

Report









mlc.com/sustainability

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Reliable Quality, Responsibly

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Introduction

A WORD FROM OUR PRESIDENT



Sustainability has long been a core value at MLC. This has been central to our success, driving us to make responsible and futurefocused decisions for how we run our business.

In 2022, we began a new chapter for sustainability at MLC by embracing a more strategic and methodical approach. We also broadened our focus, encompassing a more holistic perspective of People, Planet, and Company.

We began by measuring our baselines and determining how our operations impact our communities, climate, and commerce. From there, we began plotting a course to a lower-carbon future.

Lime and limestone products are essential building blocks in a diverse range of industrial and consumer processes, from steel manufacturing to water utilities, and even food production. For this reason,

Responsible growth allows us to deliver profits while also ensuring we have a positive impact on the planet and society. In our strategy and daily decisions, we strive to do more with less, improve safety, and grow in a sustainable manner, keeping us moving in the right direction." it is imperative that we continuously drive down the environmental footprint of lime production.

Sustainable development at MLC is about responsible growth through innovation, optimization, and partnerships. Responsible growth allows us to deliver profits while also ensuring we have a positive impact on the planet and society.

In our strategy and daily decisions, we strive to do more with less, improve safety, and grow in a sustainable manner, keeping us moving in the right direction. By concentrating on both our lime production processes and its applications, we ensure that our improvements benefit our customers as well.

The challenges for the lime industry are not easily overcome. Our process includes unavoidable emissions from the chemical reaction created by heating limestone, as well as the combustion emissions from fossil fuels. The work can also be challenging; our employees often need to manage a variety of hazards to ensure we can safely deliver this essential mineral to critical industries.



While we have always prioritized sustainability as a core value, we have not historically shared what we do or how we do it.

That is changing, starting with this report. By communicating transparently with our stakeholders, we manifest our commitments to reduce and repair environmental impact; engage and protect people; and measure and demonstrate our progress. We also hold ourselves accountable for achieving measurable goals.

We believe it is beneficial to utilize globally recognized, comparable, common frameworks for reporting both financial and non-financial sustainability information. Therefore, our report references the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and the Taskforce on Climate-related Financial Disclosures (TCFD) guidelines.

Paul Hogan

President and CEO. MLC





Founded in 1907







MANUFACTURING OPERATIONS



WHO WE ARE

MLC is a leading global supplier of high-calcium lime products and technical solutions, headquartered in St. Louis, Missouri. These offerings bring performance and value to a range of market applications, including metals, construction, chemicals, water and emissions treatment, glass, plastics, elastomers, agriculture, foods and beverages.

With over a century in business, MLC has built a reputation on the quality of its products and services, as well as an unwavering commitment to safety, sustainability and service.

The company's expanding global footprint includes a diversified, reliable network of production and distribution facilities in the U.S., as well as in the U.K. through its Singleton Birch business. MLC is an HBM Holdings company. With over a century in business, MLC has built a reputation on the quality of its products and services, as well as an unwavering commitment to safety, sustainability and service.

MLC is an HBM Holdings company. HBM is a privately held global conglomerate focused on strategically acquiring and partnering with middle-market industrial companies. HBM invests in and builds high-performing companies within mission-critical industries, including aerospace and defense, environmental, medical devices and instruments, and packaging. HBM's portfolio of companies includes MLC, Schafer Industries, HarperLove, and Control Devices. For more information, visit <u>hbmholdings.com</u>.





GLOBAL HEADQUARTERS: **St. Louis, Missouri**



OPERATING COUNTRIES (US AND UK)

US: 877 EMPLOYEES
US CORPORATE: 81 EMPLOYEES
UK: 164 EMPLOYEES



13 ACQUISITIONS SINCE 2000







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OUR CORE VALUES



Integrity

Act with honesty and deliver on our commitments.



Customer Satisfaction

Deliver value to customers through partnership, innovation, and service.



Operational Excellence

Fortify our reliability and agility by driving best-in-class performance.



Sustainability

Contribute to a better future for our business, people, and communities.



Our Responsibility to Each Other

Work safely as a team, welcome other backgrounds and perspectives, and help those in need.

OUR MISSION

OUR VISION

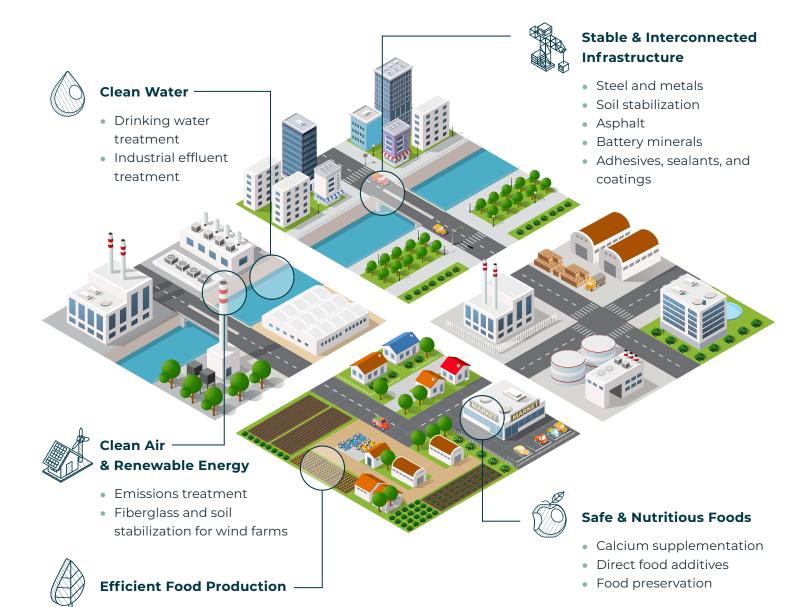
Utilize the essential mineral lime to support the evolving needs of society.



Become the global lime solutions partner with an unwavering commitment to safety, sustainability, and service.



LIME SOLUTIONS FOR SUSTAINABLE CITIES



- Soil amendment for crop yield improvement
- Calcium supplementation for feed
- Approved biocides for agriculture biosecurity



In accordance with our mission to support the evolving needs of society, MLC is focused on providing and innovating lime solutions that contribute to sustainable cities.





SUSTAINABILITY STRATEGY

The theme of MLC's sustainability strategy is 'Reliable Quality, Responsibly'.

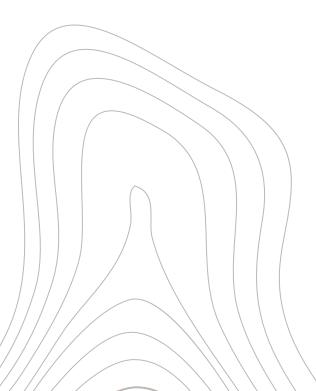
Keeping true to our customers, our roots, and our values is our guiding principle. It's how we've grown into a world-class company known for safely and sustainably delivering the highest quality calcium products and the most advanced services on the market. And it's what drives us to continuously improve and innovate for the future.

We promote stewardship, ethical management, and responsibility across the sustainability spectrum while continuing to grow in a responsible manner, generating positive impacts for people and planet.

Dedicated leadership and engagement for sustainability enables us to integrate our sustainability strategy across all levels of the organization. All teams are expected to contribute to operating safely, managing climate-related risks, and leveraging market opportunities.

This creates benefits for all of MLC's stakeholders - driving safe and engaging jobs, good health, cleaner air and water, reduced waste, resilient and responsible supply chains, productive economies, and prosperous communities. Our strategy focuses on three primary objectives for continuous improvement: reduce and repair, protect and engage, measure and demonstrate.

We promote stewardship, ethical management, and responsibility across the sustainability spectrum while continuing to grow in a responsible manner, generating positive impacts for people and planet.





Planet

Reduce waste.

responsibly.

Nurture biodiversity.

Innovate sustainable

Enhance efficiency within

production and processes.

solutions for lime.

Reduce & Repair Reduce and manage greenhouse gas emissions. \checkmark Manage land and water

- Maintain robust quality controls to protect consumers from health hazards.
 - Support good health, education, and prosperity in our communities.



People Protect & Engage

Operate safely.

Provide engaging and rewarding jobs.

Company

Measure & Demonstrate

- Measure and manage the impact our operations, products, and supply chain have on people and planet.
 - Set specific, achievable sustainability goals.
 - Maintain robust ESG policies, programs, and training.
- \checkmark Report key metrics and progress.

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CONTRIBUTIONS TO THE U.N. SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals¹ (or SDGs) are a shared blueprint to support the '5 Ps' – People, Planet, Prosperity, Peace, and Partnership. As a lime producer, MLC's operations contribute to climate change and have the potential to slow progress towards the SDGs. We are committed to mitigating those risks while maximizing the ways in which we can support the goals. There are 17 SDGs, 7 of which MLC has identified as priority action areas, as they are material to our operations.





Good Health & Wellbeina

Proactive health and safety management, wellness programs, and fair labor practices

Lime solutions for water treatment, pollution control, agriculture, nutrition, and food preservation

Continuous compliance to ISO quality and safety standards²





Treatment of on-site water before releasing to the environment

Lime solutions for municipal drinking water treatment





Routine **pay-equity studies** to ensure fair compensation

Workplace culture based on proactive safety management, engagement, and individual growth

Supporting our existing **union** relationships, with a commitment to upholding labor standards





Lime solutions to support infrastructure, including green energy³, steel, cement, and construction







Measuring and driving down our greenhouse gas footprint

Responsible management for a finite natural resource essential to society - the mineral lime

Identifying and reducing waste

Lime solutions for emissions related to energy production

Piloting alternative fuels for our kilns

Reducing supply chain emissions through a network of transloading and distribution terminals

Anaerobic digestion at our U.K. site to generate power

1 / The 17 Goals. United Nations Department of Economic and Social Affairs: Sustainable Development. sdgs.un.org/goals.

