



Where We're Going

● ● ● 2022 ESG REPORT



COVER: "Roff Oasis," photo submitted by Jordyn Richmond of our Roff, OK facility — Covia's 2022 Plant of the Year. For more information on the facility's achievements, please see page 41 of this report.



Table of Contents

About This Report	1
A Message from Our CEO	2
About Covia	3
Our Approach to ESG	6
Environmental Stewardship	11
Leveraging Best Practices in Environmental Management....	12
Committed to Addressing Climate Change.....	14
Responsible Resource Use	18
Respecting the Land, Protecting Biodiversity	21
Positive Social Impact	27
Ensuring a Safety First Mindset	28
Team Member Experience	35
Community Impact and Philanthropy.....	44
Innovation and Product Sustainability.....	51
Responsible Governance and Ethics	57
Ensuring Strong Corporate Governance.....	58
Our Commitment to Supply Chain Sustainability	65
Our Approach to Ethics, Compliance, and Transparency	69
A Special Thank You to Our Team Members	73
2022 SASB Index	75
Goals that Inspire: ESG 2030 Index	79



About This Report

Thank you for your interest in Covia's 2022 Environmental, Social, and Governance (ESG) report. This report marks our 18th consecutive year of corporate responsibility disclosure, and provides important information about our progress and the ESG activities that took place across our organization in 2022. We prepared this report in accordance with the Sustainability Accounting Standards Board (SASB) Metals & Mining Industry Standard to disclose performance on topics and metrics specific to our business and of interest to our stakeholders.

"Springtime," photo submitted by Ana Laura Obregón Jiménez, San José, VC

We continue to report on our highest priority topics and longstanding commitments to corporate responsibility, organized under our **ENVIRONMENTAL, SOCIAL, and GOVERNANCE** pillars.



Our ESG Pillars and Priority Topics

ENVIRONMENTAL STEWARDSHIP

- Environmental Management
- Climate Change
- Responsible Resource Use
- Biodiversity and Reclamation

POSITIVE SOCIAL IMPACT

- Safety and Health
- Team Member Experience
- Community Impact and Philanthropy
- Innovation and Product Sustainability

RESPONSIBLE GOVERNANCE AND ETHICS

- Corporate Governance
- Sustainable Partnerships
- Ethics, Compliance, and Transparency

Throughout this report, we demonstrate progress we have made against our company-wide ESG goals, which we formalized in 2021. Our **Goals that Inspire: ESG 2030** include metrics to drive accountability and enhance transparency around our ESG initiatives. We have also taken steps to ensure our commitments align with broader global priorities and goals, including incorporating several United Nations Sustainable

Development Goals (UN SDGs) into our targets and becoming a signatory of the UN Global Compact.

We hope you enjoy learning about our ESG performance and milestones in our 2022 report and welcome your feedback at ESG@coviacorp.com.

A Message from Our CEO

Dear Covia Stakeholders,

2022 was another remarkable year for Covia as we continued to grow, evolve, and leverage our best-in-class capabilities to position ourselves as an industry-leading provider of diversified specialty minerals. I am proud of the progress we have made during the year, and inspired by the teamwork, collaboration, and “One Covia” mindset that our Team Members demonstrate every day.

In our second year as a privately held company, we delivered another year of substantial growth, allowing us to further invest in our long-term strategy. In 2022, this meant **expanding capacity** at several sites to capture new growth opportunities, **reducing our environmental impact** through targeted investments, and **building new capabilities** to drive innovation and operational excellence for those who rely on us — all while navigating a challenging economic environment. And, above all, the safety of our Team Members and stakeholders remains our priority — for this reason, we refocused and revitalized our program to reinforce a **Safety First** mindset.

By signing the UN Global Compact, Covia’s leadership supports its ten principles that cover human rights, labor, environment, and anti-corruption.

2022 also represented our first year of measured progress against our **Goals that Inspire** and I feel a great sense of accomplishment for what we have achieved thus far. Enhancing our safety program decreased our **all-incidence rate** and our continuous improvement mindset drove progress toward our environmental goals. Through The Covia Foundation, we **donated approximately \$1.2 million** within our local communities and our Team Members collectively contributed **10,800 volunteer hours** to local projects and organizations meaningful to them. We also became a signatory of the **United Nations Global Compact** and are committed to further incorporating its ten principles into our strategies, policies, and procedures.

Andrew Eich volunteering at Providence House during a Covia Cares Day event



We are pleased that our progress to date has us on track to meet our goals, and we continue to push forward to deliver against each of our commitments. As we evolve our organizational strategy and ESG objectives in 2023 and beyond, we value the opportunity to refine our programs, implement best practices, and align with our stakeholder needs to create a more sustainable future for all. Looking ahead, we remain focused on improving our Team Member experience and helping our local communities thrive. Operationally, we are committed to responsibly producing the minerals and materials that provide essential components of everyday products while advancing both environmental and societal objectives.

I am grateful for our dedicated Team Members, who remain relentless in the pursuit of achieving our objectives, both in the short and long term. This report provides a look inside our organization and the importance we place on ESG throughout our business. As you read it, you will find numerous stories, highlights, and photos (all of which were taken by our Team Members) that demonstrate our collective efforts and many celebrated successes. Every single one of our sites has made important contributions to our progress during the year. It’s exciting to see ALL of them represented in this report, showcasing the importance of the individual contributions that collectively set us on the path toward **WHERE WE’RE GOING**.

Thank you for taking the time to read this report, and for your continued support of Covia and our ESG journey.

Sincerely,

Andrew Eich
President and Chief Executive Officer



About Covia

“Una Ventana De Emoción,” photo submitted by David Martinez, Jáltipan, VC

Covia is a leading provider of high-quality, diversified specialty minerals and material solutions for the industrial and energy markets, delivered through a comprehensive and industry-leading distribution network. Our products are critical components that appear in everyday life — they provide the crystal-clear view through your window, the pure gleaming white of the kitchen countertop, the consistent texture in championship-level golf course bunkers, and the strength and resilience of the paint on your walls. We support our customers and create shared value through market insight, a long-term solution mindset, and a culture of innovation. From raw minerals to highly engineered products, our offerings provide innovative functionality at competitive costs across a variety of durable and high-growth end markets.

