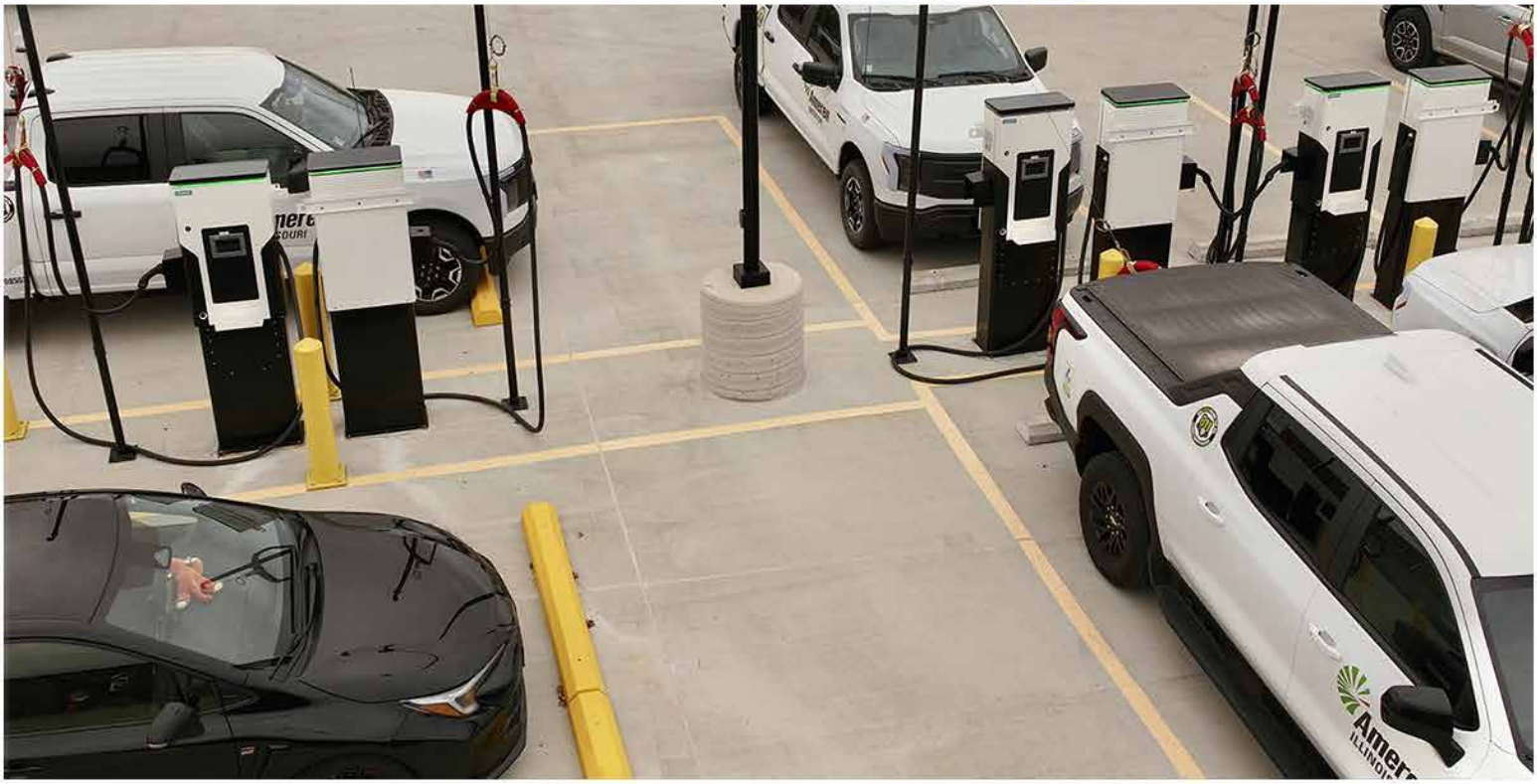
THE DOE RUN COMPANY

2024 Sustainability Report



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2024 Letter from the CEO

https://doerun.com/media/news/2024-letter-from-the-ceo/

Letter from the President and CEO

Thank you for your interest in The Doe Run Company. As President and CEO, I am committed to leading Doe Run as a sustainable and responsible contributor in the rapidly growing and evolving base and critical minerals and materials sector.

Doe Run president and CEO, Matthew Wohl

The efforts of our dedicated employees enable Doe Run to contribute to meeting the growing demand for minerals vital for so many products. From the battery in your vehicle to large-scale back-up power systems for hospitals, data centers, financial institutions, and more, minerals run our modern society. Thanks to revolutionary work from our team in recent years and key results in 2024, Doe Run is on the verge of an incredible breakthrough in critical mineral recovery.

This advancement will propel our company to become a global innovator in ethically meeting soaring minerals and metals demand. Our efforts have the potential to improve the lives of Missourians, Americans, and consumers around the globe. Read more about this technology **here**.

Positioning Doe Run for the Future

Base metals like copper, zinc, and lead, are non-ferrous, industrial metals that are abundant, relatively inexpensive, and can readily be used in various applications. Critical minerals are non-fuel minerals that are essential to the economy and national security, including those crucial for modern technologies and clean energy, but with supply chains that are vulnerable to disruption. Examples of critical minerals include cobalt, nickel, zinc, antimony, gallium, and germanium.

Doe Run provides copper, lead, and zinc through two distinct operations: mining and recycling. As mandated by the U.S. Energy Act of 2022, the U.S. Geological Survey identifies critical minerals essential for the U.S. economy and national security. The Energy Act also mandates that the U.S. Department of Energy identifies critical *materials* for energy. Of the three base minerals Doe Run mines (copper, zinc, and lead), these U.S. government agencies list copper as a critical material and zinc as a critical mineral. Our base mineral resources also contain other critical minerals, including cobalt, nickel, and germanium. **Doe Run's proprietary hydromet technology, utilizing an ammonium chloride process (ACL Process), is a first-of-its-kind process in the mining industry and has the potential to reduce our world's reliance on pyrometallurgical smelters.** In 2024, we entered into a contract with the Department of Defense to build a demonstration scale plant utilizing our technology.

Doe Run's Proprietary ACL Process and Hydromet Technology

Built on more than 15 years of research, the ACL Process is a breakthrough separation process that enables recovery of mineral products using a hydrometallurgical (wet-chemical) versus a pyrometallurgical (furnace) process.

Our ACL Process can separate and capture a variety of minerals from both mined material (such as mineral concentrates) and from by-products and spent materials (such as mine tailings, furnace slags, spent batteries, etc.). Our colleagues in the Doe Run Technology Center have demonstrated recovery of copper, zinc, cobalt, nickel, lead, tin, and antimony – minerals in extremely high demand for use in electric vehicles, weapons systems, technology devices, and a vast array of other industries[i]. According to the USGA[ii], the U.S. imports more than half of our nonfuel mineral sources and is 100% reliant on foreign countries for about 1/3 of minerals considered "critical." China, the largest global producer for many minerals, recently banned exporting some of them to the U.S.[iii]

Based on this instability and skyrocketing demand, the U.S. Government Accountability Office states the U.S. is at risk of shortages in materials needed both for national security and our everyday lives.[iv] Our ACL Process will allow us to produce those critical resources right here in the United States, reducing our foreign dependence while complying with some of the world's most stringent safety, labor, and environmental standards. It can also allow us to extract vital resources from legacy mining and mineral processing wastes.

Keeping Copper in North America

Additional victories in 2024 are the new partnerships we formed to keep in North America the copper and zinc we mine in Missouri. Copper, which is necessary to transfer energy, and zinc, which is important for galvanized steel and other products, are largely smelted in Asia. We have spent years developing relationships with North American companies to process closer to home. As a result, in 2024 we reduced our dependency on Asian and European entities and are lessening environmental impacts associated with global transportation.

Lead Batteries Support a Clean Energy Future

While we continue advancing efforts in domestic critical mineral and metal recovery, Doe Run remains one of the top three lead-producing miners in the world.[v] Lead is the steadfast and dominant resource for batteries, whether deployed in vehicles or used to secure data and provide power for critical infrastructure. These safe and reliable energy storage devices continue to evolve, improving performance and lifespan.[vi] While demand growth for lead has leveled in recent years, it remains strong and is on track to continue steady growth[vii].

Doe Run produces lead concentrates from our mines and lead metal and alloys by recycling lead batteries at our Buick Resource Recycling Facility. Our lead concentrate purity is recognized worldwide, making it desirable for smelters across the globe. The vast majority of our lead products are utilized in the production of batteries.

One example of batteries supporting clean energy is in the project Doe Run helped launch between our utility provider, Ameren Missouri (Ameren) and lead battery producer GS Yuasa to develop a first-of-its-kind managed EV charging and microgrid platform powered by stationary advanced lead batteries and solar panels. Learn more about this innovation **here**.

Years from now when these batteries reach their end of life, they will be safely recycled through domestic lead battery recycling plants, including our plant in southern Missouri. Our Buick Resource Recycling Facility recycles about 8 million lead batteries per year. In 2024, our recycling team successfully addressed production challenges to improve performance at various stages of operation.

Missouri Mining and Recycling Supports Missouri's People

The need for minerals recovered right here in our Missouri mines will only continue to soar. And while the U.S. Government Accountability Office has identified the need for increased mining in the U.S., permitting and infrastructure for new operations will take many years and a huge investment.[viii] Thanks to our well-established operation, we already have the permits and infrastructure in place to immediately produce base and critical minerals required to meet energy demands, including supporting clean energy options. However, we will need regulatory support and increased funding sources to move forward in utilizing the resources available to us.