- 2 / ISO 9001:2015 certification maintained for quality management. FSSC 22000 certification maintained for food safety management for all food-grade operations.
- treatment for energy-from-waste



Industry, Innovation & Infrastructure

Over **1000 employees** on two continents, with a vision to continue growing

Climate Action





Life on Land

Partnership with the **World** Bird Sanctuary to support bird populations

Leasing land to farmers with responsible farming practices

Restoration of **quarried land**

3 / Common green energy applications for MLC lime offerings include soil stabilization and fiberglass for wind energy and emissions

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SUSTAINABILITY TARGETS

Sustainability is a continuous improvement initiative at MLC, one which we have been dedicated to since our founding in 1907.

We have always invested profits back into our business to enhance the sustainability, efficiency, and operational excellence of our facilities.

This approach just makes good business sense; it helps us to:

- reduce our environmental impact,
- responsibly manage finite natural resources, and
- enhance our efficiency, resiliency, and economic activity.

While our work improving sustainability is never finished, we celebrate and learn from the progress we have made in recent years.

The objectives for sustainability at MLC are driven by priorities in three areas: Environmental, Social, and Governance.

MLC commits to improvements over the short (2030), medium (2035) and long term (2050). Our baseline year is 2022 unless noted otherwise.

These targets, our baselines, and our progress are reported within each of the following sections for planet, people, and company.

Sustainability Targets Summary







Medium-term

Long-term

10% reduced carbon emissions

0 injuries 75% engagement **50%** leader diversity 100% pay equity

Continued growth in development

Maintain certifications

Sustainability report limited assurance

carbon neutral

0 injuries 75% engagement 50% leader diversity 100% pay equity

Continued growth in development

Maintain certifications

Sustainability report limited assurance

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REDUCE & REPAIR

We recognize that our operations contribute to climate change and are committed to reducing our footprint in a meaningful way.

With our improvements, there also come improvements for our customers. Since we are part of their scope 3 emissions, when we win, they win.

Our footprint is large, but our resolve to reduce it is larger.

Our environmental focus is on reducing and repairing our impact. Protecting natural resources will ensure that we can support the evolving needs of society for many more years to come.

Carbon neutrality will require not only our own commitment to new strategies, but also technological advancements. supportive legislation and regulation, and appropriate infrastructure.

CLIMATE CHANGE

Our ambition is to be carbon neutral by

2050. Carbon neutrality will require not only our own commitment to new strategies, but also technological advancements, supportive legislation and regulation, and appropriate infrastructure.

It is important to recognize that the nature of emissions from manufacturing lime differs from many other industries.

We can reduce combustion emissions by increasing efficiency and through potential fuel changes, but the only way to meaningfully address the unavoidable emissions from the chemical reaction created by heating limestone is through carbon capture. Currently, these calcination emissions account for approximately 60% of our total scope-1 footprint.

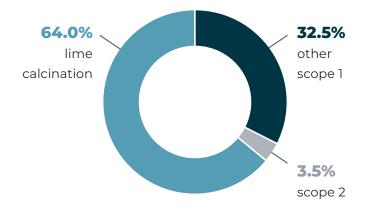
MLC is committed to investigating and evaluating carbon capture technology innovations and to supporting developers in this space. If and when carbon capture and sequestration is technically and financially feasible, we will be ready to act. MLC commits to reducing Scope 1 and 2 emissions as shown on the following pages.



A significant portion of the carbon released during the production of lime products is reabsorbed when these products are used and afterwards.

When lime products come into contact with the atmosphere, they react with carbon dioxide (CO_2) , capturing it permanently as they revert to limestone.

Recent studies show that up to 29% of the CO₂ emitted during production is reabsorbed in major lime applications.⁴ Therefore, when calculating the lime industry's carbon footprint, emissions data should be adjusted by subtracting the amount shown to be reabsorbed. This adjustment should be included in any regulatory framework for lime industry emissions and credits. Our calculations do not reflect this reabsorption process.



MLC Emissions Sources

4 / Campo, F. P., Tua, C., Biganzoli, L., Pantini, S., & Grosso, M. (2021). Natural and enhanced carbonation of lime in its different applications: a

review. Environmental Technology Reviews, 10(1), 224–237. https://doi.org/10.1080/21622515.2021.1982023.

Milestones: Reducing Our Climate Impact

It is imperative for MLC to find ways to reduce emissions within our operations and supply **chain** through the identification of efficiencies,

alternative fuels and logistics optimization. Recent milestones are shown at right.

Simultaneously, we are evaluating the options for managing our unavoidable process emissions, such as carbon capture and storage. We are engaging with our communities and regulators to build support for these technologies when they become commercially available.

12 sites

WITH TRANSLOADING CAPABILITIES TO REDUCE TRUCK EMISSIONS



99% RENEWABLE ELECTRICITY GENERATED AT OUR UK SITE VS. TOTAL CONSUMPTION

Investing in Energy-Efficiency

In 2023, we launched a **new energy strategy** and **invested millions of dollars** to make our operations more energy efficient through enhancements such as equipment replacement and maintenance and infrastructure improvements.

Producing Renewable Energy

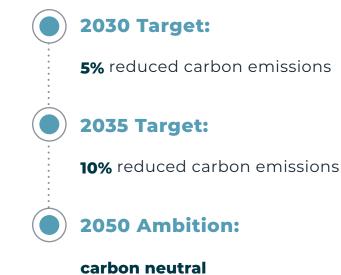
We operate three anaerobic digestion plants at our Singleton Birch UK facility, which generates biobased energy equivalent to 99% of our electricity consumption at the site.

Optimizing Our Supply Chain

We have optimized our supply chain through transloading and distribution terminals, **reducing** the emissions associated with trucking over long distances to customers.

Climate Change Goals

Total carbon emissions (mt CO₂e) for MLC scopes 1 and 2 as compared to 2022 baseline







WASTE

Waste tailings ⁵ must be managed and stored carefully to minimize potential risks from storage facility failure.

MLC's tailings facilities are considered structurally stable because lime has low reactivity levels, it is less prone to liquefication or erosion, and our lime's high purity means there is less content of "other" materials in the tailings facility.

Overall, our tailings strategy ensures best practices and risk-based approaches are applied to our tailings management practices.

Inspections

All employees who manage our tailings are trained on MLC procedures and have standard work documents outlining safety policies, management policies, and work procedures for the day-to-day inspection and operation of our tailings to ensure facility stability.

Management Oversight

Our team leaders oversee employees who dispose of rock in our tailings facilities and ensure safe disposal methods are adhered to.



Location	Address	Ownership Status	Closure Status	Construction Method	Current Tailings Amount
Bonne Terre, MO	6600 Old Bonne Terre Rd Bonne Terre, MO 63628	MLC owned and operated and third-party owned and operated	Active	Other	_
Calera, AL	8035 Highway 25 Calera, AL 35040	Third-party owned and operated, off-site landfills	Active	Other	Minimal
Chester, SC	3001 Birch Drive Weirton, WV 26062	MLC owned and operated, off-site landfills	Active	Other	Minimal
MLC Trucking - Ste. Genevieve, MO	16136 Highway 61 Ste. Genevieve, MO 63670	MLC owned and operated, off-site landfills	Active	Other	Minimal
Prairie du Rocher, Il	- 7849 Bluff Road Prairie du Rocher, IL 62277	MLC owned and operated	Active	Other	Minimal
Ste. Genevieve, MO	16147 Highway 61 Ste. Genevieve, MO 63670	MLC owned and operated	Active	Other	_
Verona, KY	200 Sierra Drive Verona, KY 41092	Third-party owned and operated	Active	Other	Minimal
Vicksburg, MS	1543 Haining Road Vicksburg, MS 39180	MLC owned and operated, off-site landfills	Active	Other	Minimal
Weirton, WV	1544 Beltline Road Chester, SC 29706	MLC owned and operated, off-site landfills	Active	Other	Minimal



5 / MLC defines tailings as limestone screenings, off-specification lime, calcified lime waste sold or unsold (e.g. kiln roll-out, baghouse dust/ lime kiln dust, lime products spillage), hydrate tailings, or any otherwise mining (limestone) and/or lime produced waste that ends up in a surface or open-pit tailings facility, as defined by the Global Industry on Tailings Management (GISTM). MLC also includes any rock returned into the underground mine as part of tailings.





LIFE, LAND & WATER

Mining and industrial practices have an impact on the environment, and it is our responsibility to minimize that to the

extent possible. This includes ensuring that our operations do not unduly negatively impact native species or ecosystems.

MLC is committed to being good stewards for land, water, and biodiversity:

- We manage our land in a responsible manner and protect native habitats at our sites.
- We work with the World Bird Sanctuary to conduct songbird nesting studies annually, providing assurance that lime operations do not interfere with local species.
- We repair guarried land at our Singleton Birch facility in the United Kingdom and we are developing a strategy to encourage our suppliers of quarried stone to do the same.



2,565 ACRES OF LAND USED FOR RESPONSIBLE AGRICULTURE



20,000 TREES PLANTED IN THE U.K.

Land Management

Our Sainte Genevieve, Missouri facility sits on an underground mine, making much of the aboveground land a haven for nature. MLC owns roughly 6,500 acres of above-ground property.

Approximately 2,500 acres are leased to farmers who responsibly steward the land they farm. Approximately **3,000 acres are home to native tree** and bush species that are managed to ensure a healthy balance of old and new growth.

Land Restoration

At our **UK Singleton Birch operation**, we have restored 65 acres of previously quarried land to productive agricultural land, which is producing crop yields at least as high as that prior to quarrying. This was recognized by the receipt of a restoration award by the Quarry Products Association. Over the past two decades, we have also planted over 20,000 trees and several kilometers of hedgerows.

We restored an old, disused quarry at Elsham using lime treated biosolids from wastewater plants. This material provided high nutrient soils, which were ideal for growing trees. Following the reprofiling of the quarry to remove any high faces, the soils were laid, trees planted, and footpaths installed, and the guarry is now open to the local villagers as a woodland trail.