We believe in the power of long-term partnerships, built on reliability and innovation, to deliver shared success.

OUR FOCUS AREAS	OUR STRATEGIC PRIORITIES
Commercial Excellence	<ul style="list-style-type: none"> • Strategic pricing and market positioning • Segment focus • Product development engine and pipeline
Operational Excellence	<ul style="list-style-type: none"> • Safety system and program enhancements • Operations Management System (OMS) • Asset optimization • Talent investments
Strategic Growth Investments	<ul style="list-style-type: none"> • Capacity expansions • New product commercialization • Asset productivity • Business intelligence and advanced analytics

Covia At-a-Glance



2,300+
Team Members



2,700+
customers globally



300+
products



27+
million tons sold



48 production facilities

3 corporate laboratories

2 pilot plants

60 logistics terminals

10 offices across **4** countries

OUR MARKETS

- Glass
- Coatings and polymers
- Building products
- Ceramics
- Foundry
- Sports and recreation
- Water filtration
- Energy

OUR PRODUCTS

- Specialized silica sand
- Nepheline syenite
- Feldspar
- Calcium carbonate
- Clay
- Kaolin
- Coated materials
- Proppant solutions
- Additives

OUR CAPABILITIES

- Custom toll blending
- Micronization
- Thermal treatments
- Bagging and packaging
- Logistics
- Surface treatment
- Technical support
- Milling
- Sand coloring
- Resin coating



LEFT: Our products, like Glassil® and Granusil®, are key components in glass and building material products

RIGHT: "Pittsburgh Field Club," photo submitted by Laura Vasseur, Pittsburgh, PA

BOTTOM: "Guion – A Site to See," photo submitted by Gabrielle Carpenter, Guion, AR

LEFT: "A Variety of Our Products," photo submitted by Covia's Marketing Team

RIGHT: "Thermal at Fort Smith," photo submitted by Laura Vasseur, Fort Smith, AR



Our Values Reinforce WHERE WE'RE GOING

At Covia, we believe that doing business the right way is the only way. Our Team Members continue to live this shared belief through the consistent application of our Covia Values: the set of commitments to work safely and responsibly, deliver customer-driven solutions, and strengthen our partnerships. They help define our culture of performance and accountability, setting the tone for our day-to-day actions and how we interact with our customers, communities, stakeholders, and one another.



Safety First.

Fostering a safe work environment, while more challenging in our business than in others, is paramount to everything we do. From our plants to our office locations, safety is critical for the well-being of not just our Team Members, but our customers, communities, and the environment.



Be Different.

Covia is a place where bold things happen. We encourage innovation, creative problem-solving, and constructive collaboration to continuously evolve our business in positive ways. This culture of collaboration and innovation is best achieved through our commitment to the pursuit of a truly diverse and inclusive workforce, where unique skills, experiences, and perspectives are celebrated and leveraged.



Deliver on Promise.

When we Deliver on Promise, we hold ourselves accountable to our commitments and trust others. It means we build collaborative teams and empower them. Finally, it means we consistently strive to exceed expectations and celebrate success.



Act Responsibly.

We are dedicated to conducting business in a sustainable manner because it is the right thing to do and it creates stronger communities for our neighbors for generations to come. We are proud to support Team Members' philanthropic passions and extend this support through community investment initiatives and financial giving.

Our Company History and Milestones

With origins dating back nearly 100 years, Covia is built on strategic mergers and acquisitions, operational excellence, strong product portfolios, an innovative mindset, and capabilities that satisfy the needs of our industrial and energy customers. Our history includes many milestones across industries and markets, aided by our long-term partnerships. We look forward to building on these experiences and successes as we continue to develop relationships in the future.

For more information on our ongoing commitment to operating our business responsibly, as well as our corporate governance structure and practices, please see the [Ensuring Strong Corporate Governance](#) section of this report.

Our Approach to ESG

"Better Together," photo submitted by Miguel Angel Reyes Soto, Ahuazotepec, PUE

As we continue to build the foundation for Covia's sustained performance, we recognize the importance of not only meeting the needs of our stakeholders today, but ensuring a sustainable future for generations to come through meaningful targets and thoughtful ESG programming. Our commitment to ESG performance is far-reaching, starting with the Board and Executive Leadership Team (ELT) and cascading to Team Members across our organization. Each quarter, our Board receives an update on our ESG progress and performance. The Board uses this information in close collaboration with our ELT to further refine and enhance the strategic direction of our ESG programming.

Through our **Goals that Inspire**, we are committed to delivering a lasting impact on our business, our people, our planet, and the communities where we live and work — firmly establishing a roadmap for **WHERE WE'RE GOING**.

We believe that we can make a positive difference in the world, and this belief drives our ESG strategy and commitment to ongoing progress against our short- and long-term ESG objectives.

Through the establishment of our **Goals that Inspire**, we are:

- Ensuring a safe, healthy, and inclusive work environment where the professional and personal development of our Team Members is supported and celebrated;
- Committing to take climate action by reducing greenhouse gas (GHG) emissions across our operations and safeguarding the environment for future generations through resource conservation and biodiversity protection; and
- Investing in the communities where we live and work through volunteer efforts, financial contributions, and regular engagement to identify and address the needs of those we serve.

Additionally, we evaluated the 17 UN SDGs and identified 11 for which we believe we can have a direct impact and that align with our **Goals that Inspire**. This demonstrates our thoughtful, stakeholder-driven approach to developing and working toward our ESG aspirations.



Our ESG Governance Structure

BOARD OF MANAGERS AND EXECUTIVE LEADERSHIP TEAM

Covia's leadership oversees our ESG policies and practices, as well as ESG-related risks and opportunities.



DIRECTOR OF ESG

Created in 2021 to underscore the essential role ESG plays in our overall operations, our Director of ESG is responsible for leading and enhancing our overall ESG strategy and program to ensure we continue to make meaningful progress toward our commitments and established goals.



ESG COMMITTEE

Covia's ESG Committee is comprised mostly of functional leadership, providing partnership and support for our ESG program to ensure integration into our overall business strategy.