While our vision is big, the heart of our company is in the small Missouri towns where we have been an institution for more than 160 years. Our mining and recycling operations sustain high-paying work for 1,061 employees and their families, and contribute $715 million to our Missouri economy, including contributing $192,636,719 directly through spending with Missouri vendors.

Our people are our most valuable assets, which is why we provide extensive training, employee benefits, and opportunities to learn new skills while on the job for career advancement. In 2024, we created a new training program using advanced simulators and hands-on learning to build skills in equipment operation. Learn more about our new simulator training program **here**. We also provide scholarships and summer camps for Missouri students interested in our industry. Further, we host tours and educational opportunities across the state. Giving back to communities through time, talent, and contributions is an important aspect of our culture. Each year, **our employees volunteer** to support community events like food drives, hurricane relief, and more.

Our mission goes beyond extracting valuable resources. It is about finding how we can best meet the expanding needs of the future – for technology, renewable energy, medicine, national security, and all of the other industries relying on critical minerals to make advancements. On a global and on a community level, we want to create lasting value through ethical practices, innovation, and collaboration.

We at Doe Run value your opinions. As you review our Sustainability Report, I invite you to share your comments or reflections with me **via this survey link**.

As always, thank you for your interest in Doe Run. We are always looking for new partners to help us continue this exciting path forward. To learn more about our recent activities, visit the **Media** section of this website.

Share Your Feedback on Our Report. **Online Survey →**

Sincerely,

Matthew D. Wohl
President and CEO

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[i] **U.S. Geological Survey (USGS), Mineral Commodity Summaries 2023**

[ii] **U.S. Department of the Interior USGS Mineral Commodity Summaries 2025**, *U.S. Production and Consumption, Page 6*

[iii] **U.S. Department of the Interior USGS Mineral Commodity Summaries 2025**, *Foreign Trade, Page 5*

[iv] **Letter to Congressional Addressees from GAO in July 2024 Critical Mineral Technology Assessment**, *Page 1*

[v] Wood Mackenzie, Global Lead Production Ranking by Operation and by Company – 2023 and 2024

[vi] **Battery Council International, Economic Contribution of the U.S. Lead Battery Industry** – *Published 2025, Page 9*

[vii] **Battery Council International, Economic Contribution of the U.S. Lead Battery Industry** – *Published 2025, Page 5*

[viii] **United States Government Accountability Office Report to Congressional Addressees, Technology Assessment, Critical Minerals**, *Page 25*

Building Careers, Supporting Communities Through the Generations

https://doerun.com/media/news/building-careers-supporting-communities-through-the-generations/

Doe Run helps to build careers by supporting continuous education and learning through our tuition reimbursement program. In 2024, the State of Missouri awarded a $100,000 Missouri One Start grant to Doe Run to further support workforce training.

With mining and recycling operations nestled in the Southeastern Missouri area known as the Viburnum Trend, sustaining a company for more than 160 years in an area where we remain the primary employer is no small feat. At Doe Run, the ingenuity of our co-workers and their deeply ingrained knowledge passed through generations. For many families, working at Doe Run is more than just a job. It is part of their family history. Just ask the Jackson family. For sisters Melissa Jackson Conaway, Tammy Jackson, and Sherry Jackson Jordan, that connection began generations ago.

The three sisters' paternal great-grandfather, Elmer Jackson, was one of the earliest employees of Doe Run's predecessor company. Their grandfather, Robert William Jackson, began working at Doe Run in the early 1950s. He spent many years at the Pea Ridge location before retiring in the mid-1980s. After serving in the military, their father, Robert LeRoy Jackson, spent nearly 30 years with Doe Run, primarily as a hoistman at the Fletcher and Brushy Creek mines. He retired in 2009.

Another grandfather, Arnold Clyde Martin, worked in what is now the Buick Resource Recycling Division (BRRD) and retired from that facility. Two uncles also spent their careers at ASARCO (a previous operator in the area) and later BRRD.

Today, members of the family continue to build their careers at Doe Run.

Melissa joined Doe Run in 2019 as an executive administrative assistant. Her husband, Shawn, is a maintenance mechanic at BRRD. Shawn's father, Jeral, also worked at Doe Run and is now retired. Their son, Jordan, currently works at BRRD as a mobile mechanic.

Tammy has worked at the company for 24 years and is a maintenance planner at the Doe Run Southeast Missouri mining and milling division (SEMO). Her daughter, Ashley, is an accountant at BRRD. Ashley's husband, Nick, has worked in the SEMO mines for 15 years. Tammy's son, Isaiah, works in surface maintenance at Fletcher. And her son, Jason, once worked at BRRD.

Sherry spent 29 years with the company. She most recently served as purchasing manager at SEMO. Her son, Ryan, works at Fletcher as ground support.

"When I joined Doe Run, I saw it as a chance to contribute to a long-standing company in the community I had grown up in," said Melissa. "I also felt the position was a good fit for my skills. Being able to work close to home and stay near family and friends was important to me, and the role offered a great work-life balance within my already established community."

"It's more than a workplace for us. It's part of who we are. Being part of a company that has supported my family for generations means a lot."

– Ashley Hedrick, Doe Run accountant at Buick Resource Recycling Division

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Investing in People

Workforce development can have long-lasting benefits for our employees and our company. One way Doe Run supports continuous education and learning is through our tuition reimbursement program, which reimburses employees up to $7,500 per year for college courses aligned with company needs.

Ashley Hedrick is one example of the program's impact. Ashley grew up in Viburnum and is part of the Jackson family. While attending Viburnum Senior High School, she enrolled in college classes, completing several courses. After graduating high school early, she began working for a nonprofit, but even while working, she knew she wanted to return to college, complete her education, and build a career in accounting, a dream she had since middle school.

In 2018, Ashley joined Doe Run and worked underground in the SEMO warehouse. After her first year, she applied for Doe Run's tuition reimbursement program to complete her associate degree at Mineral Area College. She then earned two bachelor's degrees from Central Methodist University, one in business administration and one in accounting, all while working full time.

While completing her degrees, Ashley also advanced professionally, first moving into a supervisory role at the BRRD warehouse and later accepting a maintenance planning role back at SEMO. Today, Ashley works as a staff accountant at BRRD. She credits her career growth to the encouragement she received from her supervisors and company leadership.

Training Future Generations

In July 2024, the State of Missouri awarded a $100,000 Missouri One Start grant to Doe Run to support workforce training. The grant is part of a $1.2 million statewide initiative to support Missouri's leadership in critical mineral and materials production.

Doe Run used the funds to expand our Mobile Equipment Training Program to include advanced simulator technology designed to prepare employees to operate heavy equipment in the field. The training replicates both underground and surface environments using realistic controls for haul trucks, loaders, and dozers. In a virtual, risk-free setting, trainees can practice safe driving techniques, navigate challenging conditions, and learn how to respond to potential hazards.

This hands-on approach helps employees develop essential skills before entering an active worksite. It also reduces wear and tear on expensive equipment, cuts down on operational downtime, and supports stronger safety performance across the company.

The program has proven especially valuable for new employees who learn best through technology-based, interactive methods. By tailoring our training to reflect how today's workforce prefers to learn, Doe Run is not only improving training outcomes but also strengthening our ability to attract, retain, and prepare a skilled workforce.

In 2023, armed with data and recommendations from this research, Doe Run created 18 plots near the Sweetwater Mine tailings site and worked with a contractor to amend the soils in a manner consistent with the research before planting the recommended species. Plant response monitoring and further analysis will take place in 2024.

Supporting Communities

In 2024, Doe Run and our employees gave $180,000 in donations to support communities Southeast Missouri through charitable partnerships, volunteer efforts, and local giving initiatives that reflect the company's commitment to meeting real needs where its people live and work.

Roadside litter cleanup is just one of the ways Doe Run employees support their communities across Southeast Missouri. Doe Run and our employees show support for local communities through food drives, event sponsorships, and charitable activities, giving more than $180,000 in donations.

During the holiday season, employees supported the Disabled Citizens Alliance for Independence with food and monetary donations to support their food pantry and outreach.

Through Doe Run's annual Holiday Family Sponsorship Program, employees provided gifts and household essentials to 18 local families in the Viburnum area. In St. Louis, Doe Run employees provided gifts from seniors' wish lists in support of the Santas for Seniors program. Team members also contributed to hurricane relief efforts and organized a winter food drive to restock local pantries. In addition to donating money and necessities, Doe Run employees volunteer to support local charities, community events, roadside litter cleanup, and more.

These efforts show that giving back is a shared value that lives in the actions of the Doe Run employees who care about their communities.

Delivering Economic Impact Through Generations of Innovation

https://doerun.com/media/news/delivering-economic-impact-through-generations-of-innovation/

At The Doe Run Technology Center, employees are developing a proprietary ammonium chloride process (ACL Process), a hydrometallurgical technique that reduces the need for high temperature smelting. With this new process, Doe Run is positioned to better meet the world's demand for critical minerals.

In the Viburnum Trend, Doe Run is more than a company. We are the driving force behind the local economy. Our company's presence has shaped the identity and stability of our communities, where economic opportunity often begins with the company. In a region where other industries are limited, Doe Run provides year-round jobs with competitive pay and long-term career potential. Beyond providing careers, the company also helps sustain local infrastructure, small businesses, and essential services that rely on a stable workforce.

In 2024, Doe Run advanced several initiatives that will strengthen local jobs, expand domestic supply chains, and extend the life of regional operations. Most notably, Doe Run secured federal funding to support critical mineral innovation. We owe this accomplishment to our workforce who spent years researching and developing new technologies. It is just one example of the results gained when we invest in the education and training of our employees.