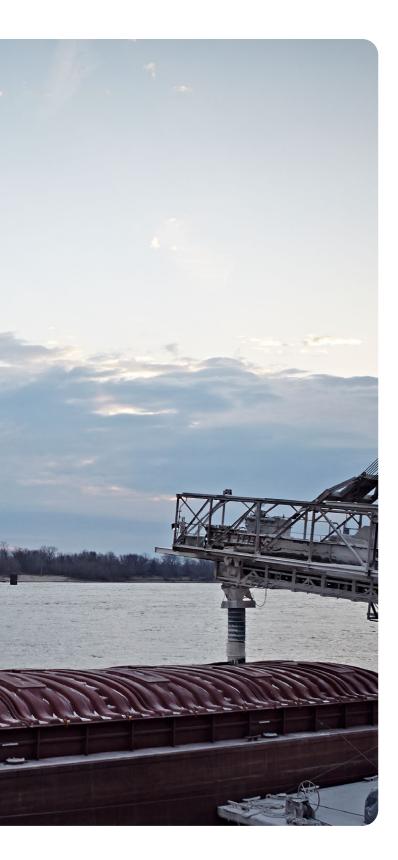
5,500 acres of MLC land in Ste. Genevieve, MO is used for sustainable agriculture and native plant species.



65 acres of previously guarried land has been restored to agricultural land.



A woodland walk meanders through new woodlands at a former disused quarry site, open to the public.



Water

Around the world, water usage has consistently and significantly increased over the past 70 years, leading to rapid groundwater decline⁶, including in areas in which MLC operates ⁷.

An increase in population, land-use change, industrial processes, and climate change add further stress to existing water resources.

Without a robust water sustainability strategy, mining and manufacturing industries will face challenging and costly decisions related to their operations.

Responsible Water Management Advancing Water Treatment at Our Lime Operations

MLC is committed to the sustainable use and MLC provides lime solutions that enable water protection of water and marine resources to mitigate utilities to provide a clean and economical source of the effects of water scarcity and water pollution. drinking water for the public.

- All MLC **produced water**⁸ is re-used internally.
- When **stormwater** infiltrates the mine, we pump a portion of the water back to the surface to MLC's blue pool, which is recycled for various purposes throughout the plant.
- We have **scrubber sludge** produced from the manufacturing of lime. This sludge is pumped into an impoundment in the mine, where the solids settle out and are disposed in accordance to applicable regulations, before the clear water is pumped back to the surface and recycled in our wet scrubbers.

6 / Jasechko, S. et al., 2024, Rapid groundwater decline and some cases of recovery in aquifers globally. Nature. nature.com/articles/s41586-023-06879-8.

7 / Konikow, L.F., 2013, Groundwater depletion in the United States (1900–2008): U.S. Geological Survey Scientific Investigations Report 2013-5079, 63 p. USGS. pubs.usgs.gov/sir/2013/5079.

8 / Produced water is defined as "water that enters the organization's boundary as a result of extraction (e.g., crude oil), processing (e.g., sugar cane crushing), or use of any raw material, and has to consequently be managed by the organization (GRI 303 Water and Effluents 2018).





with Sustainable Lime Solutions

Lime is used to soften, precipitate impurities, and control pH to improve contaminant removal in water. It has a lower environmental impact than other water treatment processes such as reverse osmosis or microfiltration, as a result of factors such as lower energy requirements and less reject water.

In addition, MLC provides higher efficiency lime solutions that require lower dosages, reducing costs and the emissions associated with transport and use of volumes.

Spotlight: Evaluating Biodiversity

In the midst of the manufacturing process, which is often seen as environmentally disruptive, bird species have the ability to nest successfully and thrive. In partnership with the World Bird Sanctuary, MLC has been conducting nesting studies at our Sainte Genevieve facility the largest lime operation in the Americas - since 2016.

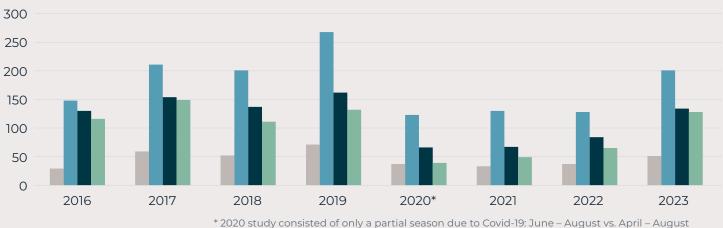
Study Objectives

- Determine which bird species reside on MLC property.
- Provide assurance that MLC's lime operations do not have a detrimental effect on the breeding of native bird species.
- Identify species that are breeding successfully, with a focus on cavity nesters such as Eastern Bluebirds, House Wrens, Carolina Wrens, Carolina Chickadees, Tufted Titmice, and Tree Swallows.

Methodology

- Nest boxes are placed and maintained in various locations across MLC's Ste. Genevieve operation.
- > 100 nest boxes for songbirds (standard and Peterson nest boxes)
- > 3 nest boxes for American Kestrels
- > 3 nest boxes for Tree Swallows
- Nest boxes are inspected every 9 days for nesting activity between April and August each year.
- World Bird Sanctuary personnel place bands on nesting adults and chicks.

Results



February 2021 experienced two weeks of extreme below-freezing temperatures that negatively impacted songbirds, particularly Eastern Bluebirds. This extreme weather event likely resulted in significantly fewer nesting attempts than were historically witnessed. In 2023, nesting attempts, eggs laid, young hatched, and young successfully fledged rebounded strongly from the 2021 weather event, with Eastern Bluebirds rebounding the most.



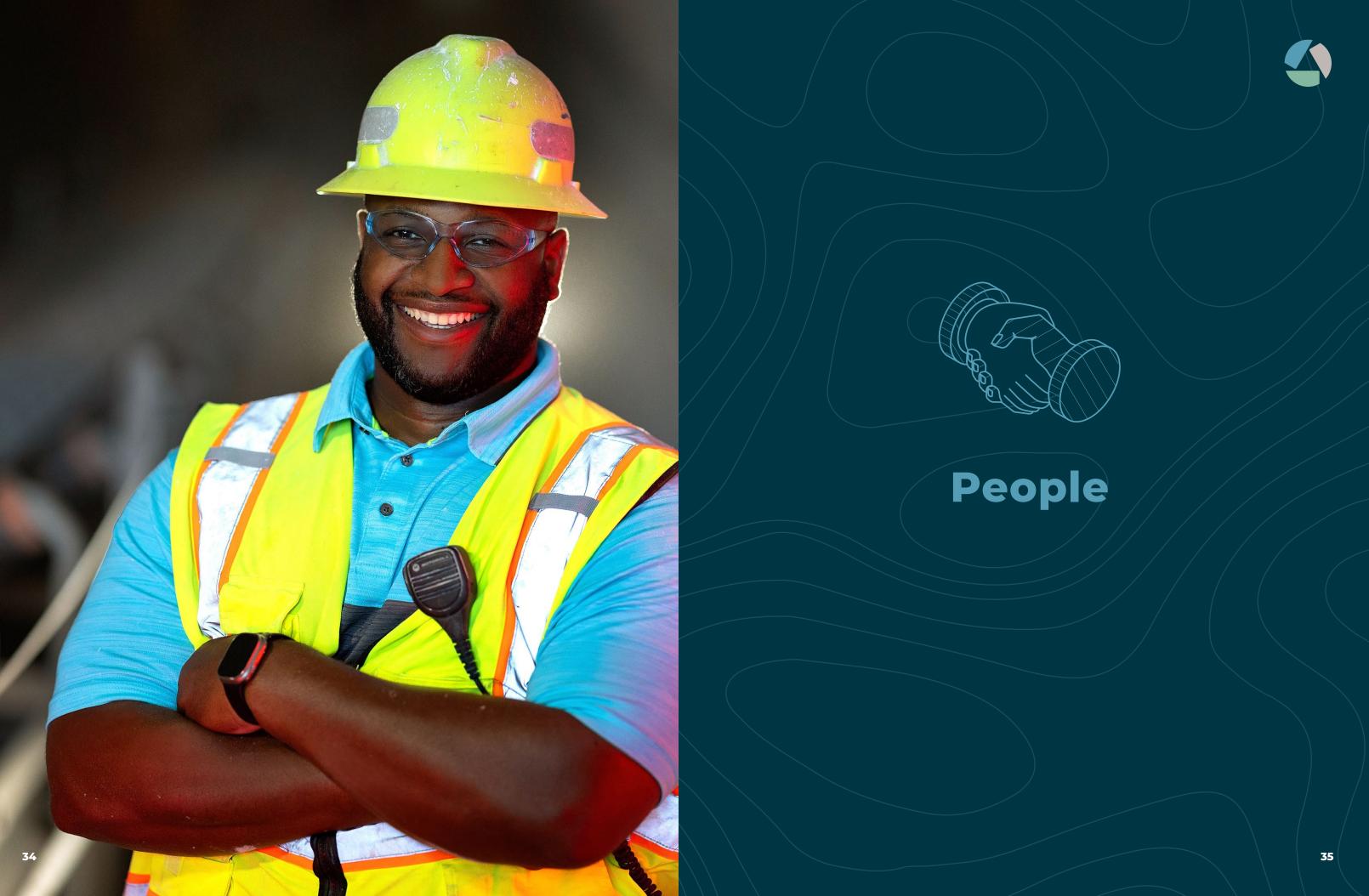


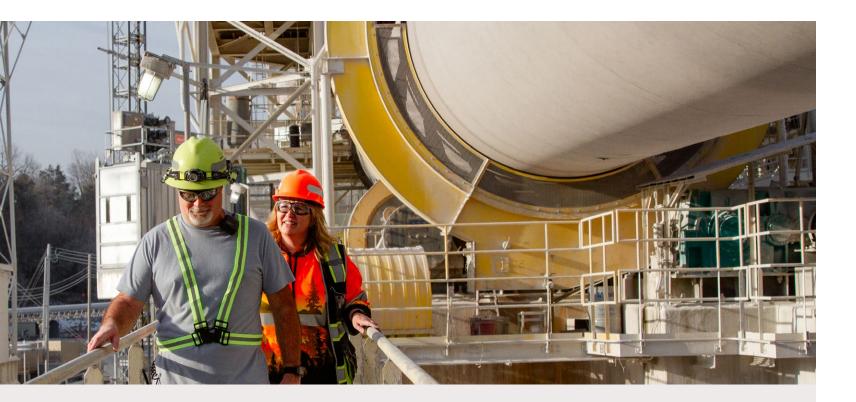
Active Nests Eggs Chicks Chicks Fledged

In addition to these songbirds, MLC property is also home to the following birds:

- Turkeys
- Cooper's Hawks
- Red-tailed Hawks
- Red-shouldered Hawks
- Turkey Vultures
- Black Vultures
- Owls
- Killdeer
- Great Blue Herons
- Green Herons

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PROTECT & ENGAGE

Protecting people and providing engaging, rewarding jobs is not just a priority; it's our responsibility. Our success depends on the wellbeing of our employees, consumers, and communities.