ESG STEERING TEAMS

- | | |
|------------------------------------|-------------------------------------|
| Greenhouse Gas Emissions Reduction | Reclamation and Land Rehabilitation |
| Water Management | Community Action Plans |
| Biodiversity Conservation | |

Created in 2022, these goal-specific teams are focused on identifying and implementing strategies to facilitate awareness, action, and progress across our locations and business units.



TOP: "It's All in a Day's Work," photo submitted by Gabrielle Carpenter, Independence, OH

BOTTOM: "CAO Meeting," photo submitted by Amy Mathias, Cleveland, OH

For more information on our leadership structure and corporate governance mechanisms, please see the [Ensuring Strong Corporate Governance](#) section of this report.



Stakeholder Engagement

Through thoughtful and continuous stakeholder engagement, we can gain and share valuable insight and feedback on our organizational and ESG efforts to ensure we consistently meet stakeholder expectations. In 2022, we increased our engagement with Team Members in particular by enhancing our communication platforms and introducing several new or improved workshops and development initiatives, aligned with our commitment to support professional and personal well-being.

In the table below, we summarize the various mechanisms by which we engage and inform our key stakeholders. We also recognize that listening is a key component of engagement, and we are committed to meaningful ongoing ESG-related conversations.

OUR STAKEHOLDER GROUPS	HOW WE ENGAGE WITH THEM
Team Members	Company-wide quarterly Town Halls; Covia TV (digital signage); E-learning opportunities; Performance reviews; Sand Paper quarterly newsletter; Social media; Team Member engagement survey; Topical workshops and initiatives; Training sessions, including annual compliance training, which covers our approach to reporting ethics concerns
Customers	Customer events and tradeshows; EcoVadis and other ESG assessments; Press releases; Pricing and product communications; Social media; Website updates
Investors	Active outreach through conferences, in-person meetings, email communication and video/phone calls; Earnings calls and presentations; Press releases; Social media; Website updates
Community Partners	Community Action Plans (CAPs); The Covia Foundation; Social media; Volunteer opportunities
Suppliers	Annual/quarterly reviews; Business Partner Code of Conduct; Email communications; Social media; Website updates



“Committing to our Communities,” photo submitted by Mirthala Ledezma Treviño, Ahuazotepec, PUE

Awards and Recognition

United Way Torchbearer Award: In 2022, Covia was the recipient of the United Way Torchbearer Award of Cleveland, which recognizes corporations, executives, and volunteer leaders who go above and beyond in their dedication to United Way and the local communities they support.

Sentinels of Safety: To date, four Covia sites have won the Sentinels of Safety Award on six occasions. The Sentinels of Safety Award, sponsored by the National Stone, Sand and Gravel Association, is the longest-standing mining safety award in the nation – and is one of the most prestigious.

EcoVadis Bronze Medal: In our first year of reporting to EcoVadis, the world’s largest provider of business sustainability ratings and insights, we received a bronze medal, scoring better than 50% of the companies who participate in EcoVadis’ assessment.



Driving Continued Progress

2022 represented Covia's first full year of measured performance against our goals, which we formalized in 2021. The learnings we gleaned throughout the year provided us with an opportunity to refine several of our programs and initiatives, strengthening our ability to meet our 2030 targets through steady and sustained progress for years to come.

2022 ESG Highlights

ENVIRONMENTAL STEWARDSHIP	POSITIVE SOCIAL IMPACT	RESPONSIBLE GOVERNANCE AND ETHICS
<ul style="list-style-type: none"> Began the phased rollout of our new Environmental Management System (EMS) Completed a third-party verification of our emissions calculation Invested \$1.7 million in capital projects aimed at reducing emissions Recycled 97% of water used at our Crane, TX, site Established our signature Community Beekeeping Initiative in Mexico 	<ul style="list-style-type: none"> Decreased our all-incidence rate by 10% versus the prior year Hired our VP of Technology and hosted our first Team Member Innovation Tournament Served our communities through 10,800 Team Member volunteer hours Contributed approximately \$1.2 million to community investments Added paid Military Leave, Parental Leave, and enhanced time away policies to our benefit offerings Introduced our Emerging Leaders Program 	<ul style="list-style-type: none"> Became a signatory of the UN Global Compact Awarded Bronze status in our first year of participation in the EcoVadis survey Developed a formalized Community Action Plan (CAP) process and policy Established five goal-specific steering teams Achieved 750 hours of Team Member cybersecurity training Introduced our Business Partner Code of Conduct

"Community Stakeholders," photo submitted by Michele Oxlade, Ahuazotepec, PUE



Goals that Inspire: ESG 2030



We are building on our long legacy of corporate responsibility through ambitious goals aimed at accelerating our ESG progress and performance through 2030. These are our **Goals that Inspire Environmental Stewardship**, **Positive Social Impact**, and **Responsible Governance and Ethics**.

GOALS THAT INSPIRE: Environmental Stewardship STATUS



Reduce greenhouse gas emissions by 20% on a per-ton basis

SLOW PROGRESS
(working to address)



Protect essential water supply by reporting consumption at all sites and recycling 90% of water within stressed areas

GOOD PROGRESS
(on pace)



Preserve, restore, and improve biodiversity through conservation and reclamation practices

SLOW PROGRESS
(working to address)

GOALS THAT INSPIRE: Positive Social Impact STATUS



Ensure the safety and health of our Team Members by improving our all-incidence rate and reducing potential exposures to respirable silica

GOOD PROGRESS
(on pace)



Build a culture of diversity and inclusion by improving representation among our workforce and leadership, and fostering a greater sense of belonging among Team Members

SLOW PROGRESS
(working to address)



Support our communities through \$10 million in donations and 50,000 Team Member volunteer hours

GOOD PROGRESS
(on pace)



Expand our sustainable product offerings while articulating their inherent benefits on society

GOOD PROGRESS
(on pace)

GOALS THAT INSPIRE: Responsible Governance and Ethics STATUS



Engage with our Team Members and communities through employee engagement activities and Community Action Plans at all locations

GOOD PROGRESS
(on pace)



Emphasize ESG in the supply chain by instituting a Business Partner Code of Conduct and implementing an ESG assessment program

GOOD PROGRESS
(on pace)



Increase corporate transparency by joining the UN Global Compact and aligning our ESG reporting with prevailing frameworks

GOOD PROGRESS
(on pace)

Environmental Stewardship



“Abejorro Juan,” photo submitted by Rubén Peña Ramírez, Jáltipan, VC

IN THIS SECTION

Leveraging Best Practices in Environmental Management

Committed to Addressing Climate Change

Responsible Resource Use

Respecting the Land, Protecting Biodiversity

At Covia, we believe protecting the planet and preserving its resources are part of our responsibilities as a corporate citizen. We continue to advance environmental stewardship across our organization by taking action to address the challenges of climate change, conserve natural resources such as land and water, and safeguard wildlife and other forms of biodiversity.