Federal Support for Critical Mineral Processing

In March 2024, the U.S. Department of Defense awarded The Doe Run Company $7 million in Defense Production Act funds to boost the domestic supply of critical minerals. This funding supports the construction of a hydrometallurgical demonstration plant at Doe Run's Technology Center in Viburnum.

This plant will deploy Doe Run's proprietary ammonium chloride process (ACL Process) to capture a variety of critical minerals and materials from our ore and concentrates.

The demonstration plant will extract cobalt and nickel from copper concentrates, two critical minerals used in everything from advanced military systems to electric vehicle batteries and renewable energy infrastructure. We believe the ACL Process can also recover copper, zinc, lead, tin, and antimony from what the industry considers mining and recycling waste. This effort marks a major step forward in the development of new mineral processing methods that improve environmental performance, reduce reliance on critical minerals imports, and extract more value from both new and existing materials.

Doe Run's innovative ACL Process is designed to capture a broader range of valuable minerals and materials from ore and concentrates. This process is expected to recover copper, zinc, lead, tin, and antimony from what the industry considers mining and recycling waste.

At the same time, Doe Run is positioning Missouri as a contributor to national security and clean energy efforts. By recovering critical minerals from domestic resources, Doe Run will create economic opportunities while helping build a more resilient domestic supply chain.

The project brings new investment and innovation to Southeast Missouri, reinforcing Doe Run's commitment to long-term, sustainable growth and our role in supporting both local jobs and national priorities.

Creating Efficiencies Through Lab Consolidation

Also in 2024, Doe Run combined two of its internal laboratories into a single, streamlined facility known as Central Lab. Located in Viburnum, Central Lab now manages most of the mineral analysis and environmental testing for the company, replacing what were previously separate operations as well as reducing Doe Run's reliance on outside labs, saving significant money and time. Doe Run now saves an estimated $2 million each year by bringing this additional lab work in-house.

Central Lab analyzes samples from Doe Run's mines and mill, exploratory drilling, the BRRD battery recycling plant, and even conducts same day quality analysis on concentrate samples before they depart by rail or barge to our customers.

The combined lab also boosts efficiency. By moving lab operations under one roof, Doe Run established a consistent process for testing and reporting that improves data quality. With all testing in one place, exploration, operations, and compliance teams can access accurate information faster and collaborate more effectively. Doe Run now has the ability to cross-train all staff, improve procedures with testwork, and improve consistency and accountability with documented standard operating procedures. Central Lab represents an investment that helps the company stay competitive in a highly regulated industry.

New Lease Modifications Extend Mines

To support long-term growth and protect access to valuable mineral reserves, in 2024 the company pursued new opportunities for exploration adjacent to existing operations in the Viburnum Trend.

In three areas Doe Run had reached the boundary of our leases. However, it was clear to geologists that the ore bodies extended beyond those points. Following the process established by the Bureau of Land Management, Doe Run petitioned for modifications to certain existing leases. The Bureau of Land Management agreed to the modifications allowing us to extend mining operations alongside the existing mines beneath 1,500 acres of National Forest System land in the Mark Twain National Forest.

By concentrating underground mining activity near established infrastructure, we can reduce surface impact, lower development costs, and continue operating in line with responsible land use practices, all while accessing critical minerals and materials like copper, zinc, nickel, and cobalt.

These successful lease modifications should extend the life of Doe Run's mines by opening up new production areas and protecting the precious resources found in the Viburnum Trend.

Technology and Environmental Stewardship Go Hand in Hand

https://doerun.com/media/news/technology-and-environmental-stewardship-go-hand-in-hand/

In 2024, Ameren Missouri launched a project demonstrating the potential for advanced lead batteries to support a managed electric vehicle (EV) charging and microgrid platform. The project was made possible through collaborative efforts between industry leaders brought together by Doe Run to harness the potential of advanced lead battery technology, focused on the integration of recycling processes, technological advancements, and real-world applications.

Technology is changing how the mining industry operates, and Doe Run continues its efforts to integrate more efficient and sustainable practices into our work through the deployment of new technologies. In 2024, the company advanced new tools and systems that reduce its environmental footprint in exploration, such as investigating and developing custom machine learning tools, deploying 3D technologies, and improving visibility and accountability in managing environmental tasks. These efforts reflect Doe Run's ongoing focus on innovation, responsible land use, and long-term resource management.

Environmental Management and Accountability

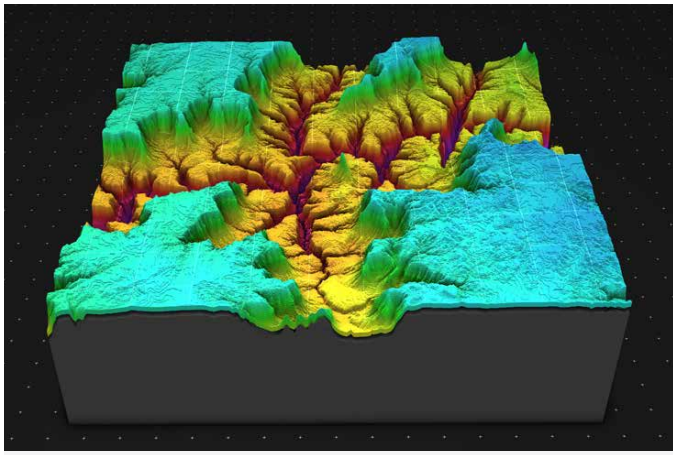
The company reflects its commitment to sustainability through the systems and standards that guide daily operations. Doe Run operates under an environmental management system that meets ISO standards and holds third-party certification, providing a strong foundation for continuous improvement and regulatory compliance.

A task management platform helps track recurring environmental sampling events across multiple sites, supporting data accuracy and timely reporting. In addition, Doe Run publishes this annual sustainability report to provide transparency around its environmental performance. These efforts support our confidence in our ability to operate sustainably.

“Doe Run has made significant investments in remediation projects,” said Melissa Conaway, executive administrative assistant and multigenerational employee at Doe Run. “Our water management facilities and our status as one of the largest single-site lead battery recycling operations in the world demonstrate our commitment to improving mineral recoveries and reducing environmental impact.”

Using Seismic Technology to Reduce Surface Disturbance

In 2024, Doe Run began using seismic geophysics in our work, a tool that was previously primarily used in oil and gas exploration, to better understand what lies below the surface through non-invasive sound waves. These seismic technologies allow us to locate geologic structures that are likely to host ore minerals without prior drilling data and help to create detailed images of underground rock formations, helping geologists map subsurface geology with reduced surface disturbance.



Doe Run is applying seismic geophysics to its mining exploration, which gives a clearer picture of what’s underground and helps identify a broader range of minerals with greater accuracy. Use of this technology allows for low-impact exploration and supports the company’s sustainability practices.

In 2024, the company expanded its seismic program to study a broader range of mineral trends with greater accuracy. These surveys allow Doe Run to identify the most promising areas for drilling, reducing the number of exploratory drill holes, and thus, surface impacts.

In 2025, we plan to follow up on these newly identified targets and see if the structures we identified are indeed what and where we thought they were, and if they contain sulfide mineralization. In our next seismic survey, we will trial additional methods that could reduce or even eliminate any surface disturbance.

“Seismic imaging lets us see hundreds of feet below the surface before any drilling takes place. It gives us a clearer picture of what’s underground so we can plan more effectively, reduce unnecessary drilling, and avoid disturbing areas that don’t need to be touched. It supports sound science and responsible land use.”

– Carrie Dayton, Doe Run director of exploration and geology

Doe Run is applying seismic technology at this scale, reflecting the company's leadership in low-impact exploration and our continued investment in more sustainable practices.

Using Data and Machine Learning to Guide Smarter Mineral Targeting

Doe Run has built a deep knowledge base from decades of drill core samples, geophysical readings, and geochemical data. In 2024, the company began developing machine learning models that draw on this historical information to pinpoint areas with the highest potential for mineral resources. We are continuing to refine these models in 2025.

These models analyze patterns in subsurface geology, helping geologists forecast where valuable deposits are most likely to occur. With better targeting, the team can reduce the number of exploratory drill holes, concentrate resources more effectively, and lower the surface impact of early-stage work.

Machine learning also supports faster decision-making and more accurate planning. It allows the team to test exploration scenarios digitally before moving equipment or disturbing the land, conserving time, energy, and materials.

Lead-Based Technology Supports Clean Energy

Doe Run's expertise in lead continues to support innovation beyond mining. In 2024, the company partnered with Ameren Missouri, GS Yuasa, and Siemens to help deliver a **first-of-its-kind electric vehicle (EV) charging and microgrid platform**.

Located at Ameren's St. Louis campus, the project uses stationary lead batteries to store and manage energy for Ameren's EV fleet. These batteries rely on lead and lead oxide materials produced by Doe Run, reinforcing the company's role in strengthening the U.S. supply chain for battery technology. Ameren will add solar panels to generate renewable energy on-site and reduce reliance on the electric grid.

The system improves how and when EVs are charged, lowers emissions, and demonstrates that lead batteries, often overlooked in favor of newer technologies, can provide safe, cost-effective, and recyclable energy storage solutions.

As demand for critical minerals grows across the U.S., Doe Run remains focused on meeting that need through innovation, strong partnerships, and a long-standing commitment to sustainable solutions.