As a lime manufacturer, we have a duty to foster the health and safety of the people who produce, deliver, and use our products. In addition to employees and consumers, we also promote good health, education, and prosperity in our communities.

Our workplace culture is based on engagement, teamwork, and inclusivity. We strive to create an environment where everyone can participate and flourish. By focusing on proactive controls, we are proud to have achieved industry-leading safety performance for lime."

HEALTH, SAFETY & WELLBEING

Operating safely and reliably is what enables our organization to be a highperforming, world-class, responsible supplier of calcium products.

This includes every stage of producing and delivering our products — from cradle to gate, our most important priority is to protect the safety of our employees, our communities, and the people who use our products.

By focusing on proactive controls, we are proud to have achieved industry-leading safety performance for lime.

Health & Safety Goals

- **Prevent Injuries:** Maintain a recordable injury rate (RIR) and lost-time injury rate (LTIR) of 0.00, with a ceiling of 1.00. Achieve experience modification rate (EMR) of less than 1.00.
- Implement proactive improvements: Increase the reporting of near-misses and follow-ups (defense implementation rate, DIR) at all our locations.
- Maintain continuous compliance for all MLC safety standards and processes.
- Harmonize: Certify that the safety management scheme at our largest site in Ste. Genevieve meets ISO 45001 standards, in addition to our UK certification.



Health & Safety Targets

2022 Baselines:

1.20 RIR0.22 LTIR452 DIR

2023 Performance:

)	
~	1.44 RIR
	0.72 LTIR
	583 DIR
	0.61 EMR

Annual Targets:

0.00 RIR (CEILING = 1)
0.00 LTIR (CEILING = 1)
400 DIR (PER SITE)
<1.00 EMR

RIR - Recordable Incident Rate LTIR - Lost-Time Incident Rate DIR - Defense Implementation Rate EMR - Experience Modification Rate

Milestones: Protecting Health & Safety

At MLC, safety is a fundamental value and a primary focus.

Working safely at MLC is not optional; it is a condition of employment. We are accountable for each other's safety regardless of title or position.

As technology evolves, we will be vigilant and adapt to new safety techniques. Integral to our Vision, Mission, and Core Values, MLC is committed to providing a safe and healthy work environment.

Proactive Safety Culture

In 2021, we hired Dupont Sustainability Services to assess our safety culture and have implemented improvements based on those results.

These actions included:

- Hiring additional safety professionals
- Improving frequency and consistency of safety communications
- Implementing a new safety software tool that allows employees to quickly provide feedback on workplace safety

Training

- New-hire Mine Safety and Health Administration training
- Annual refresher classes
- Task- and location-specific training
- Dedicated Safety Training Committee

Leadership

Our safety department includes regional and location-specific leaders for dedicated oversight, and our Safety Steering Committee includes subgroups focused on standards and procedures, auditing and compliance, and training.

We are

accountable for

safety regardless

each other's

of title or

position.

Continuous improvement

Learning teams investigate incidents and near misses to apply learnings to our standards and processes.

Technology

We implemented a new world-class EH&S technology platform in 2023 to enhance traceability, resources, and communication.



IN DEDICATED SAFETY ROLES





4,489 reports

ADDED TO OUR EH&S SYSTEM IN 2023 & **342** NEAR-MISS REPORTS)







(INCLUDING 1,134 INTERNAL AUDIT RESULTS, 1,372 SAFETY REQUESTS

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Spotlight: Mine Rescue Preparedness



At the 2023 Kansas Mine Rescue Association competition, MLC's Mine Rescue Team won 1st place overall, as well as first in field, 2nd in first aid, 2nd in team technician, and 1st in bench. Pictured L-R: Ryann Drake (fresh air base), Tyler Engelhart (map, tech), Charlie Gegg (co-captain, first aid), Jesse Gegg (gas, first aid), Mikey Defransecoe (fresh air base, first aid), Kyle Clark (team captain, BG-4), and Cody Stoll (cart, tech).

MLC's mine rescue team members train for eight hours per month, in addition to time they volunteer studying the Mine Rescue Modules at home and competing.

Since 1998, MLC's mine rescue teams have competed in approximately 40 competitions in the category of non-metal mines, which are organized and designed by the Mine Safety and Health Administration (MSHA). Each event includes a combination challenge, where teams must solve a hypothetical scenario while being timed and observed by judges according to complex rules. There are also dedicated contests for technician teams, bench, multi-gas instrument, first aid, and training. Prior to each competition, the team dedicates 32 hours training and 32 hours in competition, in addition to travel.

The last real-world scenario where our mine rescue team responded was a 2000 mission, where they aided in the rescue of three miners trapped in a non-MLC mine due to a fire. The training and competitions that these dedicated personnel complete ensure that their skills always remain sharp, even when they're not needed over the span of many years.

In this way, we can always be prepared to respond in the event of another potential emergency and protect the most important asset in a mine: the miner.

HUMAN RIGHTS

We recognize that we must take responsibility for respecting the human rights of our colleagues, customers, workers in the supply chain, and the people in our local communities.

In alignment with the UN Guiding Principles on Business and Human Rights¹⁰, Universal Declaration of Human Rights¹¹, and the International Labor Organization Core Conventions ¹², we respect human rights while actively seeking to mitigate and avoid negative impacts resulting from our business operations.

Policy Updates

We updated our **Human Rights Policy**¹³ in 2022 to strengthen the language making it more robust and precise.

We updated our **Supplier Code of Conduct**¹⁴ in 2023 to include a human-rights-specific section touching on themes of slavery, human trafficking, forced labor and child labor, freedom of movement, freedom of association, fair wages, and non-discrimination.

11 / Universal Declaration of Human Rights. The United Nations. <u>un.org/en/about-us/universal-declaration-of-human-rights</u>.





We care about our employees, so we continuously review and upgrade our safety programs.



We care about our **customers**, so we provide training on the safe use of our products



We care about the workers in our supply chain, so we improved our supplier code of conduct



We care about the **people in our local communities**, so we invest our time and treasure.

- 12 / Conventions, Protocols and Recommendations. International Labour Organization. <u>ilo.org/international-labour-standards/</u> <u>conventions-protocols-and-recommendations</u>.
- 13 / Human Rights Policy. MLC. <u>mlc.com/wp-content/</u> <u>uploads/2024/09/MLC-Human-Rights-Policy.pdf</u>.
- 14 / Supplier Code of Conduct. MLC. <u>mlc.com/wp-content/</u> <u>uploads/2024/09/MLC-Supplier-Code-of-Conduct.pdf</u>.

MLC Sustainability Report 2023: People 🌗 41

^{10 /} Guiding Principles on Business and Human Rights. Office of the United Nations High Commissioner for Human Rights. <u>ohchr.org/sites/default/files/documents/publications/</u> <u>guidingprinciplesbusinesshr_en.pdf.</u>

ENGAGEMENT

Fair Labor Practices

We seek to represent the communities in which we operate and mitigate bias in our

practices.We are focused on diversity and inclusion, equal opportunities for growth and development, and ensuring pay equity across our organization.

This helps us to ensure that everyone is treated fairly and that our organization benefits from different backgrounds and perspectives.

We ensure pay equity with every new hire and job change. Additionally, we routinely conduct companywide pay equity assessments. Because of diligence in ongoing practices, we have no pay equity issues.

Fair Labor Targets



Employee Engagement

We understand that engaged employees are safer, happier, and healthier. MLC is committed to improving engagement scores and ensuring that our employees' voices are heard, while providing pathways to rewarding careers.

By fostering engagement, we promote equal opportunities, fair compensation, rewarding work, health and wellbeing, and prosperity — both at work and in our communities.

We assess employee engagement on a regular basis. Through formal periodic surveys, we create action plans at a departmental level based on key themes.

Employee Engagement Targets



75% engaged employees

Annual Target:

\$1,000 per employee invested in their development, on average

15 / Engaged is defined as either "fully engaged" (score <75%) or "key contributor" (score of <50%) result from MLC employee engagement survey conducted by a third party.









By fostering engagement, we promote equal opportunities, fair compensation, rewarding work, health and wellbeing, and prosperity — both at work and in our communities.



Community Engagement

We engage with prominent members of the community at all our locations, including a Community Advisory Panel at our largest facility.

We interact with community members on a regular basis, fostering strong relationships with local government, first responders, schools, healthcare facilities, and nonprofits. The goal of these relationships is to provide education about how we operate, facilitate feedback on key initiatives, and identify opportunities to provide community support.



Philanthropy

At MLC, we believe in giving back to our communities and supporting causes that align with our core values.

We support organizations within the communities where we operate that fall into the following categories:

- Education
- Health and medical, including research advancement
- Community services, especially those enhancing youth development
- Environmental and animal support
- Arts and culture development

In 2023, we contributed approximately **\$416,000** to local organizations benefiting our communities. In the future, we will commit a portion of earnings to community support each year, ensuring that as our company grows, so does our impact.