GOALS THAT INSPIRE



Leveraging Best Practices in Environmental Management

"InterCountry Collaboration," photo submitted by Michele Oxlade, Ahuazotepec, PUE

Our dedication to operating sustainably is firmly embedded in our company culture, and we believe that understanding and managing our environmental impact necessarily guides **WHERE WE'RE GOING**. We have adopted proactive policies and initiatives aligned with our environmental stewardship objectives to help identify areas of importance and detailed expectations for our Team Members and business partners.

Our [Environmental Statement](#) outlines our comprehensive approach to protecting and preserving the environment and defines our obligations to:

- Conform with applicable environmental requirements and industry standards;
- Understand our potential impacts on the environment to minimize risks and liabilities; and
- Practice responsible land management throughout the life cycle of our operations.

We incorporate environmental targets into our leadership compensation structure, as well as our company-wide performance review processes, to help us better track progress and incentivize advancement of our environmental stewardship priorities.

We expect all Covia Team Members and business partners to comply with this statement, and we regularly evaluate performance to ensure we are operating in alignment with our environmental stewardship objectives. Additionally, we promote regulatory compliance at each of our sites through rigorous oversight practices and by fostering a culture of accountability among our Team Members.

Our Environmental Management System

We remain committed to continuous improvement with respect to our environmental performance and are focused on driving consistency across our systems and processes to meet the needs of our business and our stakeholders. In 2022, we began the phased rollout of our new Environmental Management System (EMS), based on the internationally accepted ISO 14001 standards. The new system, which we developed and finalized in 2021, enables improvements in overall environmental performance by providing:

- Enhanced predictability, consistency, and efficiency in managing our environmental obligations;
- Effective targeting and allocation of our environmental management resources;
- Proven frameworks for high-impact activities, such as pollution prevention, land management, and water usage; and
- Standardized data collection and reporting mechanisms to effectively measure, monitor, and share progress with our stakeholders.

A comprehensive risk assessment and gap analysis resulted in the deployment of the new EMS at five sites in 2022: **Elco, Illinois; Tamms, Illinois; Marston, North Carolina; Canoitas, Coahuila; and Lampazos, Nuevo León**. We plan to continue the EMS rollout process to additional sites over the course of 2023.

EMS SYSTEM ELEMENTS



The framework used to develop our EMS can be applied in other critical aspects of our business, including Safety & Health and Quality Management, furthering our alignment with international standards. For more information on our efforts in these areas, please see the [Ensuring a Safety First Mindset](#) and [Innovation and Product Sustainability](#) sections of this report.

Continuous Improvement Efforts Help Advance Environmental Performance

For several decades, Covia has maintained a sharp focus on continuous improvement to enhance our operational performance, foster innovation, and importantly, reduce our environmental footprint. Each year, we track improvement projects across our sites, identifying the specific issues to be addressed, solutions implemented, and project outcomes. In 2022, we completed 130 improvement projects across our footprint, with approximately half of those projects contributing to progress against our [Goals that Inspire](#).

“Covia’s Continuous Improvement Process (CIP) originated within the Operations department in 1989. Since then, CIP has expanded its impact across the company and demonstrated its value over and over again. CIP is a process-driven, long-term strategy that will continue to sustain the innovative culture we are building to support our plans for significant future growth.” – John Quinn, Quality Director, Ottawa, IL

Clean Industry Certification in Mexico

In accordance with our focus on environmental compliance and continuous improvement, our **Ahuazotepec, Puebla;** **Tlaxcala, Tlaxcala;** and **Lampazos, Nuevo León** plants continue to maintain the Mexico Clean Industry certification.

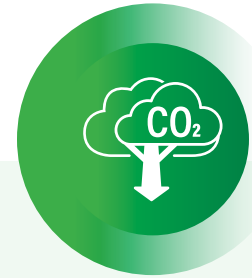
This is an independent, voluntary environmental compliance assessment program that seeks to safeguard the country’s ecological balance.

The environmental audits conducted at each of the three plants focus on evaluating the respective site’s environmental management system, as well as environmental compliance and alignment with best practices in the areas of water usage, waste reduction, energy efficiency, soil conservation, air quality, and protection of natural resources.

Committed to Addressing Climate Change

"A Little Dirt Never Hurt Anyone," photo submitted by Kelsey Wortham, Guion, AR

Our commitment to addressing climate change is reflected in our environmental responsibility efforts and our **Goals that Inspire**. While we have been monitoring and collecting our Scope 1 and Scope 2 greenhouse gas (GHG) emissions data at our mining and processing facilities for several years, in 2022, we took steps to enhance our data collection processes to measure our emissions reduction progress more accurately.



Goals that Inspire Environmental Stewardship

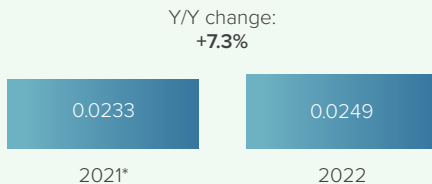
Reduce Greenhouse Gas Emissions

We continue to further our commitments to address climate change in alignment with UN SDG 13: Climate Action.

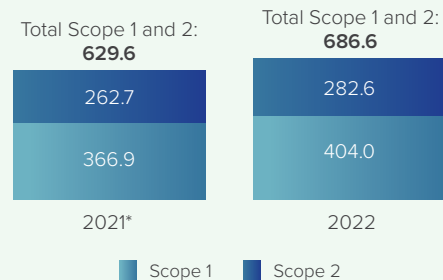
TARGET: Reduce Scope 1 and Scope 2 GHG emissions by 20% on a per-ton basis by 2030 (compared with a 2021 baseline).