Performance Data

https://doerun.com/sustainability/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)	**2022**	**2023**	**2024**
Slag	5,299	8,057	**14,695**
Batteries (mt of Pb)	78,962	81,797	**86,632**
Lead-Bearing Material	36,519	30,888	**34,521**
Iron-Containing Material	12,263	6,634	**8,897**
Total Materials Used[1]	**133,043**	**127,376**	**144,745**

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

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

Units and Substances Key
Gigajoule(s): GJ

Direct Non-Renewable Energy Source	**2022**	**2023**	**2024**
Coke [1]	419,493	409,151	**361,695**
Explosives	27,723	26,147	**26,613**
Natural Gas	9,928	6,529	**7,672**
Petroleum Fuel	254,615	248,438	**252,499**
Propane [2]	616,098	548,161	**555,516**
Total Direct Energy Consumption[1]	**1,327,857**	**1,238,426**	**1,246,491**

Indirect Non-Renewable Energy Source	**2022**	**2023**	**2024**
Electricity	1,495,295	1,436,642	**1,438,274**
Total Indirect and Direct Energy Use	**2,823,152**	**2,675,068**	**2,684,764**

(1) Decrease in coke usage result of increased coke quality and furnace efficiency.
(2) 2022-2023 decrease in propane usage due to equipment upgrades.

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	2022	2023	2024
Southeast Missouri Mining and Milling Division (SEMO)	GJ/mt Ore milled	0.35	0.36	**0.33**
Metals Division	GJ/mt Pb produced	11.40	10.79	**10.59**
Fabricated Products Inc. (FPI)	GJ/mt Pb produced	1.08	0.90	**0.90**

305-1 (EN15) Total Direct Greenhouse Gas Emissions (2024)

Units and Substances Key
Metric Ton(s) of Carbon Dioxide Equivalent (mt CO_2e)

	2022	2023	2024
Scope 1 (direct emissions of Greenhouse Gases, Carbon Disclosure Project, e.g., direct combustion of fuels)	105,763	104,219	**97,741**

305-2 (EN16) Total Indirect Greenhouse Gas Emissions (2024)

Units and Substances Key
Metric Ton(s) of Carbon Dioxide Equivalent (mt CO_2e)

	2022	2023	2024
Scope 2 (emissions from direct purchase of energy, e.g., electricity)	342,176[(1)]	328,495[(2)]	**328,847**

(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 Herculaneum 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 CO_2e)

	2022	2023	2024
Scope 3 (indirect emissions from transportation and employees' commute, etc.)	11,018[(1)]	9,550[(2)]	**8,929**

(1) Due to a calculation error, transport data was over reported in 2022, corrected values are reported above.
(2) In August of 2022, tailings transport ceased accounting for the decrease in emissions.

305-4 (EN18) Greenhouse Gas Emission Intensity

Units and Substances Key
Metric Ton(s): mt
Carbon Dioxide Equivalent: CO_2e
Ore: Ore milled at mining operations
Pb: Lead produced at alloying, casting, and secondary smelting and fabricating operations

Division	Units	2022	2023	2024
Southeast Missouri Mining and Milling Division (SEMO)	mt CO_2e/mt Ore milled	0.06	0.06	**0.07**
Metals Division (Resource Recycling and Glover)	mt CO_2e /mt Pb produced	1.17	1.17	**1.20**
Fabricated Products Inc. (FPI)	mt CO_2e /mt Pb produced	0.15	0.14	**0.15**

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

Units and Substances Key
Metric Ton(s): mt

Source (mt by type and weight)	**2022**	**2023**	**2024**
Ammonia (NH_3)	0.00	0.00	**0.00**
Antimony (Sb)	0.00	0.00	**0.00**
Arsenic (As)	0.27	0.07	**1.40**
Cadmium (Cd)	0.03	0.01	**0.16**
Carbon Monoxide (CO) [(1)]	19,245.52	8,675.76	**12,562.78**
Copper (Cu)	0.17	0.29	**0.27**
Hazardous Air Pollutants (HAP)	0.82	0.49	**0.44**
Lead (Pb)	3.26	2.93	**3.37**
Nickel (Ni)	0.01	0.03	**0.03**
Nitrogen Oxides (NO_X)	29.30	50.45	**29.41**
Particulate Matter (PM)	151.28	170.67	**191.46**
Sulfur Dioxide (SO_2)	2,024.54	2,231.37	**2,324.98**
Sulfuric Acid (H_2SO_4)	0.29	0.17	**0.16**
Volatile Organic Compounds (VOC)	9.12	9.32	**8.55**
Zinc (Zn)	0.65	0.56	**0.73**
Total	**21,465.26**	**11,142.12**	**15,123.58**

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

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

Units and Substances Key
ppb: parts per billion

Source (average ppb)	**2022**	**2023**	**2024**
Lead	5	6	6
Zinc	209	235	209
Copper	1	1	2
Total water discharge (million gallons/year)	**20,049**	**17,284**	**18,996[(1)]**

(1) Calculation methodology was improved in 2024. 2022 and 2023 have been updated for consistency.

Environmental Spending

EN31 Total Fiscal Environmental Spending

	2022	2023	2024
Total Capital Spending and Operating Expense[1]	**$42,969,473**	**$35,084,561**	**$42,988,740**
Remediation Spending[2]			
Historic Properties	$6,139,667	$7,635,863	**$5,014,455**
Operating Properties	$5,802,410	$3,144,314	**$2,263,533**
Total Remediation Spending	**$11,942,077**	**$10,780,178**	**$7,277,988**
Total Fiscal Environmental Spending, Including Remediation	**$54,911,550**	**$45,864,739**	**$50,266,728**

(1) Increased capital and operating expenses in 2022 and 2024 are related to the startup of a new process at Resource Recycling and capital improvements at SEMO, respectively.

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

Workforce Summary

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

(Number of employees)[1]	2022	2023	2024
Southeast Missouri Mining and Milling Division (SEMO)	698	**706**	**684**
Metals Division (Resource Recycling)	311	**323**	**333**
Corporate and Other Non-Operations Employees	180	**177**	**165**
Fabricated Products Inc. (FPI)	39	**42**	**36**
Total Number of Employees[1]	**1,228**	**1,248**	**1,218**

Male and Female Employees by Division (Calendar Year)

	2022		2023		2024	
(Number of employees)	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
SEMO	637	61	638	68	**613**	**71**
Metals Division	283	28	292	31	**306**	**27**
Corporate and Other Non-Operations Employees	129	51	126	51	**105**	**56**
FPI	36	3	39	3	**33**	**3**
Total Number of Employees[1]	**1,085**	**143**	**1,095**	**153**	**1,061**	**157**

Number of Employees by Employment Type (Calendar Year)

(number of positions)	2022	2023	2024
Permanent Hourly Positions[2]	853	866	**932**
Permanent Salary Positions[2]	366	378	**284**
Temporary Positions	9	3	**1**
Contracted Positions	1	1	**1**
Total Number of Employees[1]	**1,228**	**1,248**	**1,218**

Male and Female Employees by Employment Type (Calendar Year)

	2022		2023		2024	
(number of employees)	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Permanent Hourly Positions[2]	827	26	835	31	**845**	**87**
Permanent Salary Positions[2]	252	114	258	120	**215**	**69**
Temporary Positions	5	3	1	2	**0**	**1**
Contracted Positions	1	0	1	0	**1**	**0**
Total Number of Employees[1]	**1,085**	**143**	**1,095**	**153**	**1,061**	**157**

(1) Employee counts for G4-10 include all categories of employees as of the end of the calendar year.
(2) August 2024 moved salaried nonexempt to hourly nonexempt classification.

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.

	2022		2023		2024	
	Number	%	Number	%	Number	%
Male	248	87.3%	251	87.8%	**247**	**88.5%**
Female	36	12.7%	35	12.2%	**32**	**11.5%**
Total Number of Employees	**284**		**286**		**279**	

Employees Leaving by Gender (Calendar Year)

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

	2022		2023		2024	
	Number	%	Number	%	Number	%
Male	239	88.8%	233	90.0%	**269**	**90.9%**
Female	30	11.2%	26	10.0%	**27**	**9.1%**
Total Number of Employees	**269**		**259**		**296**	

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.

	2022		2023		2024	
	Number	%	Number	%	Number	%
30 or younger	136	47.9%	144	50.3%	**139**	**49.8%**
31 to 40	74	26.1%	68	23.8%	**58**	**20.8%**
41 to 50	45	15.8%	40	14.0%	**53**	**19.0%**
51 and above	29	10.2%	34	11.9%	**29**	**10.4%**
Total Number of Employees	**284**		**286**		**279**	

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.

	2022		2023		2024	
	Number	%	Number	%	Number	%
30 or younger	101	37.5%	84	32.4%	**113**	**38.2%**
31 to 40	62	23.1%	59	22.8%	**64**	**21.6%**
41 to 50	50	18.6%	53	20.5%	**56**	**18.9%**
51 and above	56	20.8%	63	24.3%	**63**	**21.3%**
Total Number of Employees	**269**		**259**		**296**	

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

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)	2022	2023	2024
Southeast Missouri Mining and Milling Division (SEMO)	6.68	7.00	**6.53**
Metals Division	11.35	12.20	**12.18**
Corporate and Other Non-Operations Employees	3.52	4.56	**2.80**
Fabricated Products Inc. (FPI)	5.90	7.57	**6.20**
Average	**7.64**	**8.33**	**7.96**

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)	2022	2023	2024
SEMO	4	25	**12**
Metals Division	15	28	**107**
Corporate and Other Non-Operations Employees	0	5	**5**
FPI	0	0	**0**
Total	**19**	**58**	**124**

(1) New methodology of data collection in 2024 identified all employees that crossed the threshold in a year.