We support and encourage our employees to participate in meaningful causes in our communities, including company-sponsored volunteer days.

We are proud to support organizations such as hospitals, schools, first responders, cancer research centers, emergency shelters, food banks, and parks each year – helping to create positive and meaningful change in the communities where we live and work.









Trailbuilding with the Friends of Hawn. Hawn State Park, MO, 2023



Working with Women into Manufacturing & Engineering to mentor young women in STEM, Melton Ross, UK, 2023

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Spotlight: Pedal the Cause

Each year, MLC and our parent company HBM Holdings collaborate to support St. Louis Pedal the Cause.

Since 2011, the MLC and HBM team at Pedal the Cause has raised over \$600,000 to support cancer research through Siteman Cancer Center and Siteman Kids at St. Louis Children's Hospital.

In 2023 we had an incredible turnout of participants at Pedal the Cause and we set a new record for donations raised: approximately \$94,000, which includes donations to our team and a 100% match from the company.

We were privileged to ride in honor of Chloe Booker, our Ride for a Child team member, as well as in memory of Bob Rasche, who passed away after dedicating 25 years of service to MLC. We were also grateful to have members of Chloe's and Bob's families join us for events during the Pedal the Cause race weekend.



\$600,000 RAISED FOR CANCER RESEARCH



















MEASURE & DEMONSTRATE

MLC is working to be more transparent while also ensuring we develop and improve on the most meaningful data and metrics.

We are committed to measuring our impact and putting controls in place to ensure our data is accurate and represents our progress.

Where appropriate, we will engage third parties to validate our data.

We are committed to measuring our impact and putting controls in place to ensure our data is accurate and represents our progress.

Milestones toward Measuring & Demonstrating

- MLC successfully defended our ISO and Food Safety certifications in 2023.
- We also acquired ISO 50001 Energy Management Systems certification at our UK facility.

Policies Enforced

- Environment, Social, and Governance (ESG)
- Human Rights
- Business Ethics
- Code of Conduct
- Supplier Code of Conduct
- Safety

Business Continuity

MLC has plans and procedures in place to provide operational continuity and mitigate risk during events that have the potential to disrupt our business, such as natural disasters, unplanned outages, cyberattacks, or system failures.

This includes a comprehensive crisis plan, site-specific and environmental emergency response plans, inventory planning, security protocols, data back-ups, and offsite access to critical systems, ensuring continued service to our customers even in the event of an unforeseen interruption.



Measure & Demonstrate Targets

Annual Targets:

Maintain certifications for management standards:

- ISO 9001 (quality)
- ISO 14001 (environment)
- ISO 45001 (safety)
- ISO 50001 (energy)
- FSSC 22000 (food safety)
- AIB International (food safety)
- Kosher-Pareve (food)
- Halal (food)

2026 Target:

Achieve ISO 45001

for our safety management scheme in Ste. Genevieve, MO

2026 Target:

Sustainability Report Assurance (limited assurance)

ORGANIZATIONAL STRUCTURE



MLC has established processes and structures that align our climate governance to international sustainability standards and frameworks.

MLC is a private company owned by HBM Holdings ("HBM"). The President and CEO of HBM oversees MLC's compliance with legal and regulatory requirements, as well as regular audit and assurance of MLC financial information.

MLC Board of Directors

The MLC Board of Directors is informed of ESGrelated risks. When large investments are required, the Board of Directors is ultimately responsible for approving mitigation efforts.

As it relates to climate change and our low-carbon transition, MLC's Board of Directors delegates responsibility of impact management to the President and CEO of MLC. The CEO reports back to the Board through regular reports or during quarterly board meetings, including:

- Quarterly meetings to review company progress
- **Regular progress reports** regarding climaterelated risks, opportunities, and strategy
- **Annual presentations** of full-year progress and results





MLC Management

The President & CEO of MLC has further delegated the day-to-day management of climate-related risks, opportunities, sustainability initiatives, and sustainability reporting to the Director of Sustainability & ESG.

MLC has established an executive-level Sustainability subcommittee, led by the Director of Sustainability & ESG with oversight by the President and CEO of MLC.

The ESG Risk & Sustainability subcommittee:

- Monitors the progress of climate and sustainability targets
- Monitors the sustainability reporting and disclosure process (including reviewing the sustainability Report)
- Manages climate-related risks and opportunities
- Integrates sustainability into functional units

The Sustainability subcommittee meets monthly to discuss strategic and operational progress of sustainability goals.

The executive subcommittee is heavily involved in major climate-related strategy decisions, including investment into emissions reduction technologies.

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BUSINESS **ETHICS**

It has always been, and continues to be, the intent of MLC that our employees maintain the highest ethical standards in conducting company affairs.

Employees shall interact with co-workers, suppliers, customers, and other persons doing or seeking to do business with MLC in a manner that excludes considerations of personal advantage.

An employee's primary duty is to always act in the best interest of MLC to the best of their ability to avoid conflicts of interest, corruption or the appearance of corruption and anti-competitive behavior.

MLC maintains relevant policies in the areas of business ethics, antitrust, and records retention.

Our focus is on achieving what is practical today while positioning ourselves to be ready for new technologies as they become available in the future.

COMMUNICATING TRANSPARENTLY

MLC views sustainability as a continuous improvement activity requiring dedicated leadership and engagement at all levels of the organization.

The primary goal for our sustainability initiatives is to generate meaningful, measurable impacts for our stakeholders, people, and planet. This helps us to hold ourselves accountable by ensuring the information we share is not misleading or inflated.

Our focus is on achieving what is practical today while positioning ourselves to be ready for new technologies as they become available in the future. We may not make headlines, but we will make transparent progress that will be reported using globally recognized standards and frameworks, including the GRI. the SASB. the TCFD. and the Greenhouse Gas Protocol.

Where appropriate, we will seek third-party certifications that validate our results, such as ISO standards, FSSC standards, and others.



REPORTING METHODOLOGY

This report was prepared by MLC management under the oversight of the Executive Committee and executive-led Sustainability subcommittee.

- This report, our 2023 GRI Index, 2023 SASB Index, and TCFD report are available at <u>mlc.com/wp-</u> content/uploads/2025/2023-MLC-Sustainability-Report.pdf.
- This report has been prepared in reference to the Global Reporting Initiative (GRI) Standards.
- MLC used the GHG Protocol to establish our GHG inventory.

Where Mississippi Lime Company ("MLC") is referenced, unless otherwise stated, we are referencing our portfolio of operations inclusive of MLC, Singleton Birch Limited, and MLC Trucking.

This report covers the **2023 calendar year** (January 1, 2023 through December 31, 2023). Our baseline for our 2030 and 2035 targets is the calendar year 2022 unless otherwise noted. This is our inaugural report; we expect to continue reporting annual progress of our sustainability strategy and targets.



RISK MANAGEMENT

Management is responsible for assessing and managing our exposures to risk, including the creation of relevant risk mitigation, management, and monitoring policies and procedures.

Our Sustainability subcommittee is responsible for managing our climate-related risks and integrating this across the relevant business units. MLC's overarching strategy integrates sustainability at its core, leading to responsible investments in innovative technology, exploration of new markets, and capitalization on regulatory or legislative changes.

Assessing corporate risk resulted in the identification of five risk types. Climate risk is a significant part of our overall corporate risk assessment. We consider climate risk across four categories: risks to our people, risks to our physical assets, financial risks, and regulatory risks.

We also consider each of these risk categories across the short (1-3 years), medium (4-9 years), and long (10+ years) terms. Many of our sites have been around for decades or even centuries. Through careful planning, maintenance, and capital investment, we intend to continue the use of these sites and corresponding assets for decades to come.

Increases in extreme weather events, water level changes, shifting climate zones, and power grid interruptions are already evident (short-term). Changing regulations, sea level change, and other medium- and long-term risks inform our investment and growth strategies.



MLC's Five Risk Types

Market

Risk where changes in market conditions adversely impact the value of assets, products or otherwise negatively impact earnings

Operational

Risk of loss resulting from inadequate or failed internal processes or systems, people, or external events

Compliance

Risk of legal or regulatory penalties resulting in material financial loss to MLC due to the noncompliance of laws, rules, regulations, internal policies, or procedures

Strategic

Risk to current or projected financial condition arising from incorrect assumptions about external or internal factors, inappropriate business plans, ineffective business strategy execution, or failure to respond in a timely manner to changes in the regulatory, macroeconomic or competitive environments in the geographic locations in which MLC operates

Reputational

Risk that negative perception of MLC may adversely impact profitability or operations.

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ISSUE PRIORITIZATION

Our issues are prioritized through our double materiality assessment, by gathering direct and indirect insights from key stakeholders, benchmarking relevant companies, integrating internal strategy, and monitoring regulations to determine the most relevant issues for MLC and the impacts most directly linked to those issues.

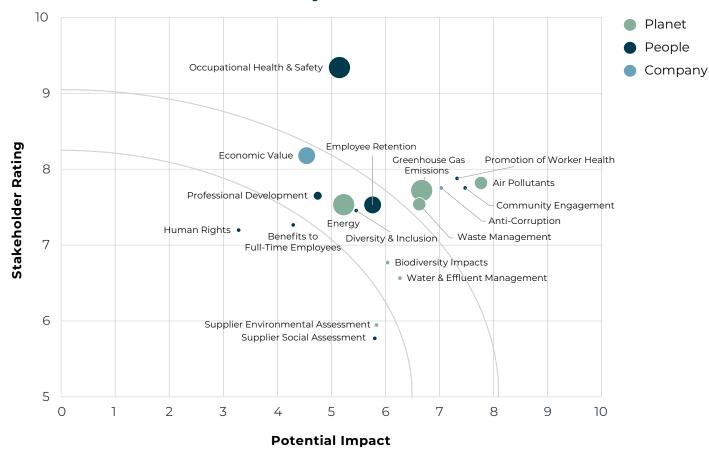
We assess priority through two approaches:

• By assessing the issues where MLC has the potential to impact the environment and society (outward impacts)

• By assessing the issues that could impact MLC's business operations and financial success (inward impacts).