2022 Progress: During the year, we had our GHG emissions calculation methodology third-party verified in compliance with the [GHG Protocol](#), which provides globally accepted GHG accounting standards. Through this process, we improved the accuracy of our measurements, promoting enhanced reliability and transparency in our GHG reporting. As such, we identified slight discrepancies in our 2021 metrics, which led to an approximate 10% increase to our baseline, and are reflected in the data below. To ensure continued focus on this important goal, in 2022 we created a dedicated, cross-functional Steering Team to oversee our emissions reduction efforts in pursuit of our 2030 goal. To see our energy consumption by type, please see [page 75](#) of this report.

GHG/TON: 2021–2022
(MT CO₂e/ton)



GHG EMISSIONS: 2021–2022
(thousand MT CO₂e)



*2021 baseline data have been restated following the verification of our emissions calculation methodology.

Executing Our Climate Strategy

In addition to improving our data collection methods, we closely monitor our year-over-year emissions to guide resource allocation, take corrective action as needed, and ensure we are making progress against our 2030 goal. Our 2022 performance, which represented an overall increase in emissions, was impacted by several factors, including planned higher production, increased energy usage due to colder than expected temperatures at some of our U.S. sites, and increased material handling at one of our largest mines.

However, reducing our emissions and increasing our energy efficiency remain central to our climate strategy, and we continue to monitor our performance and assess our biggest climate-related opportunities and risks to identify areas for improvement. This includes investing in solutions that we believe will enable us to achieve our GHG emissions reduction goal by 2030, such as:

- Increasing our reliance on renewable energy and lower-carbon-footprint fuel sources, such as propane and natural gas;
- Improving transportation efficiencies for raw materials and finished goods;
- Installing more efficient, lower-emissions technologies to offset our energy-intensive operations; and
- Participating in power purchase agreements, which support the overall development of solar power infrastructure, and the purchase of carbon offsets to further our positive impacts.

In 2022, we completed several site-specific projects to support energy efficiency improvements, including:

- Moving an air compressor to a heated area at our **Black Lab Serena, Illinois**, facility to limit fuel usage;
- Upgrading exterior lighting at our **Black Lab Chardon, Ohio**, facility to high-efficiency LED bulbs that can now run on a timer;
- Replacing aging and inefficient air compressors at our **Hephzibah, Georgia**, and **Lampazos, Nuevo León**, plants with new, energy-efficient compressors; and
- Insulating the maintenance building at our **Troy Grove, Illinois**, facility to reduce the amount of energy required for heating and cooling.

In 2022, we invested \$1.7 million in capital projects aimed at reducing our overall carbon footprint.

Additionally, we continue to look for validated ways to automate data collection, reducing the risk of human error in our reporting and promoting data-driven decisions with the highest degree of reliability possible.

TOP: "World Environment Day," photo submitted by Abel Oswaldo Cabada Mendoza, Canoitas, CH

BOTTOM: "Beautiful Ahuazotepec," photo submitted by Ana Laura Obregón Jiménez, Ahuazotepec, PUE



HIGHLIGHTS THAT INSPIRE

International Efforts to Mitigate Our Climate Footprint

Given the energy-intensive nature of our operations, reducing our carbon footprint is a shared responsibility. In 2022, Team Members contributed to protecting the environment in unique and meaningful ways.

Operating in a country that is considered a hub for sustainable innovation, our Team Members in **Fredericia, Denmark**, are leveraging cutting-edge technologies to reduce our carbon footprint. In fact, the facility is targeting a 70% absolute reduction in GHG emissions by 2030. Team Members have begun identifying opportunities to achieve this goal, which will include utilizing renewable energy sources for heating needs in the resin coating process, thus reducing the facility's reliance on liquified petroleum gas (LPG).

In 2022, Team Members remained acutely focused on production planning to drive progress toward this target and to offset the global rise in energy prices. This included adjusting a portion of the site's equipment to run during times when energy grid demand is at its lowest and replacing a high energy-consuming fan with a more efficient option.

Additional ongoing emissions-reduction initiatives aimed at achieving Denmark's target include:

- Using high-efficiency blowers in production processes;
- Sourcing at least 40% of electricity from wind turbines;
- Phasing out all existing forklifts in favor of electric-powered units; and
- Procuring required materials locally to decrease transportation emissions.

To enable real-time monitoring of energy consumption, our **Ottawa, Minnesota**, plant conducted a full energy audit during the year to better understand electricity and fuel use trends at the facility and identify opportunities for improved efficiency. Through the audit, we determined that the existing method of relying on historical energy invoices for tracking consumption lacked the insights needed to help drive meaningful improvements.



“Sea of Grass,” photo submitted by Jordyn Richmond, Roff, OK

Team Members installed a pulse sensor on the electrical meters at the site for more instantaneous feedback and in partnership with local utilities providers, now have access to real-time data, as well as monthly and annual reports.

After developing a baseline from this data, Team Members are able to modify the site's equipment and processes to avoid peak consumption and drive energy and cost savings. Looking ahead, we plan to conduct similar audits at additional sites to help us better understand ways to reduce our energy needs across our operations.

To advance the collective emissions reduction efforts and help improve grid reliability in times of peak energy use, our **Nepheline Syenite Operations (NSO) in Ontario, Canada**, participates in the Independent Electricity System Operator's (IESO) Global Adjustment and Demand Response program. The program aims to restore the balance between the supply and demand for electricity, helping to offset the shared impacts of increased energy market volatility.

Through the energy-use monitoring and production management systems we have in place, Covia is able to contribute to these meaningful programs without compromising our ability to **Deliver on Promise** to our customers.

Air and Noise Pollution Management

Our [Environmental Statement](#) outlines our pollution prevention mission throughout our operations. We promote continuous improvement and responsible management of our processes and procedures to minimize environmental risks and impacts, including mitigating air and noise pollution.