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)	2022	2023	2024
SEMO	1	2	**4**
Metals Division	3	3	**4**
Corporate and Other Non-Operations Employees	0	0	**0**
FPI	0	0	**0**
Total	**4**	**5**	**8**
Total number of work-related fatalities, companywide	**1**	**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)	2022	2023	2024
SEMO	24	27	**26**
Metals Division	24	26	**28**
Corporate and Other Non-Operations Employees	6	1	**2**
FPI	2	1	**1**
Total	**56**	**55**	**57**

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)	2022	2023	2024
SEMO	3.29	3.73	**3.52**
Metals Division	7.33	7.39	**7.93**
Corporate and Other Non-Operations Employees	3.85	1.44	**1.40**
FPI	5.03	3.53	**2.64**
Total Company	**4.47**	**4.79**	**4.48**

(1) The OSHA General Industry Lead Standard is written in units of µg of Pb/100g of whole blood. The conversion used is 1 ug/100g = 1.05 µg/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) SEMO 2023 data: Reporting methodologies changed in 2023 resulting in reporting discrepancies from previous years.

Workforce Training

404-1 (LA9) Average Hours of Training Per Employee (2024 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)	2022	2023	2024
Total number of training hours	37,690	34,621	**48,195**[i]
Total number of employees	1,228	1,248	**1,218**
Average number of training hours per employee	**30.69**	**27.74**	**39.57**

(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.

Financial Highlights

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

Dollars in Thousands	2022	2023	2024
Property Taxes[1]	$6,635	$6,665	**($968)**
Compensation	$120,107	$122,551	**$128,683**
Community Investment	$111	$112	**$318**
Environmental Spending	$54,912	$45,865	**$50,267**
R&D	$5,548	$1,594	**$2,757**
Royalties to Governments[2]	$9,933	$7,412	**$7,090**
Capital Spending (Excluding Environmental CapEx)	$32,583	$21,562	**$22,834**

(1) A property tax dispute was settled in 2024, resulting in a refund of overpaid taxes in prior years.
(2) Higher prices and production at SEMO resulted in higher royalties in 2022.

Management Approaches

https://doerun.com/sustainability/management-approaches/

Read below to learn more about how we manage our social, environmental and economic commitments.

Social

Community Engagement

Doe Run operates with the consent of the community. We recognize the importance of their goodwill and the responsibility we have to operate safely, economically, soundly, and in an environmentally sustainable manner. Our local communities expect us to be a fair and responsible community member. We demonstrate this in part by including the concerns of the community in our decision-making process. When we honor our commitments, we build trust with our stakeholders, including those in the communities in which we operate.

When we developed our Sustainability Principles, it was important to us that we address being a good neighbor, specifically:

- We respect community values, priorities, and interests in our business decisions.
- We provide enduring benefits that enhance our communities.
- We maximize the economic benefits we provide to our stakeholders.

Each of our operations is responsive to community concerns. We identify community interests and concerns in a variety of ways, including conducting surveys and participating in community events, volunteering, hosting tours and through regular exchanges with civic, government, business, education and other community groups. We are able to provide both immediate and lasting benefits to the community by:

- Purchasing locally wherever possible.
- Hiring locally where possible and paying higher-than-average local wages overall.
- Paying royalties to governments and private landholders, as well as our fair share of taxes.
- Supporting educational opportunities through STEM curriculum in area schools, tours when possible, internships, summer jobs, doctoral candidate projects, and academic scholarships.
- Providing donations to local charities that improve quality of life for people in our communities.

We also aim to share information in a transparent and proactive manner. Although we are a privately held company, we choose to report annually on our social, economic, and environmental performance in our Sustainability Report, so community members, customers, legislators, and other stakeholders know how we are doing. We also conduct community surveys to determine the interests, concerns, and disposition toward our company of those living nearest to our operations. In this way, we can adjust our community engagement and communications efforts to better meet each community's needs.

By sharing information openly, being an active member and supporter of the communities, living in and near the communities in which we operate, and engaging in two-way dialogue, we believe we can support the sustainability of the local communities, and produce and deliver our products more efficiently.

Employment

The Doe Run Company's values – safety, integrity, collaboration, respect, stewardship, and sustainability – affirm our organization's culture and commitment to sound and ethical business practices. This starts with how we treat our employees and applicants. Our goal is to attract and retain the best employees in order to help us achieve our goals, so it is important that we strive to respect and invest in our people and consider workforce and industry best practices. We do this by paying our employees overall higher-than-average local wages, offering tuition reimbursement opportunities, and providing affordable health benefits. As the largest employer in the area, it is important to the local economy that we continue to provide quality jobs and remain a sustainable company that can employ the next generation.

Our approach to employment and workers follows the principles of equal employment opportunity and affirmative action in all employment policies and practices, including our recruiting, hiring, compensation, benefits, transfers, training, promotions, company-sponsored events and other employment activities. We track and report on employment rates annually, as well as employee health and safety monthly (see **Management Approach to Health and Safety**), to ensure we are meeting those principles.

We also provide employees with training and development opportunities, which are important to help employees perform their best, build new skills, and enable the company to thrive. We believe this approach fosters greater employee satisfaction, so that they stay with us, become great at what they do and help others become so too. Our average training hours per employee devoted to environmental, health and safety are **reported here**.

Our employee handbook outlines our business code of conduct, hiring practices, time and attendance policies, anti-harassment policies, compensation and pay practices, benefit and leave policies, and much more for employees. We provide helpful resources, such as an employee hotline, which allows employees to report anything that might be illegal or unethical, or violations of company policy. We introduce all new employees to these materials during orientation, and regularly review them with employees when and if changes are made to a policy, or if a need is identified.

We support a culture of respect, continuous improvement and safety by identifying competencies that are aligned directly to our values and have built them into our talent management practices. We assess and review talent for our critical positions companywide on an annual basis and offer tools for learning to plan for succession and prepare our workforce for future success. We recognize and respect that every employee has a voice and opinion that matters. Diversity in experience, thought and ideas is encouraged.

Building a culture of respect and investment in our people is a strategic priority, but it's increasingly important as the entire mining industry faces a growing demand for talent to replace retiring employees. How we attract, build, and retain top talent will directly impact our long-term success as a company and an industry. That is why we aim to be viewed as a preferred employer by promoting

a culture of safety and environmental compliance, teamwork and collaboration, fairness and consistency, oversight and standardization, communication and advocacy.

Health and Safety

We depend on one another to operate safely and to protect each other, the community and the environment. We share updates internally on a monthly basis, report incidents according to regulatory requirements and share our annual results in this Sustainability Report.

Doe Run's approach to employee health and safety includes continual training and protective standards that meet or exceed industry and regulatory standards. Training is critical to helping us keep our employees safe and is required to meet certain compliance and regulatory guidelines, as well as to cover essential work-related skills, techniques and knowledge. We ensure that our employees possess the right skills to help our business succeed, and conduct refreshers to address changes in guidelines, technology, processes, etc.

Supervisors are responsible for confirming that all employees receive required trainings, as well as annual refreshers and/or continuing education as needed. In 2024, employees participated in more than 34,000 hours of environmental, health and safety training.

Doe Run also tracks and reports on key health and safety metrics on a monthly and annual basis to identify opportunities for improvement. We track our exposed workforce's blood-lead levels (the trace amount of lead the body may absorb through exposure), accidents, and incident rates. Monthly reports are shared all the way up through the executive level.

Our mining, milling, and recycling activities have the potential for employees to be exposed to airborne lead particles. Doe Run employees are trained in proper lead handling and personal hygiene processes to reduce their exposure. Personal protective equipment is worn in areas of exposure, and employees who work in certain areas are required to wash thoroughly and change clothes and shoes before eating or going home each day.

Doe Run's standards for workforce exposure to lead are more stringent than government requirements, and progress is measured to the microgram, or one millionth of a gram. The lead industry voluntarily self-monitors and self-reports on employees' blood-lead concentrations in micrograms of lead per deciliter of whole blood (µg/dL). Doe Run reports this information in our Sustainability Report. In addition, on a monthly basis, we track and monitor internally those employees whose blood-lead levels are 15-19 µg/dL and employees whose levels are greater than 19 µg/dL. Doe Run counsels employees who cross a certain threshold to identify particular areas of exposure, and work on individualized plans to address those areas. Employees whose levels exceed 25 µg/dL are temporarily reassigned to a job area with reduced exposure. By comparison, the adjusted OSHA standard for medical reassignment of an employee is 53 µg/dL.

We use a variety of tools to assist in identifying safety improvement opportunities, and we involve employees to develop solutions to address them. Some examples of routine safety steps employees take include pre-shift equipment inspections and daily inspections of their work areas to identify any potential hazards, and reporting near misses – situations that could have resulted in an accident but did not – to help prevent potential injuries.

Doe Run has won the prestigious Sentinels of Safety mine safety award 28 times and has operations that have gone decades without a lost-time incident. We also have two award-winning mine rescue teams that undergo monthly training and compete in mine rescue competitions to keep skills sharp in case they need to aid employees during a real mine emergency. Safely returning our workers home to their families and loved ones at the end of each day is the ultimate goal of our safety and training programs.

Environmental

Emissions

We report on our environmental performance each year regarding potential environmental impacts and to inform our neighbors and other stakeholders about our efforts to minimize such impacts.

Doe Run's mining, milling, and recycling activities involve permitted emissions into the environment, which is why we have robust management systems in place to mitigate any potential impact to the environment and maintain permit compliance. Such emissions are monitored and reported, as appropriate, to regulatory bodies, including the Missouri Department of Natural Resources and the United States Environmental Protection Agency.

