(number of employees)⁽¹⁾	2021	2022	2023
Southeast Missouri Mining and Milling Division (SEMO)	689	698	706
Metals Division (Resource Recycling)	321	311	323
Corporate and Other Non-Operations Employees	171	180	177
Fabricated Products Inc. (FPI)	33	39	42
Total Number of Employees⁽¹⁾	1,214	1,228	1,248

Male and Female Employees by Division (Calendar Year)

(number of employees)	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
SEMO	637	52	637	61	638	68
Metals Division	293	28	283	28	292	31
Corporate and Other Non-Operations Employees	120	51	129	51	126	51
FPI	30	3	36	3	39	3
Total Number of Employees⁽¹⁾	1,080	134	1,085	143	1,095	153

Number of Employees by Employment Type (Calendar Year)

(number of positions)	2021	2022	2023
Permanent Hourly Positions	839	853	866
Permanent Salary Positions	366	366	378
Temporary Positions	8	9	3
Contracted Positions	1	1	1
Total Number of Employees⁽¹⁾	1,214	1,228	1,248

Male and Female Employees by Employment Type (Calendar Year)

(number of employees)	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Permanent Hourly Positions	818	21	827	26	835	31
Permanent Salary Positions	255	111	252	114	258	120
Temporary Positions	6	2	5	3	1	2
Contracted Positions	1	0	1	0	1	0
Total Number of Employees⁽¹⁾	1,080	134	1,085	143	1,095	153

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

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

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

	2021		2022		2023	
	Number	Rate	Number	Rate	Number	Rate
Male	242	84.6%	248	87.3%	251	87.8%
Female	44	15.4%	36	12.7%	35	12.2%
Total Number of Employees	286		284		286	

Employees Leaving by Gender (Calendar Year)

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

	2021		2022		2023	
	Number	Rate	Number	Rate	Number	Rate
Male	206	88.4%	239	88.8%	233	90.0%
Female	27	11.6%	30	11.2%	26	10.0%
Total Number of Employees	233		269		259	

New Employee Hires by Age Group (Calendar Year)

Total number⁽¹⁾ and rate 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.

	2021		2022		2023	
	Number	Rate	Number	Rate	Number	Rate
30 or younger	138	48.2%	136	47.9%	144	50.3%
31 to 40	68	23.8%	74	26.1%	68	23.8%
41 to 50	46	16.1%	45	15.8%	40	14.0%
51 and above	34	11.9%	29	10.2%	34	11.9%
Total Number of Employees	286		284		286	

Employees Leaving by Age Group (Calendar Year)

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

	2021		2022		2023	
	Number	Rate	Number	Rate	Number	Rate
30 or younger	68	29.2%	101	37.5%	84	32.4%
31 to 40	54	23.2%	62	23.1%	59	22.8%
41 to 50	30	12.9%	50	18.6%	53	20.5%
51 and above	81	34.7%	56	20.8%	63	24.3%
Total Number of Employees	233		269		259	

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

Workforce Training

404-1 (LA9) Average Hours of Training Per Employee (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)	2021	2022	2023
Total number of training hours	15,343	37,690 ⁽¹⁾	34,621
Total number of employees	1,214	1,228	1,248
Average number of training hours per employee	12.64	30.69	27.74

(1) Training hours recorded in the year increased due to a change in the timing of annual training at SEMO, as well as additional safety training and education in mobile equipment. Overall tracking of training hours has improved across divisions as well.

Economic Impact

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

Dollars in Thousands	2021	2022	2023
Property Taxes	\$6,675	\$6,635	\$6,665
Compensation	\$115,027	\$120,107	\$122,551
Community Investment	\$155	\$111	\$112
Environmental Spending	\$50,568	\$54,912	\$45,865
Research & Development	\$3,562	\$5,548	\$1,594
Royalties to Governments ⁽¹⁾	\$9,110	\$9,933	\$7,412
Capital Spending (Excluding Environmental CapEx)	\$18,778	\$32,583	\$21,562

(1) Lower prices and production at SEMO resulted in lower royalties in 2023.