Some of the actions we take include spraying roads with water to help keep dust and dirt out of the air, equipping sites with dust collection systems, conducting noise monitoring to stay within occupational and environmental standards, restricting mining and/or blasting timing to reduce noise impacts on our neighbors, and installing noise isolation and soundproofing technologies to prevent unnecessary noise pollution. For example, in 2022, our site in **Fredericia, Denmark**, implemented noise isolation measures to offset noise pollution from its vibrating cooling conveyors, providing a more productive and healthier environment for Team Members and the surrounding wildlife.

We strive to provide safe and healthy work environments and ecosystems, and to be a good neighbor. We value feedback from our stakeholders, and we work closely with residents and leaders in our communities to ensure they are satisfied with our air and noise management actions and approach.

TOP: "Abeja Amarilla," photo submitted by Abel Oswaldo Cabada Mendoza, Canoitas, CH

MIDDLE: "La Presa Azul," photo submitted by Gustavo Rios Zepeda, Jáltipan, VC

BOTTOM: "In Flight," photo submitted by Brandon Wilson, Roff, OK



Responsible Resource Use

"Pevely Pond," photo submitted by
Jordyn Richmond, Pevely, MO

Covia has the privilege of managing a variety of natural resources, which is why conservation and community well-being are deeply embedded in how we operate our mining and processing facilities. In 2022, we continued to invest in additional capabilities and devise strategies to bolster our ability to achieve our water conservation and waste management objectives.

Water Stewardship

Water conservation remains a particularly high priority for us given its importance to our local communities and the water-intensive nature of our operations.

Additionally, water plays a vital role in ensuring the safety, performance, and quality of Covia's products. Our water management strategy is twofold:

1. Optimizing the water efficiency of our production activities; and
2. Increasing water reuse through the implementation of an aggressive water recycling goal.



Goals that Inspire Environmental Stewardship

Protect Essential Water Supply

In 2022, we continued to align our water management strategy with the United Nations' objectives regarding availability and sustainable management of water, as defined in UN SDG 6: Clean Water and Sanitation.

TARGET: Recycle 90% of water at sites in water-stressed areas and expand reporting on consumption at all facilities.

2022 Progress: During the year, we implemented water consumption reporting capabilities at six sites. Currently, 80% of our sites are tracking water consumption, and we will continue to work with the remaining sites to increase reporting.

As of December 31st, 2022, 25% of Covia's sites in water-stressed areas achieved their goal of recycling 90% or more of the water used in its operations.

Additionally, we created a dedicated, cross-functional Steering Team to oversee our water efforts in pursuit of our 2030 goal.

For more information on water conservation efforts across our sites, please see the next page of this report.

Covia's sites maintain unique surface water and/or groundwater management or conservation plans based on local, regional, and national regulatory requirements. Typical elements of these plans include ensuring water quality, conducting water risk assessments, conserving freshwater resources, recycling water, and supporting community access to clean water.

In addition, we partner with local organizations to support increased access to safe water sources. This includes participating in projects focused on water security, quality and conservation, and protecting the waterways in the areas near our facilities.

HIGHLIGHTS THAT INSPIRE

Prioritizing Water Conservation at Our Sites

The commitment to responsible water stewardship is shared across our organization. In 2022, our facilities continued to leverage new technologies and innovative conservation strategies to help reduce our consumption, preserve local water supplies, and improve water quality.

Seeing an opportunity to better conserve water on site, our **Crane, Texas**, plant took action to safeguard the local water supply. The plant, located in a water-stressed area, introduced dewatering agents into its process to allow water to be released more quickly from the sand and to prevent excess water loss. As a result, Crane now recycles approximately 97% of water used in its operations.

Team Members at our **Canoitas, Coahuila**, plant contributed to our water conservation efforts by investing in new technology to improve access to real-time water use data, as well as installing a new piping system to enhance recycling capabilities.

At our **Zacatlán, Puebla**, mine, we maintain two-surface water systems, providing 800 local residents with access to clean water. Additionally, in partnership with the Zacatlán Municipal Government, the State Government of Puebla, the National Forestry Commission, and the Drinking Water Operating

Water Use

Summarized below is the volume of fresh water withdrawn and consumed at the facilities with reporting mechanisms in place. Current reporting is site-specific, but we will increase disclosure until 100% of our sites can report on their water management performance.

2022 WATER DATA	
Total Fresh Water Withdrawn (thousand cubic meters)	37,013
Total Fresh Water Consumed (thousand cubic meters)	16,991
Sites with Water Reporting Mechanisms (percentage of total sites)	80%



"One Million Trees," photos submitted by Mirthala Ledezña Trevino, Zacatlán, PUE

System, we are committed to reforesting more than one million trees over the next three years in aquifer recharge areas to increase the supply of groundwater to the region.

Our **Dividing Creek, New Jersey**, site added a water line to its crude bin storage facility, which directs excess water for immediate reuse in the plant, resulting in less fresh water required. The site, in partnership with the local municipality, also helped remove a dam located in a local waterway, returning the stream to the Delaware Bay Watershed and restoring the Maurice River Bluffs to its natural condition.

Waste Management

At Covia, we promote waste management practices aimed at reducing the volume of waste we generate, as well as encouraging the responsible handling of such waste. We are committed to complying with local, regional, and national laws and regulations regarding waste management, recycling, and proper waste disposal. Our typical mining and processing sites have a mineral waste disposal plan that is reviewed annually and updated as needed. We also have recycling programs and diversion initiatives at various facilities, including at our headquarters in **Independence, Ohio**, where we compost food waste and recycle paper, glass, and plastics.

Our cross-functional Waste Steering Team, assembled in 2022, is charged with identifying the amount of waste we generate and finding opportunities for recycling or reuse to keep materials out of landfill. Through better measurement of our waste impact, we aim to increase transparency around our

performance while identifying areas for additional improvement. Following the implementation of our new EMS, the team created a procedure and rollout plan for reporting waste criteria at all locations by 2025. We continue to focus on optimizing our water consumption and reducing mineral waste by using excess materials as backfill whenever viable during reclamation projects. Additionally, we work across our value chain to find ways to reduce our material use and divert waste from landfills. Through our reusable packaging initiative, we partner with certain suppliers to receive their deliveries in reusable totes.

In 2022, we completed 10 waste-related improvement projects, benefiting our local communities and ecosystems while providing significant cost savings to the organization.