In 2022, MLC engaged third-party consultants to conduct a materiality assessment to

determine the most significant sustainability areas for MLC prioritization. This assessment was conducted through peer benchmarking, stakeholder engagement, and impact assessment. For future reports, we will reevaluate our issue prioritization on a regular basis and update the issues as necessary.



Materiality Assessment Results



LOOKING FORWARD

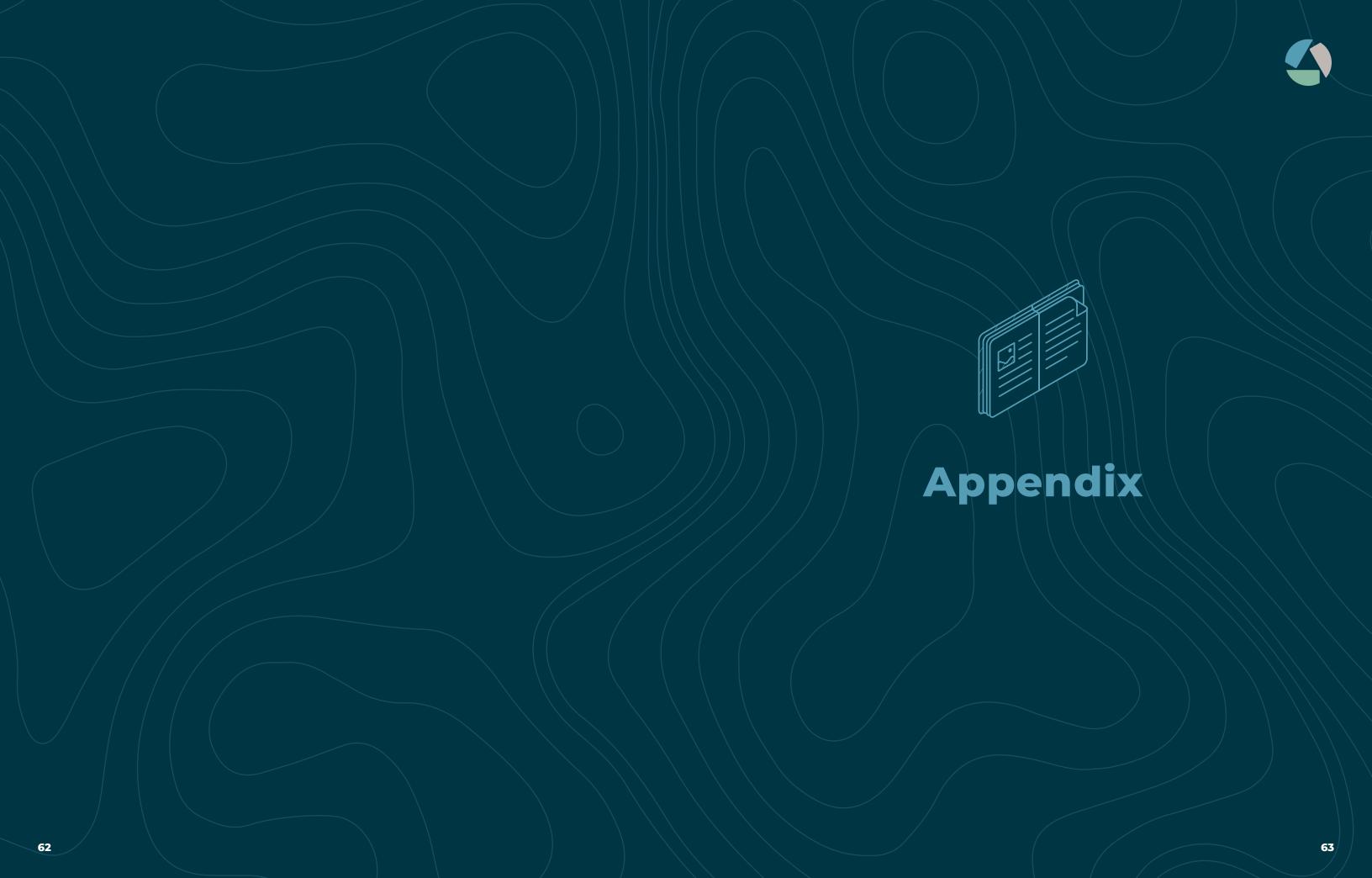
In the coming year, we will enhance our scenario analysis capabilities by quantifying the potential financial impacts of various ESG risks and opportunities.

This proactive approach will allow us to better understand the implications of climate change and other critical social and governance factors on our operations and financial performance. We are committed to investing in the necessary capabilities to meet our decarbonization targets, ensuring that our strategies are aligned with global climate goals.

Additionally, we have started the process of streamlining our data collection for greater efficiency and accuracy through various verification methods.

As we look ahead to improve on our commitment to responsible business practices, we will conduct comprehensive supply chain and country risk and climaterelated financial risk assessments. These steps will further solidify our dedication to sustainable development, reliable quality and responsible growth, guiding our future actions as we strive to create lasting positive impacts in the communities and markets we serve.





DATA TABLES

Air Pollutants

POLLUTANT ¹⁶	STE. GENEVIEVE	BONNE TERRE	VERONA	CALERA	PRAIRIE DU ROCHER	CHESTER	KANSAS CITY	TOTALS (MT)
со	2,426.9	8.2	169.4	304.0	-	-	-	2,908.5
NOx	4,853.0	281.4	232.0	403.4	-	-	-	5,769.8
SOx	1,121.4	606.9	42.0	323.2	-	-	-	2,093.5
Particulate Matter (PM2.5)	428.2	229.5	30.3	29.6	0.06	1.5	0.4	719.6
Particulate Matter (PM10)	791.7	643.7	43.1	63.6	0.5	1.8	2.6	1547.0
Mercury (Hg)	-	_	-	_	-	_	_	_
Lead (Pb)	-	-	-	-	-	-	-	-
Volatile organic compounds (VOCs)	24.0	0.9	0.0	11.7	-	-	_	36.6
Persistent organic pollutants (POP)	-	-	-	-	-	-	-	_
Hazardous air pollutants (HAP)	21.7	3.7	6.0	5.1	_	_	_	36.4
Total (MT)	9,666.9	1774.2	522.8	1140.6	0.6	3.3	2.9	13,111.2

Emissions

	2022	2023	2030 TARGET	2035 TARGET	2040 TARGET
Global Scopes 1 and 2 Emissions (tco2e)	3,919,317	3,687,618	3,723,351	3,527,385	2,743,522

Energy Consumption

FUEL TYPE	CONSUMPTION	UNITS
Electricity	779,180.4	GigaJoules
Natural Gas	2,904,606.1	GigaJoules
Propane	4,983.1	GigaJoules
Coal	10,986,887.0	GigaJoules
Coke	2,017,435.5	GigaJoules
Used Oil	3,991.9	GigaJoules
Gasoline	8.0	GigaJoules
Diesel	251,908.6	GigaJoules
Biodiesel	44,292.9	GigaJoules
Total	16,993,293.5	GigaJoules
Percentage of Grid-Electricity	4.6	Percent

16 / If no value is referenced, MLC either does not produce this pollutant, it is not a material pollutant, or we are not required to track in accordance with applicable laws and regulations.





Employee Data

Total Number of Employees

GENDER	US	US - RATE	US CORP.	US C - RATE	UK	UK - RATE	TOTAL	TOTAL RATE
Male	786	90%	44	54%	142	87%	972	87%
Female	91	10%	37	46%	22	13%	151	13%
Total	877		81		164		1123	

Remote Full-Time Employees

GENDER	US	UK	TOTAL
Male	11	1	12
Female	3	0	3
Total	14	1	15

Temporary Employees

GENDER	US	UK	TOTAL
Male	2	1	3
Female	1	1	2
Total	3	2	5

Employees Covered by Collective Bargaining Agreements

UNION	US	TOTAL
LOCAL 169	241	241
LOCAL 829	221	221
UCL 953701	30	30
Total	492	492

Turnover by Gender

GENDER	US	US RATE	UK	UK RATE	TOTAL
Male	133	16.37%	6	14.75%	139
Female	18	14.82%	25	3.54%	43
Total	151	31.19%	31	18.29%	182

0 non-guaranteed hourly employees

Permanent (Regular) Employees

GENDER	US	US-CORP.	UK	TOTAL
Male	784	44	141	969
Female	90	37	21	148
Total	874	81	162	1117

Part-time Employees

GENDER	US	UK	TOTAL
Male	7	1	8
Female	1	3	4
Total	8	4	12

New employee hires

GENDER	US	UK	TOTAL
Male	225	33	258
Female	4	1	5
Total	229	34	263

Turnover by Age Group

AGE	US	US RATE	UK	UK RATE	TOTAL
18-24	31	43.27%	2	1.18%	33
25-34	45	18.70%	6	3.54%	51
35-44	31	14.98%	10	5.90%	41
45-54	20	10.48%	3	1.77%	23
55-64	14	6.96%	10	5.90%	24
Over 64	10	43.86%	0	0.00%	10
Total	151		31		182

Water

Water Consumption

SITE	CONSUMED (ML)	SITE	DISCHARGED (ML)
Bonne Terre	0.00	Bonne Terre	0.00
Calera	46.93	Calera	46.93
Chester	23.41	Chester	23.41
Kansas City	0.0015	Kansas City	0.0015
MLC Trucking – Vicksburg	0.00	MLC Trucking – Vicksburg	0.00
Mobile	0.0704	Mobile	0.0704
Prairie du Rocher	0.00	Prairie du Rocher	0.00
Ste. Genevieve	249.40	Ste. Genevieve	249.40
MLC Trucking – Ste. Genevieve	0.7106	MLC Trucking – Ste. Genevieve	0.7106
Verona	37.84	Verona	37.84
Vicksburg	27.25	- Vicksburg	27.25
Weirton	40.94	Weirton	40.94
Singleton Birch	94.12	Singleton Birch	89.91
Total	520.67	Total	516.46

Water Discharge

SITE	DISCHARGED (ML)
Bonne Terre	0.33
Calera	0.00
Chester	0.00
Mobile	0.00
Prairie du Rocher	760.56
Ste. Genevieve	4,145.45
MLC Trucking – Ste. Genevieve	0.00
Verona	0.00
Vicksburg	0.00
Weirton	0.00
Singleton Birch	0.00
Total	4,906.34



Water Recycled and Reused

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GRI CONTENT INDEX 2023

Statement of Use: MLC has reported the information cited in this GRI content index for the period January 2023 to December 2023 with reference to the GRI Standards. GRI 1 Used: GRI 1: Foundation 2021.