We have a number of measures in place to minimize, treat, and prevent emissions in order to ensure a safe work environment and to meet regulatory requirements with respect to water and air. Water released from our property must meet limits established in facility-specific operating permits. Air emissions also must meet standards. Doe Run uses baghouses, scrubbers, ventilation systems and enclosures, among other methods, to manage these emissions. Our air emissions are regularly monitored and reported, and ambient conditions are evaluated by air monitors designed to measure concentrations on-site as well as beyond our property line. We also use a system that enables us to monitor air emissions continuously for some processes.

The vast majority of our reported emissions are the placement of tailings (ground-up rock that is the byproduct of milling and mining, from which we have effectively removed the minerals) into permanent permitted areas on our property.

To further monitor and improve in this area, we maintain International Organization for Standardization (ISO) environmental management certifications covering multiple facilities.

Energy

Our Sustainability Principles reflect that Doe Run is a steward of not only the minerals we extract, but also the energy we use in our operations. Energy consumption constitutes one of our largest operating costs for both the mining and metals divisions. Doe Run is one of the largest electricity consumers in Missouri because electric motors run much of our operations, including conveyors, pumps, ventilation fans, rock crushers, grinding mills, hoisting equipment, air scrubbers, baghouses and water treatment plants. Total energy consumption includes electricity, fuels (furnace coke, diesel, propane, gasoline), and explosives. The electricity we use is purchased from our local utilities, which generate the majority of their electricity from fossil fuels. Energy usage and costs are tracked monthly for each of the operations.

Because fossil fuels produce carbon emissions, we continue to explore other ways to conserve energy and use cleaner energy options for the good of the environment, society and the sustainability of the company. We have initiated several energy efficiency projects, including LED lighting replacements, installing variable-frequency drives on vent fan motors, installing shut-off switches on pumps that do not need to run continuously, and using new, higher efficiency water pumps at our water treatment plants. Collaborative work with our energy providers has resulted in upgraded substation infrastructure that includes advanced methods for tracking and understanding energy usage. Our electric underground haulage system significantly reduces the use of diesel trucks above ground at one of our sites. As mines age, transportation efficiency over longer haul distances becomes even more important. Conserving energy, reducing costs and/or looking for alternative energy sources are critical to the future of our mines and the economic value they bring our stakeholders.

Materials

One of our Sustainability Principles is to “minimize the impact of our operations on the environment.” Understanding our product streams, as well as the amount of materials we are able to recycle through our process, helps us measure and manage the resources we consume. By using recycled materials, we support a more circular economy and reduce overall waste to landfills.

Our stakeholders care about the environment and jobs, so effectively managing natural resources and providing value to the local community by sourcing locally are two examples of steps we take to address those concerns. Another important topic for our industry is the reuse of materials to limit waste, which is why we report on 301-1 (EN2). We recycle an average of 8 million batteries per year, along with other lead-bearing materials, at our Resource Recycling facility. These materials are sourced from battery manufacturers and other business partners. The recovered materials can be reused again and again, as part of a circular economy. Additionally, active Doe Run facilities work to continuously improve processes to minimize waste generation through programs such as recycling of cardboard and shrink wrap from raw material packaging.

We measure all materials we use so we can better evaluate purchasing habits, material sourcing and product options, among other material needs. We continue to look for opportunities for improvement, such as sourcing more materials locally (which can reduce shipping impacts) and choosing alternative renewable materials where feasible. When imports are required for our finished products, we require suppliers to confirm they are not supplying conflict minerals.

Doe Run utilizes this information to inform our purchasing decisions, evaluate contracts and select vendors who share our vision for sustainability. By working together, we can improve efficiencies throughout our supply chain and responsibly source cost-effective materials. Preferences are put on materials that deliver value to the organization, support jobs in local communities, and have as little environmental impact as possible.

Water

In Southeast Missouri, many streams run near our operations. These waterways provide recreation for the community, and responsible use of these resources is important to us, as well as our neighbors. We are dedicated to protecting water quality. We work to ensure that water discharged from our operations safely meets permitted levels based on water quality standards before being returned to the environment.

We measure our water discharge data to track our progress in returning clean water to the environment. Approximately 52 million gallons of water come into contact with our Missouri operations every day, naturally flowing through our mines, falling as rain on our property or used in our processes. We pump water that comes from the mines and mills to large tailings storage facilities on our property, where it is temporarily stored prior to treatment in site-specific water treatment facilities.

Five water treatment plants process water from mine tailings storage facilities, and three water treatment plants cover our Herculaneum, Glover and Resource Recycling facilities. Our water treatment plants use a chemical technology, similar to that of municipal water treatment plants, to sufficiently remove metals and impurities. We monitor the water to ensure it meets regulatory requirements administered by the State of Missouri, prior to discharging to local waterways.

Our water management approach with these high-tech facilities allows Doe Run to process and discharge water more efficiently and meet stringent water quality standards. The water treatment plants have also increased our capacity to handle high surges of water in the event of heavy storms.

At Fabricated Products, Inc. – a wholly owned subsidiary of Doe Run – they rely on two retention basins to collect rainwater runoff at the lead fabrication plant in Casa Grande, Arizona. This reduces the load on the municipal storm water and sewer system.

Additionally, we keep the quality of water in mind when remediating historic mine sites. At some remediation sites, we have greatly improved water quality in streams and created stormwater diversions to manage water quality. We have also capped slag and chat piles and have taken other measures to reduce wind and water erosion, to limit or prevent such materials from being carried into nearby water sources.

Economic

Compliance

Our activities are subject to a wide range of laws and regulations governing worker health and safety, land use, environmental protections, and many other areas. Compliance in this regulatory environment is crucial to our business and our reputation. By operating a responsible business, we are able to continue to protect our shared environment, employ our people, support our local economy, and provide necessary minerals and metals to a global society.

Our commitment to conduct business in a manner that adheres to all applicable laws and regulations is stated in our employee handbooks and Standards of Business Conduct.

We also participate in key voluntary compliance and reporting programs to demonstrate our commitment to transparency and good governance. We hold International Organization for Standardization (ISO) certifications at nine of our facilities to help us maintain environmental (ISO 14001) and product (ISO 9001) quality standards. These sites undergo third-party certification to ensure ISO standards are met. Our Environmental Management System (EMS) follows ISO standards to help Doe Run ensure that measures are properly implemented to meet environmental regulations. Within this program is the Environmental Task Management System (ETMS), which integrates our environmental tasks into a calendar system with reminders that allows us to track the completion of reoccurring tasks, such as sampling events.

In addition to internal efforts to verify performance, regulators closely monitor our activities. Sites are frequently inspected by state and federal government agencies that review our operational, health and safety, and environmental performance. Our facilities are subject to regulation by, among others, the Mine Safety and Health Administration, the Missouri Department of Labor Mine and Cave Safety Division, the Occupational Safety and Health Administration, the Missouri Department of Natural Resources and the United States Environmental Protection Agency. These agencies conduct inspections on a regular basis.

Financial Management

Doe Run generates financial value by mining and milling lead, copper, and zinc ore; producing concentrates; manufacturing lead products; and recovering lead metal through the recycling of approximately 8 million lead batteries each year. As a major employer in the region, our business has an impact on the community and local economy, as well as the local suppliers and nonprofits who rely on our partnership.

We engage in a rigorous annual planning process in which we allocate the resources generated by the business. During that process, we try to balance our investments in a way that is most fair to all our stakeholders by reinvesting in our business and employees, protecting the environment and improving the local economy.

Doe Run takes this approach in order to appropriately allocate resources to each of our priorities, balancing the changing needs of each one.

- We strive to ensure that we invest sufficiently in the community, through donating to local causes, and paying fair wages to employees.
- It is important that we continue to reinvest in our operations to ensure our long-term sustainability.
- We are also committed to the environment in which we live and operate, and invest significant resources into monitoring, mitigating and improving our impact on the environment.

Doe Run follows rigorous procedures for its internal control systems. Read more about these procedures in the **corporate governance** section of the report.

Corporate Governance

https://doerun.com/sustainability/corporate-governance/

The Doe Run Resources Corporation, doing business as The Doe Run Company (Doe Run), is ultimately held by the private, New York-based **The Renco Group, Inc.**

As a global supplier of lead, copper, and zinc concentrates and lead metals and alloys, Doe Run is guided by a seven-member executive team.[1] The team consists of the president and chief executive officer; executive vice president – finance and human resources, chief financial officer and treasurer; vice president of operations and chief operating officer; vice president – law and general counsel; vice president – sales and marketing; vice president – exploration and strategic planning; and vice president – environmental, health and safety. The executive team is 86% male and encompasses an age range of 42 to 66 years. The team is 86% Caucasian. Their compensation is determined using market-based data and standard industry practices.

The executive team members were selected for their roles based on their depth of experience and competencies relevant to our business, including: mining, metallurgy, geology, engineering, environmental management, regulatory compliance, law, human resources, and financial management. They lead these areas of the organization through a lens of sustainability, addressing relevant environmental, social, and economic impacts.

These individuals are responsible for setting the business strategy and organizational structure of Doe Run, as well as the company's economic, social, and environmental policies, and its goals and performance. The executive team regularly consults with stakeholders, including employees, customers, legislators, regulators, and community members, to understand their needs and potential business impacts.

The executive team is actively involved in reviewing each division's production, workforce, environmental, health and safety performance, as well as broader economic performance by division and for the company and its subsidiaries. These topics are reviewed by the team at least weekly and often daily.

Executives receive base and variable compensation. Base compensation is based on years of experience, competitive market analysis, and areas of responsibility. Variable or performance-based compensation is based on performance against established metrics that are set at the start of each fiscal year.