HIGHLIGHTS THAT INSPIRE

Advancing Waste Management Practices

In 2022, our sites continued to identify ways to recycle and reuse waste to lessen our environmental footprint. At the same time, our facilities have continued to be innovative by implementing more responsible materials management practices.

Our **Elco, Illinois**, plant has begun using highly efficient and enhanced biodegradable stretch film to secure bagged materials. This film has a degradability rate greater than 60% within two years, which is a substantial advantage over legacy packaging materials that had a decomposition rate of 100 years or more.

In **Jáltipan, Veracruz**, plant operators previously struggled with limited visibility when filling product silos, which often translated to overfilling the silos and subsequently losing product. To address this issue, Team Members installed a transmitter to communicate real-time capacity. In addition, operators also retrofitted the conveyor belts used at the site with heightened sidewalls to prevent spillage, saving lost product and protecting the belts from excess wear and tear.

Our **Troup, Texas**, plant regularly encounters clays that are not suitable for tile manufacturing. Historically, these clays were mined and then discarded. In 2022, Team Members were able to reduce a mineral waste stream by contracting with a local brick manufacturer who can use this material in their process.



“Vivero Santuario De Las Iguanas,” photo submitted by Rubén Peña Ramírez, Jáltipan, VC

Respecting the Land, Protecting Biodiversity

“Water Birds,” photo submitted
by Mike Walters, Fort Smith, AR

Covia is the responsible steward of over 80,000 acres of land across our footprint. Planning for responsible land use is embedded throughout the life cycle of our operations – from our careful approach to early development and operational planning, to our production phase, all the way through our collaborative reclamation process aimed at protecting, restoring, and nurturing the land and biodiversity. Over the decades, we have helped restore a wide variety of ecosystems including wetlands, forests, ranchlands, shorelines, prairies, and more.

Empowering Our Sites to Champion Biodiversity Efforts

Our work in protecting the natural environment of our communities is a company-wide initiative, and our approach to responsible land management is highly localized and targeted to the unique needs of our sites’ respective communities. Every Covia site is required to submit a Community Action Plan (CAP) that specifies areas of priority for tackling environmental opportunities and upcoming reclamation projects in the neighboring communities. These plans are evaluated on a site-by-site basis to have the greatest impact at a local level.

For more on our CAP requirements and process, please see the [Responsible Governance and Ethics](#) section of this report.

We solicit regulatory and community input for restoring the land in our care to its best, most sustainable use, and our incremental reclamation projects prioritize proactive restoration. During the year, our cross-functional Reclamation and Land Rehabilitation Steering Team developed formalized procedures and workflows to more appropriately budget for reclamation. This new, centralized approach aims to ensure our plants have the resources they need to prioritize safeguarding their local ecosystems.

We are committed to being stakeholder-inclusive by engaging with neighbors, governments, indigenous groups, and cross-disciplinary experts to fully consider ecological, social, and economic factors in our land use.

COVIA'S LAND USE PROCESS

Early Development, Operational and Reclamation Planning

Commissioning and Startup

Full Production, Progressive Reclamation

Decommissioning and Reclamation of the Land

Determining Best Use After Covia
e.g., state park, nature preserve, agricultural site, etc.



Goals that Inspire Environmental Stewardship

Preserve, Restore, and Improve Biodiversity

During the year, we re-prioritized our commitment to biodiversity and reclamation, aligned with UN SDG 15: Life on Land.

TARGET: Implement a conservation biodiversity initiative at all sites, with 50% of our mining and processing sites holding Wildlife Habitat Council (WHC) certification or equivalent.

2022 Progress: In 2022, 16 of our active mining and processing sites held WHC certification and currently, our total percentage of such site certifications remains flat year over year at 33%. To drive additional certifications, we have identified nine sites that will begin the WHC certification process with support from the Biodiversity Conservation Steering Team.

Furthermore, we have established a formal framework and process for our conservation biodiversity initiative, which we will begin piloting in 2023.

Finally, we created a dedicated, cross-functional Steering Team to oversee our biodiversity preservation efforts in pursuit of our 2030 goal.

TARGET: Develop and implement a conservation plan for 100% of our mining and processing sites that have a species-at-risk present.

2022 Progress: During the year, we partnered with a third-party consultant to begin developing conservation plans for sites with species-at-risk present, and we expect to begin a phased rollout at select sites beginning in 2023.

TARGET: Improve ratio of land rehabilitated to land disturbed (compared to the 2021 baseline).

2022 Progress: At the end of 2022, our ratio of land rehabilitated to land disturbed was 1:25, compared to 1:8 in 2021. Our 2022 performance was impacted by additional land disturbances at several of our mining and processing sites, which more than offset the reclamation progress we made during the year.

To address our 2022 performance, we have established clear land management expectations as well as more effective, centralized budgetary support across our sites to improve our ratio. We also created a dedicated, cross-functional Steering Team to oversee our land reclamation efforts in pursuit of our 2030 goal.

LEFT: "Buscando Miel," photo submitted by Gloria González Alfonso, Jáltipan, VC

RIGHT: "Best View at NSO," photo submitted by Prashant Dave, Havelock, ON



HIGHLIGHTS THAT INSPIRE

Promoting Biodiversity by Protecting Pollinator Populations

Bees and other pollinators are critical to protecting everyday life, sustaining food sources for humans and wildlife around the world. However, global pollinator populations are declining at a rapid and unprecedented rate due to ecological stressors such as habitat loss, prevalence of disease, extreme weather patterns, increased use of pesticides, and other factors.

Throughout the year, several Covia locations supported pollinator populations by organizing Team Member and community awareness initiatives, maintaining on-site hives and pollinator-friendly gardens, and engaging with apiaries and local organizations to protect these important at-risk species.

Our **Jáltipan, Veracruz**, plant established its flagship Community Beekeeping Initiative, focused on:

1. Preserving the declining bee population;
2. Developing beekeeping skills among neighboring communities to advance employment opportunities; and
3. Increasing participant incomes, especially among women.