GRI STANDARD	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-1 Organizational details	MLC is a privately owned, incorporated entity headquartered at 3870 S. U.K. MLC is an HBM Holdings Company.
	2-2 Entities included in the organization's sustainability reporting	MLC and Singleton Birch are included in this sustainability report.
	2-3 Reporting period, frequency and contact point	The reporting period is for the fiscal year of 2023. Published in January 2025. MLC will begin reporting on an annual cycle. Noah Curry, ESG Reporting & Product Stewardship Specialist nbcurry@mlc.com
	2-4 Restatements of information	This is MLC's first ESG report.
	2-5 External assurance	HBM is audited each year by E&Y. Their assurance covers HBM and all o
	2-6 Activities, value chain and other business relationships	Manufacture of cement, lime and plaster according to the Internationa classification system. MLC engages in business relationships when it is mutually beneficial to See our webpage at mlc.com/markets/. See our webpage at mlc.com/products/.
	2-7 Employees	See Employee Data Table (page 67).
	- 2-8 Workers who are not employees	See Employee Data Table (page 67).
	- 2-9 Governance structure and composition	See Company section (page 49).
	- 2-10 Nomination and selection of the highest governance body	The board consists of 6 members and 3 retained non-voting advisors. T CEO of MLC. The family members appoint the 5 other members of the
	2-11 Chair of the highest governance body	HBM CEO appointed by the board.
	2-13 Delegation of responsibility for managing impacts	The board delegates responsibility for impacts to the CEO of MLC. See Company section (page 49).
	2-14 Role of the highest governance body in sustainability reporting	Secretary of the board is responsible for reviewing and approving susta
	2-15 Conflicts of interest	Conflicts of interest are reviewed, considered and addressed, as approp
	2-16 Communication of critical concerns	Board sees a summary of all issues reported to the hotline. Additionally concerns arise the board is informed of the concerns and any impact o
	2-17 Collective knowledge of the highest governance body	ESG introduction and awareness trainings to the Board. ESG expertise exists within our contracted law firm.
	- 2-22 Statement on sustainable development strategy	See Executive Letter (page 6).
GRI 2: General Disclosures 2021	2-23 Policy commitments	We look at best practice and rely on globally recognized standards whe the International Bill of Human Rights, Ethical Trade Initiative Base Coc Organization (ILO) and the Organisation for Economic Co-operation (O to our business. We rely upon global and national standards that ensur



S. Lindbergh Blvd., Ste 200. St. Louis, MO 63127-1308 operating in the U.S. and

operating companies. This report was not externally assured.

onal Standard Industrial Classification of All Economic Activities (ISIC)

I to all parties involved including industry associations.

. The voting members include family members plus the CEO of HBM and the he board.

stainability reporting.

opriate, at the company level.

ally, the board meets quarterly to review company progress. When critital t or outcomes.

hen developing policies. These standards include but are not limited to Code (ETI), United Nations Global Compact (UNGP), the International Labor (OECD). Additionally, we rely on and follow all applicable regulations pertaining $% \left(\left(\left({{{\rm{A}}} \right)_{i \in I}} \right)_{i \in I} \right)_{i \in I} \right)_{i \in I}$ sure precautionary principles are upheld.



GRI STANDARD	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	All new hires are required to review and sign the employee handbook w to review and sign the employee handbook when changes are made. I management trainings, and operations trainings that cover policies an data security, ESG, etc.
	2-25 Processes to remediate negative impacts	All hotline cases are reviewed and closed out with documented actiona 2017 there have been 39 reports. Of those only one required further inve
	2-26 Mechanisms for seeking advice and raising concerns	 In an effort to create an environment where employees feel comfort. methods to meet employees' needs. Safety and sustainability are top in these areas, including suggestion forms. We also host regularly sc opportunities to ask questions about any concerns.
		 Some employees prefer to leverage our company-sponsored techno through suggestion boxes or surveys.
		 If concerns are reported to Management or Human Resources and r Reporting Hotline at 1-844-348-5679.
	2-27 Compliance with laws and regulations	MLC has had no violations, citations, or required corrective actions as it MLC is regularly inspected by Mine Safety and Health Administration (N safety regulations. All alleged violations are either contested if disagree compliance issues.
	2-28 Membership associations	See our webpage at mlc.com/sustainability/memberships-certifications
	2-29 Approach to stakeholder engagement	 MLC engages with a range of stakeholders from business partners, or community representatives, and others.
		 We actively engage in our communities and reinvest our time and e educational institutions and more.
		 We consistently engage with customers to understand their needs, such as sustainability.
		 Unions have negotiated contracts on a regular basis where open cor
	2-30 Collective bargaining agreements	Employees who are not part of collective bargaining agreements are no See Employee Data Tables (page 67).
	3-1 Process to determine material topics	See Our Reporting Process (page 55).
GRI 3: Material Topics 2021	3-2 List of material topics	There are no previous reporting periods. See Issue Prioritization (page 58).
	3-3 Management of material topics	See Company section (page 49). See Our Reporting Process (page 55).
GRI 201:	201-1 Direct economic value generated and distributed	Omission: Confidentiality Constraints
Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	See Risk Management (page 57).
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	0% of our operations have been assessed for corruption risks.
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	 MLC has a Code of Conduct/Business Ethics policy that is highlighter
GRI 205: Anti-corruption 2016	205-2 communication and training about anti-contribution policies and procedures	 100% of MLC's employees and governance body are required to ackn handbook upon hire. When changes are made all employees are req MLC routinely conducts best practice audits to ensure corruption is r provided to leaders.



which contains all policies and procedures. All employees are required In addition, we conduct corporate-wide trainings, job-specific trainings, and procedures including anti-harassment, anti-corruption, business ethics,

nable steps as applicable. Since the inception of our grievance mechanism in nvestigation and was determined not to be in violation of policy.

ortable giving authentic feedback, we leverage several communication top priorities, so we actively seek real-time feedback on how we can improve scheduled luncheons and business update meetings so employees have

nology platforms to share feedback, while others prefer to stay anonymous

d remain unresolved, employees are encouraged to contact our Ethics

it relates to environmental issues. (MSHA) on a quarterly basis and at times MSHA has alleged violations of eed with or accepted and resolved. There are currently no outstanding

ons-and-policies/.

s, customers, industry peers, government representatives, regulators,

d effort into them by supporting the needs of local emergency services,

ls, provide safety trainings, technical support and to share progress in areas

communication is maintained with leadership.

not covered under those contracts.

ted in our MLC Master Employee Handbook. knowledge that they have read and agree to the terms of the employee required to read and acknowledge agreement. is not occurring. Training is provided to all employees with additional training



GRI STANDARD	DISCLOSURE TITLE	RESPONSE
GRI 302: Energy 2016	302-1 Energy consumption within the organization	16,993,293 Giga Joules of non-renewable energy sources. O Giga Joules of renewable energy sources. Grid-Electricity is 4.59% See Energy Consumption Data Table (page 66).
	302-4 Reduction of energy consumption	MLC is designing and implementing trials to determine our capacity for e
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	MLC consumes water primarily from third-party water providers. Our out Such water is tested to ensure safety and cleanliness while following all a systems. The water used as part of our lime production processes is main
	- 303-2 Management of water discharge-related impacts	MLC facilities that discharge storm water / waste water operate under sta and limits applied to facility-specific discharges; such limits are determin- waterbodies.
		See Water Data Table (page 72).
	303-4 Water discharge	Total water discharge = 4,906.34 ML See Water Data Table (page 72).
	303-5 Water consumption	Total water consumption = 426.55 ML See Water Data Table (page 72).
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Mobile, AL production site is adjacent to an IUCN Protected Landscape/se Praire du Rocher, IL production site is adjacent to an IUCN Protected Lan
	- 304-2 Significant impacts of activities, products and services on biodiversity	 Risks - Alterations to the land at production sites, as well as undergroproduction sites may affect biodiversity in their respective areas. Risk Reduction Measures - MLC has policies in place with measures t
	304-3 Habitats protected or restored	See Life, Land & Water (page 28).
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Baseline 2022: 3,775,991 tCO2e 2023: 3,687,617 tCO2e
	- 305-2 Energy indirect (Scope 2) GHG emissions	Baseline 2022: 143,326 tCO2e 2023: 135,617 tCO2e
	- 305-4 GHG emissions intensity	Omission: Confidentiality Constraints
	- 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	See Air Pollutant Data Table (page 64).
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	 a. For certain types of waste, such as E-waste, third-party waste manage b. Third-party waste management is documented by way of bills of ladi c. Waste-related data (e.g., non-hazardous waste, universal waste, hazar the data is entered into spreadsheets by various MLC personnel and
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	MLC has not screened any new suppliers based on environmental criteria
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	See Employee Data Table (page 67).
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	 a. MLC has adopted a formal safety and health management system. i. MLC uses a Safety Management System. ii. This system was implemented voluntarily in order to more efficient c. This system is used mostly by management, however, all employees h and various other safety forms, including safety suggestions, near miss



or energy reduction.

butfall water is a result of rainwater that falls within the footprint of our facilities. l applicable regulatory requirements before discharging back into water aintained on-site and reused.

state-issued water quality permits that outline the discharge standards nined by the states in consideration of the characteristics of the receiving

e/seascape.

andscape/seascape.

ground and surface water usage, waste water, and gas emissions and waste at

es to reduce our direct, indirect and likelihood of impacts on local ecosystems.

agement collects and repurposes or recycles the waste.

ading and waste manifests that must have disposal copies returned to MLC azardous waste, recycled waste) is provided by vendors upon waste pickups; nd maintained for future reference/review

ria.

ently record incidents, safety audits and ensure timely corrective actions. s have access and the ability to conduct audits and complete incident reports nisses, and good catches.