As a part of our annual profit planning process, the executive team sets company goals and identifies projects, including those that further implement sustainability in the company's operations. Company projects must align to company goals and have specific metrics. Company projects are reviewed continually. Many of the projects are reported on in the Sustainability Report, which is prepared by a team of employees across all divisions, as assigned by the executive team. Sustainability and its governance are set by the executive team who reviews and approves Doe Run's Sustainability Report.

Policies, Procedures and Practices

Doe Run's board of directors expects management to keep pace with best practices in corporate governance. To accomplish this goal, Doe Run utilizes a stringent set of corporate governance policies, procedures and practices to ensure that the business is properly directed, administered and controlled. For example:

- Doe Run follows rigorous procedures for our internal control systems. These procedures include conscientious design of systems, with a focus on segregation of duties wherever practicable, and proper documentation and annual testing of the operations of these systems. Doe Run also undergoes external audits, including testing of internal controls, by an independent accounting firm, which is required to adhere to **Generally Accepted Auditing Standards (GAAS)** as established by the American Institute of Certified Public Accountants. Doe Run has written procedures and policies in place to ensure the accuracy and completeness of our financial records and the effectiveness of our internal control systems, particularly in such areas as accounting, inventory, purchasing and sales transactions. In addition, the legal department reviews contracts for legal risks to the business, and our standard vendor setup packet identifies any personal relationships to Doe Run employees that could pose a conflict of interest. The decision to take these steps is consistent with our desire to conduct business ethically and responsibly. Following this control framework also supports our efforts to maintain **International Organization for Standardization** (ISO) certifications at several operating sites, including the Resource Recycling facility and the Vancouver, Washington–based Fabricated Products Inc. site, which are all certified under the ISO 9001 Quality Management program. This certification verifies that strong, quality procedures are in place. Doe Run's Sweetwater Mine and Mill, Fletcher Mine and Mill, Brushy Creek Mine and Mill, Buick Mill, Casteel Mine, Mine 29, and Resource Recycling facility hold ISO 14001 certification, which focuses on environmental management. Specifics related to these certifications are **included on our website**.
- As a federal subcontractor, Doe Run adheres to the requirements of the Office of Federal Contract Compliance Programs (OFCCP). In doing so, Doe Run develops annual affirmative action plans, which support the principles of equal employment opportunity and affirmative action in all of our vendor agreements, as well as employment policies and practices, including recruiting, hiring, compensation, benefits, transfers, training, promotions, social recreation programs, company-sponsored events, and in other terms and conditions of employment.
- Doe Run strives to maintain open communication with important audiences both inside and outside the company. As described within the **Reporting Process**, Doe Run holds regular meetings with employees and engages in ongoing conversations with external stakeholders. We also periodically survey employees and community stakeholders. Through our corporate office, Doe Run provides our operating sites with guidance and education about community engagement. Sites implement activities based on the specific needs of local communities. These activities include regular community outreach, facility tours, special events and ongoing dialogue with local communities. Stakeholders can share concerns or feedback with the company through any of these forums or by contacting **communityinfo@doerun.com**. When we receive community concerns, we investigate the source of the concern and take appropriate measures to address those concerns as promptly as possible.
- As part of the company's employee handbooks, which cover company policies, procedures and practices, Doe Run also provides Standards of Business Conduct. These handbooks include our ethics policy, practices to help avoid and address conflicts of interest and bribery, including

our compliance with the Foreign Corrupt Practices Act (FCPA), and how to report suspicious activities, among other information. These policies are reviewed at onboarding, and employees acknowledge their receipt of the handbook at onboarding and whenever changes are made.

- In addition to providing on-site HR support, we also provide our employees with a mechanism by which they can anonymously share issues or concerns via a hotline system managed by an outside third party. Once an employee makes a report, the third-party firm notifies human resources and legal department leadership. Timely investigations are conducted for all reports made to the hotline. Any necessary communication between the reporter and the company is handled through the third-party system, unless an employee elects otherwise, to resolve issues as discreetly as possible.

Those interested in employment or advancement can begin learning about the company's expectations, values and sustainability policy from our website, recruitment ads, new hire orientation, and leadership development programs. In addition, the company's Standards of Business Conduct and Company Values, Vision, Mission and Business Strategy are reviewed formally during the onboarding process and throughout our leadership development programs. Employees receive updated versions of the employee handbooks and Standards of Business Conduct as revisions are made, and also can access these documents online.

Doe Run is committed to providing good-paying jobs in our communities. Our average wage is higher than the average wage in the Missouri counties in which we operate and those from which we draw the majority of our employees, as well as higher than the average Missouri wage overall. All salaried positions are periodically reviewed for total compensation for competitive purposes. Compensation equity is reviewed as a part of that analysis and also reviewed with promotions. Benefits are reviewed annually.

Our core values are defined by the executive team and reinforced daily in conversations, business processes, as part of employee development, as well as throughout our internal and external communications.

We believe we can enhance the quality of life for our stakeholders through:

- Safety: Protecting one another.
- Integrity: Demonstrating transparency and honesty in all we say and do.
- Collaboration: Working together with employees and external stakeholders to realize shared goals.
- Respect: Recognizing that every employee has a voice and opinion that matters; diversity of experience, thought and ideas is encouraged.
- Stewardship: Conserving, managing, and making the most of the natural resources in our care.
- Sustainability: Balancing social, environmental, and economic considerations with a relentless focus on improving our processes.

To ensure that we stay current on corporate responsibility trends, we consider guidance through trade associations related to our industry.

We are committed to continuous improvement in operating with responsibility and with integrity.

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[1] *Executive team composition as of Feb 21, 2025*

Reporting Practice

https://doerun.com/sustainability/reporting-practice/

Taking into consideration the Global Reporting Initiative (GRI) definition of materiality, Doe Run determines what information to include in its Sustainability Report based on a variety of methods, which may include quantitative and qualitative research, one-on-one conversations, community meetings, tours, online surveys and special events. We include progress we have made on projects, processes, or challenges that have significant economic, environmental, and social impact (both positive and negative) on our company, our stakeholders, and the industries that depend on lead-based products.

Doe Run initially adopted the GRI framework in 2009 as a response to research that indicated audiences wanted to know more about the company, its efforts to operate safely and its investments to limit its environmental impact. The executive team reviews and implements programs and processes to further implement sustainability in the company's operations. Each year, the executive team assigns individuals from the various divisions to collect data and prepare the company's Sustainability Report.

Doe Run continues to refine the topics we cover in our Sustainability Reports based on what our stakeholders consider material.

Over the past decade, we have periodically conducted quantitative and qualitative research within the Missouri communities in which we operate. The research identified the major issues facing citizens in the community during that time. Some of the most common responses we have heard over the years include the state of the local economy, the availability of good jobs, local education and healthcare access, Doe Run's environmental responsibility, the safety of Doe Run operations, and the company's involvement in the community.

Based on these insights and ongoing conversations with our stakeholders, Doe Run prioritized which aspects and data indicators are material both inside and outside the organization, and should be the focus of this report:

- Job creation and workforce development
- Employee health and safety at all operations
- Environmental capital investment and performance, which relates to all operations
- Remediation progress and land conservation
- Workforce data for all operations
- Direct economic impact from all operations and indirect economic impact from operations and supply chain

Identification and Selection of Stakeholders

Based on input and continued dialogue with our employees, communities, industry groups and regulatory bodies, we've determined that in addition to our shareholder and employees, our stakeholders consist of the following: community groups and leaders; neighboring property owners and residents; retired employees; local, state and federal governments; business groups; nearby schools; customers; suppliers; and industry organizations.

Stakeholder Groups

Community Groups and Leaders

Key Interests and Concerns

Seek information related to local jobs, taxes and other support.

Engagement Methods

- Provide feedback mechanism via annual Sustainability Report.
- Maintain ongoing engagement through a number of community events.
- Maintain involvement in various community organizations, including Viburnum Economic Development Area Corporation, Viburnum Lions Club, Salem Chamber of Commerce, Council for a Healthy Dent County, Reynolds County Rotary Club, Viburnum Golf Club, Joachim Golf Club, local school district organizations and community sports teams.
- Support local and regional nonprofits through donations, including Salem Senior Center, Ellington Chamber of Commerce, Ellington Volunteer Fire Department, Bunker Lions Club, Bunker Volunteer Fire Department, Viburnum Lions Club, Ellington Alumni Association, Disabled Citizens Alliance for Independence Food Pantry, Advantage Home Care, Council for a Healthy Dent County, The Guardian Angel Settlement Association's "St. Louis Santas for Seniors" program, Old Miners' Days Committee, Hurricane Helene and Milton Relief Efforts, Salvation Army of Iron County, and Reynolds County Sheltered Workshop, local churches and other organizations.
- Share company updates via news releases and annual Sustainability Report.
- Provide free tours annually during Old Miners' Days in Viburnum, Mo., and community education at annual events in Park Hills, Mo.

Neighboring Property Owners and Residents

Key Interests and Concerns

Seek information related to the potential impact of Doe Run's operations on their land, such as environmental precautions, traffic, noise, etc. Also interested in employee safety.

Engagement Methods

- Communicate directly with impacted residents if or when a situation arises.
- Share company updates via direct communication with community leaders, news releases, local newspaper and radio interviews, and annual Sustainability Report.
- Provide free tours annually during Old Miners' Days.

Employees

Key Interests and Concerns

Seek information about business goals, operational performance, employee training, and health and safety.

Engagement Methods

- Conduct employee surveys, most recently in 2022, 2017, 2014 and 2012.
- Hold regular and frequent safety/communications meetings with hourly employees.
- Hold informal meetings between executives and employees outside of the departments they oversee to create opportunities for employees to ask questions.
- Hold regular employee meetings with managers.
- Establish cascading process to share information with employees and to surface feedback from employees.
- Publish and mail regular employee newsletter to share company updates.
- Gather informal information at annual company-sponsored events, including Old Miners' Days and annual events in Park Hills, Mo.
- Regularly post company updates to LinkedIn.
- Publish intranet articles and banners.
- Share frequent employee updates on monitors at Doe Run facilities.