GRI STANDARD	DISCLOSURE TITLE	RESPONSE
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	 a. MLC uses workplace examinations prior to the beginning of shifts as p assessments and job hazard analyses on an as-needed basis. Contract b. All employees are trained and instructed on the requirement to remove. Incidents, regardless of size or severity, are reported in our health & satthrough formal learning teams. d. The hierarchy of controls are utilized during this investigation, correction
	403-5 Worker training on occupational health and safety	MLC conducts numerous types of training on an annual basis, including N Awareness Training, Experienced Miner Training, Task Training, First Aid T
	403-6 Promotion of worker health	 A live benefit orientation is provided to all new hires (in person or virt virtual informational meetings available for employees to attend. Comprehensive health benefits are available to all full-time employee Medical, with a (HSA) health savings account (with an employer coprograms available to members with specific needs (example: dia Dental (voluntary) Vision (voluntary) EAP (employee assistance program) Health Care Advocate/Health Care "Concierge
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	 a. 0 fatalities; 0 high-consequences work-related injuries; 16 MSHA/OSHA material in eyes, soft-tissue/overexertion; 2,226,367 hours b. N/A c. MLC investigates all injuries, regardless of consequence to determine r the incident by the collection of evidence and interviews of witnesses stakeholders discussing the facts and developing root cause and corred. MLC has developed multiple safety standards as well as life-saving star audits and examinations to identify condition based and behavioural ke. Reportable Rate Calculation (# of reportables x 200,000)/total employee
	403-10 Work-related ill health	 O fatalities; O occupational illnesses. 2.3: O fatalities. 2.4: MLC has a chemical list on site of all hazardous chemicals. MLC site and has a formal Haz Com standard that is compliant with all sta
GRI 404: Professional Development	404- 2 Programs for upgrading employee skills and transition assistance programs	MLC offers a tuition reimbursement benefit (highlighted in the MLC Mast
	404- 3 Percentage of employees receiving regular performance and career development reviews	100% of MLC employees receive regular performance reviews.
GRI 412: Human Rights	412- 1 Operations that have been subject to human rights reviews or impact assessments	MLC is going through the process of a human rights risk assessment, whi
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	MLC has not screened any new suppliers based based on social criteria.
GRI 3-3: Mining Disclosure	14.6.1 Report whether the organization complies with or has committed to comply with a recongized international standard on tailings management, and, if available, provide a link to the most recent publicly disclosed information	MLC has not formally committed to an international standard on tailings
	14.6.2 Report the tailings disposal methods by the organization	MLC has disposal procedure doucments that must be adhered to. Addition proper tailings disposal methods.
	14.6.3 Report the tailing facility locations	See Tailings Facility Data Table (page 27).



as part of a routine safety assessment. MLC also conducts formal risk actor risk assessments are done prior to completing high risk work. nove themselves from an unsafe condition.

safety management system and investigations into root causes are conducted

ective actions are created and formal communications go out to all employees.

ng New Miner Training, Annual Refresher Training, Site Specific Hazard id Training, Microlearnings, etc.

virtual). In addition, an annual enrollment is offered with live in-person and

byees that includes the following (benefit guide available upon request): r contribution into the HSA) - that includes various case management diabetes, maternity, cancer, etc.)

5HA reportable injuries, 1.44 Reportable Rate; Main types of injuries: lime/

ne root cause and proper defenses. Investigations are conducted at the time of ses and injured parties. Learning teams are also held that consists of multiple orrective actions.

standards to reduce employee exposure to injury. MLC also conducts numerous ral based risks.

loyee hours

LC also has access to SDS information for every chemical stored and used on state and federal regulations.

laster Employee handbook), including role-specific ongoing training.

which will be completed in 2024.

gs management, but we comply with applicable regulatory requirements.

litionally, MLC has standard work documents for hourly employees outlining the

SASB CONTENT INDEX 2023

SASB: Metals & Mining used.

SASB CODE	DISCLOSURE	LOCATION
EM-MM-A6:C24	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	See Climate Change (page 23).
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	See Climate Change (page 23).
EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) Nox (excluding N2O), (2) Sox, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	See Air Emissions Data Table (page 65).
EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 16,993,293 Giga Joules, (2) 4.59%, (3) 0% renewable See Energy Consumption Data Table (page 66).
EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 426.55 ML, (2) 426.55 ML, (3) 0% of operations are in regions with High kilometeres from areas with Extremely High Water Stress which may spr
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0 incdents of non-compliance
EM-MM-150a. 10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Hazardous waste and non-hardous waste/materials that must be manag with current federal and state laws/regulations, waste shipping documer
EM-MM-150a.4	Total weight of non-mineral waste generated	See Waste Table (page 27).
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	0 significant incidents
EM-MM-160a.1	Description of environmental management policies and practices for active sites	See Planet section (page 21).
EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	0% of acid rock is produced at MLC sites
EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	0% of MLC proved and probable reserves are in or near sites with protect AL production site is adjacent to an IUCN Protected Landscape/seascape Landscape/seascape.
EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	0% of MLC proved and probable reserves are in or near areas of conflict. N United Kingdom where there are currently no active conflicts.
EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	0% of MLC proved and probable reserves are in or near indigenous land.
EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	See Human Rights (page 41).
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	See Community Engagement (page 44).
EM-MM-210b.2	Number and duration of non-technical delays	0 delays or shutdowns due to regulatory changes
EM-MM-310a.2	Number and duration of strikes and lockouts	0 delays or shutdowns due to strikes
EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	(1) 1.44 RIR; (2) Fatality Rate: 0; (3) N/A, we track near misses but do not tr refresher training plus undetermined task training, 4-8 hours first aid tra
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	MLC has a Code of Conduct/Business Ethics policy that is highlighted in to acknowledge/sign that the handbook was read.



gh or Extremely High Baseline Water Stress. However, our Bonne Terre site is 15 spread in the region.

aged in accordance with current laws/regulations are managed in accordance nents are retained, and waste generation authorization numbers are obtained.

ected conservation status or endangered species habitats. However, the Mobile, pe, and the Praire du Rocher, IL production site is adjacent to an IUCN Protected

t. MLC's proved and probable reserves are located in the United States and

d.

t track the rate currently; (4) average employee receives 8 hours of annual training, as well as 40 hour new hire training.

in our MLC Master Employee handbook. All employees upon hire are required



SASB CODE	DISCLOSURE	LOCATION
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	MLC's manufacturing locations are in the US and UK. MLC does not produc International's CPI.
EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Workers are tasked with daily monitoring and maintaining stability of dum See Tailings Facility Data Table (page 27).
EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	MLC's emergency response team performs regular tests and exercises on a There is a standard emergency response, but no specific tailings response



duce in any country below the international average according Transparency

umpsite and tailings management (production process).

on a monthly basis.

se as there is no-difference in hazards from Ste. Genevieve mine.

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TFCD CONTENT INDEX 2023

TFCD TOPIC AREA	TFCD RECOMMENDATION	DISCLOSURE	LOCATION
Governance	Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	See Company section (page 49).
		b. Describe management's role in assessing and managing climate-related risks and opportunities	See Company section (page 49).
itrategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	See Climate Change (page 23). See Issue Prioritization (page 58).
		b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	See Risk Management (page 57).
		 c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	See Sustainability Strategy (page 14).
Risk Management	Disclose how the organization identifies, assesses and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate- related risks	See Risk Management (page 57).
		 Describe the organization's processes for managing climate-related risks. 	See Risk Management (page 57).
		c. Describe how processes for identifying, assessing and managing climate- related risks are integrated into the organization's overall risk management.	See Risk Management (page 57).
letrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	See Reporting Methodology (page 56). See Climate Change (page 23).
		b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	See Climate Change (page 23). See Emissions Data Table (page 65).



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DISCLAIMER

The information in this report and MLC's sustainability reporting and website, inclusive of charts, graphs and commentary, and all other information presented, may contain forward-looking statements, estimates, or projections based on expectations as of the original date of those materials. Those statements, estimates and projections are not guarantees of future results or performance and are subject to certain known and unknown risks and uncertainties that are difficult to predict, are often beyond our control and could cause actual results to differ materially. Additionally, material issues over time may change as the context of climate change shifts systems and future regulatory, technological, and market shifts are equally changing and unpredictable.

The presented information may also discuss previously non-public financial and statistical information. Our approach to the disclosures included in this report and MLC's sustainability reporting and website differs from our approach to the disclosures we include in our mandatory regulatory reports, such as to the Environment Protection Agency EPA. This report and our sustainability reporting and website are intended to provide information from a different perspective and for potentially different users or stakeholders.

Climate data and methodologies are rapidly evolving; those underlying our climate-related analysis and strategy remain subject to evolution over time, especially as MLC is maturing in sustainability strategy and sustainability reporting processes. As a result of improvements to the quality and completeness of our data, data processes, changing business operations, and updates to our methodology over time, we may include information in future disclosures that differ from those contained in this report.

Unless otherwise specified, all information (including forward-looking information) speaks only as of the date on which it is made, and we disclaim any obligation to update or delete any outdated information contained in this report or in our website materials. All content is the property of MLC.





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