Local, State and Federal Government and Regulatory Agencies

Key Interests and Concerns

These groups seek information about operational performance, specifically around environmental impact and health and safety. Local and state governments are also deeply interested in the company's economic impact, including jobs and taxes.

Engagement Methods

- Periodically hosts Doe Run Day at the Capitol to interact with legislators in Jefferson City, Missouri.
- Regularly host legislators, policymakers and their staffs on tours of Doe Run operations.
- Host Environmental Protection Agency/Missouri Department of Natural Resources tours of Doe Run operations.

- Meet regularly with federal and state legislators and regulators to provide updates on company operations, environmental performance and future plans.
- Post online annual Sustainability Reports with detailed data on environmental, health and safety performance.
- Meet regularly with Missouri Department of Natural Resources, EPA Region 7, U.S. Forest Service, U.S. Fish and Wildlife, and Bureau of Land Management to address legacy issues and ongoing operations.

Business Groups

Key Interests and Concerns

Seek information related to the company's economic impact in the area, including supplier partnerships.

Engagement Methods

- Maintain involvement with local business groups, including Viburnum Economic Development Area Corporation, Viburnum Lions Club, Viburnum Golf Club, Joachim Golf Club, Salem Chamber of Commerce, and Associated Industries of Missouri.
- Share company updates via news releases, LinkedIn and the annual Sustainability Report.

Nearby School Districts and Colleges

Key Interests and Concerns

Seek information related to funding that benefits schools. Also seek information to inform and educate students about mining and minerals, and training for students who want to enter the mining profession.

Engagement Methods

- Maintain ongoing partnerships with local colleges, such as Missouri University of Science and Technology and Mineral Area College, including scholarships, training opportunities and/or donations toward key programs.
- Provide financial support for education in local schools with a focus on STEM related education, including materials that encourage active learning, creative problem-solving, and enhanced curriculum at area school districts, and scholarships for students studying STEM fields.
- Offer minerals education curriculum and materials to local school districts.
- Offer internships and job training.

- Engage in informal conversations with teachers and administrators through involvement in mineral education workshops, Career Days and other partnerships with schools.
- Share company updates via news releases, LinkedIn and the annual Sustainability Report.
- Regularly host local university administrators, professors, and students, on tours of operations.

Customers

Key Interests and Concerns

Seek information related to the quality of our products, customer service, and business continuity.

Engagement Methods

- Maintain ongoing conversations between customers and sales, customer service, production and planning, and transportation personnel.
- Provide a quality and service response program.
- Engage with customers at conferences and tradeshows.
- Visit customer facilities.

Industry Organizations

Key Interests and Concerns

Seek information and best practices related to economic, environmental and social performance

Engagement Methods

- Identify best practices of industry organizations through attendance at annual conferences, volunteering on committees and one-on-one conversations and incorporate ideas and practices as appropriate.

Open communication with our internal and external stakeholders helps us share achievements and challenges. It also helps Doe Run understand what actions and information our stakeholders desire from us. We strive to maintain open communication with stakeholders both inside and outside the company. Our Sustainability Reports and our online survey are two channels for this communication.

To share feedback with Doe Run, contact **communityinfo@doerun.com**, and please consider answering a few questions via our **online survey**.

GRI Index

https://doerun.com/sustainability/gri-index/

This report contains Standard Disclosures from the GRI Sustainability Reporting Guidelines. A list of the reported Standard Disclosures is listed below. All information is fully disclosed, unless otherwise indicated.

General Disclosures

2-1	**Organizational details**	The company operates in the United States and is headquartered in St. Louis, Missouri. The Doe Run Resources Corporation is a corporation, which is an indirect subsidiary of The Renco Group, Inc.
2-2	**Entities included in the organization's sustainability reporting**	The Doe Run Resources Corporation's operations, as well as the operations of its wholly owned subsidiaries.
2-3	**Reporting period, frequency and contact point**	Doe Run reports annually on a calendar year basis (fiscal year reporting is noted where appropriate). The report is typically published online in August. Any questions regarding reporting can be sent to Chris Neaville, director of public affairs, at cneaville@doerun.com.
2-4	**Restatements of information**	All significant restatements of data and information provided in earlier reports are noted in the particular report section in footnotes.
2-5	**External assurance**	The report is not externally assured.
2-6	**Activities, value chain and other business relationships**	**What We Do**
2-7	**Employees**	**Workforce Summary**
2-8	**Workers who are not employees**	**Workforce Summary**
2-9	**Governance structure**	**Corporate Governance**
2-10	**Nomination and selection of the highest governance body**	**Corporate Governance**
2-11	**Chair of the highest governance body**	**Corporate Governance**
2-12	**Role of the highest governance body in overseeing the management of impacts**	**Corporate Governance**
2-13	**Delegation of responsibility for managing impacts**	**Corporate Governance**

2-14	**Role of the highest governance body in sustainability reporting**	**Corporate Governance**
2-15	**Conflicts of interest**	**Corporate Governance**
2-16	**Communication of critical concerns**	**Corporate Governance** **Employment Management Approach**
2-17	**Collective knowledge of the highest governance body**	**Corporate Governance**
2-18	**Evaluation of the performance of the highest governance body**	**Corporate Governance**
2-19	**Remuneration policies**	As a privately held company, Doe Run does not disclose this information.
2-20	**Process to determine remuneration**	As a privately held company, Doe Run does not disclose this information.
2-21	**Annual total compensation ratio**	Not reported
2-22	**Statement on sustainable development strategy**	Doe Run takes into consideration the three pillars of sustainability (social, economic, and environmental aspects) in company decisions with a goal of providing value to all of our stakeholders while safely operating within the intent of the law and providing a return on investments.
2-23	**Policy commitments**	**Corporate Governance**
2-24	**Embedding policy commitments**	Doe Run's Employee Handbook and Standards of Business Conduct provide employment policies and guidance as to how employees should conduct themselves at work and while representing Doe Run. Doe Run's **Corporate Governance** and **Management Approaches** set forth descriptions of other policies and practices to which the company adheres. These documents are reviewed by the executive committee and updated as appropriate.
2-25	**Process to remediate negative impacts**	**Corporate Governance**
2-26	**Mechanisms for seeking advice and raising concerns**	**Corporate Governance**

2-27	**Compliance with laws and regulations**	In 2024, Doe Run paid $230,203 in fines and penalties relating to compliance with environmental health and safety regulations, including stipulated penalties of $15,000 related to a 2019 agreement (revised in 2021) with the Missouri Department of Natural Resources and $215,203 related to allegations of non-compliance with various MSHA regulatory requirements.
2-28	**Membership associations**	The Doe Run Company participated on the boards and/or committees for a variety of industry organizations in 2024, including: REGFORM Associated Industries of Missouri National Mining Association Society of Mining, Metallurgy and Exploration Women of the Global Battery Industry Association of Battery Recyclers Engineer Geoscientists Manitoba Society of Mining Engineers
2-29	**Approach to stakeholder engagement**	**Reporting Practice**
2-30	**Collective bargaining agreements**	None.

Material Topics

3-1	**Process to determine material topics**	**Reporting Practice**
3-2	**List of material topics**	**Reporting Practice**
3-3	**Management of material topics**	**Management Approaches**

Economic

201-1 (G4-EC1)	**Direct economic value generated and distributed**	**Financial Highlights** (Partially Disclosed)
203-1 (G4-EC7)	**Development and impact of infrastructure investments and services supported**	In 2024 Doe Run provided $318,000 in community infrastructure support including subsidizing multiple tenants' rent in a shopping center and dental office, and subsidizing the Viburnum and Herculaneum golf clubs.
204-1 (G4-EC9)	**Proportion of spending on local suppliers at significant locations of operation**	In 2024, Doe Run supported Missouri businesses by spending nearly 193 million dollars with 572 Missouri vendors. This accounts for 45% of total company spending.

Environmental

301-2 (G4-EN2)	**Percentage of materials used that are recycled input materials**	**Environmental Performance**
302-1 (G4-EN3)	**Energy consumption within the organization**	**Environmental Performance**
302-3 (G4-EN5)	**Energy intensity**	**Environmental Performance**
305-1 (G4-EN15)	**Direct greenhouse gas (GHG) emissions (Scope 1)**	**Environmental Performance**
305-2 (G4-EN16)	**Energy indirect greenhouse gas (GHG) emissions (Scope 2)**	**Environmental Performance**
305-3 (G4-EN17)	**Other indirect greenhouse gas (GHG) emissions (Scope 3)**	**Environmental Performance**
305-4 (G4-EN18)	**Greenhouse gas (GHG) emissions intensity**	**Environmental Performance**
305-7 (G4-EN21)	**NOx, SOx, and other significant air emissions**	**Environmental Performance**
306-1 (G4-EN22)	**Total water discharge by quality and destination**	**Environmental Performance**

Employment

401-1 (G4-LA2)	**New employee hires and employee turnover**	**Workforce Summary** (Partially Disclosed)

Occupational Health and Safety Management

403-1 (G4-LA6)	**Type and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities**	**Health and Safety Performance** (Partially Disclosed)

Training and Education

404-1 (G4-LA9)	**Average hours of training per year per employee**	**Workforce Training** (Partially Disclosed)

Local Communities

413-1 (G4-SO1)	**Local community engagement, impact assessments, and development programs**	All operations implement a localized community engagement plan.

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