In 2022, the program sponsored the installation of two community apiaries with a total of 50 bee boxes, which are anticipated to produce a total of 2,000 liters of honey in the 2023 harvest season and generate \$15,000 in additional income for the beekeepers in the community. Jáltipan Team Members either maintain these hives themselves after attending apiary training or outsource the management of these apiaries to trained members within the community.

For more information on our Community Beekeeping Initiative, please watch [this](#) video.

Our **Portage, Wisconsin**, plant partners with a local apiary to maintain two bee colonies on the site's reclaimed land. Additionally, Team Members at our **Best Sand Chardon, Ohio**, and **Tunnel City, Wisconsin**, locations maintain beehives in their free time.

In **Kermit, Texas**, Team Members partner with Bee for Life to have swarms appropriately relocated when they pass through our site.



"Honey Day," photos submitted by Mirthala Ledezña Trevino, Jáltipan, VC

At our **Junction City, Georgia; McIntyre, Georgia; and Black Lab Serena, Illinois**, sites, Team Members maintain native plants, flowers, wild grasses, and trees that support local pollinator populations. Additionally, our **Portage, Wisconsin**, site participated in "No Mow May" on two acres of land to help spring pollinators and bug populations grow during the month.

Our **Guion, Arkansas**, site maintains the Monarch Watch [Waystation Certification](#) by providing resources necessary for monarchs to produce successive generations and sustain their migration.

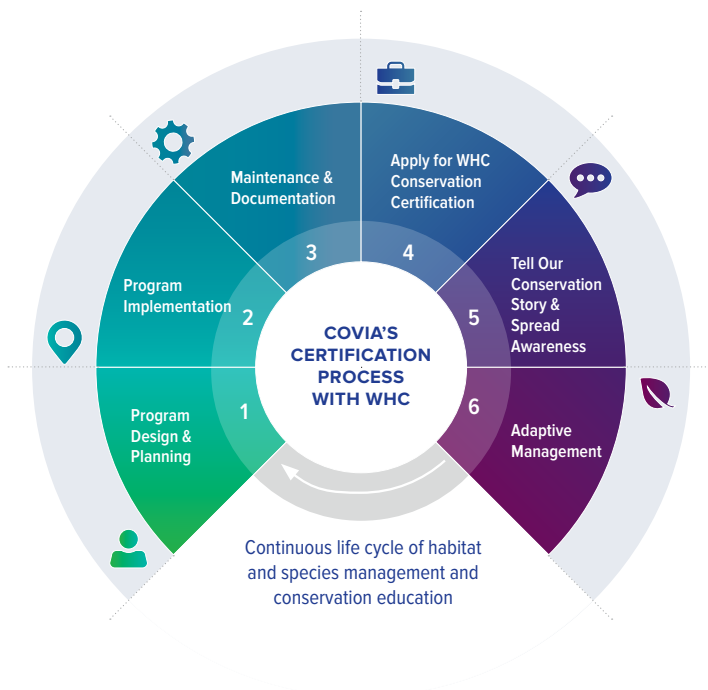
Our **Tunnel City, Wisconsin**, site has partnered with the U.S. Fish and Wildlife Service and the Wisconsin Statewide Karner Blue Butterfly (KBB) Habitat Conservation Plan to create KBB habitats and help preserve this at-risk species. To date, 111 acres have been put into the Habitat Conservation Plan and planted with lupine seed. Team Members at the site regularly count the number of KBB sightings and report this information annually. Since 2019, confirmed sightings have increased by over 35%.

"I am proud to work for a company that takes environmental stewardship seriously and gives us the support we need. When Tunnel City began operations, the endangered Karner Blue Butterfly did not really exist on our property. Through strategic measures, we were able to establish a population here and are delighted to watch as the number of Karners continues to grow year after year. During the peak season, you cannot visit Tunnel City's front office without being greeted by Karners." – Riley Layton, Mine Supervisor, Tunnel City, WI

Maintaining Our Strong Partnership with Wildlife Habitat Council

Our partnership with Wildlife Habitat Council (WHC) spans more than 30 years, demonstrating Covia’s long-standing commitment to conservation and making us WHC’s partner with the fourth-longest consecutive tenure of working together. Partnering with WHC continues to help us align our land use and management efforts with best practices for biodiversity and ecological balance.

As indicated in our **Goals that Inspire**, 50% of our mining and processing sites will achieve WHC Conservation Certification, or an equivalent certification, by 2030. This will require conducting site-specific conservation assessments and improvement projects that reflect WHC’s recommendations.



For more information on our WHC partnership, please watch [this](#) video.

Examples of the many biodiversity and conservation efforts at our WHC-certified sites are included below.

Best Sand Chardon, Ohio: In 2017, a pair of ospreys built a nest on a utility pole located on site at our Best Sands operation. The nesting location of these once-rare birds of prey not only posed threats to the birds from the live electricity, but it also compromised the integrity of the local electrical grid. Realizing the need for an environmentally friendly solution, Team Members worked with the local Geauga Park District to build a new platform to support the bulky nest of the ospreys, protecting it from predators. The platform was installed approximately 200 feet from the original nesting site, and Team Members were able to carefully remove the old nest fully intact from the utility pole and place it on the new station. Since first being installed, this new location has successfully served as a safe haven for the ospreys without disrupting the birds or their young.

Hephzibah, Georgia: Protecting and preserving bluebird habitats has been a focus at our Hephzibah location since 2004. For almost 20 years, Team Members have worked on a bluebird project at the 3,000-acre site to support the nesting of the birds as well as the safety of their eggs — from the time they are laid through the process of incubation and hatching. This includes placing bluebird boxes around the site in low-traffic areas where the birds can nest safely, as well as preserving parts of the property not used for mining with native trees and grasses that are friendly to wildlife. Some areas are even managed with controlled burns to encourage healthy forest growth, promoting the long-term viability of the species.

Menomonie, Wisconsin: Team Members at our Menomonie site remain focused on incorporating additional resources into Covia’s site-wide stormwater management program by maintaining a 40-square foot rainwater garden on site. The garden, developed with guidance from the Wisconsin Department of Natural Resources, aims to capture and filter water runoff until it can be slowly absorbed into the ground to eliminate standing water, which attracts mosquitoes. The rain garden provides a safe habitat and source of fresh water for pollinators and other native species. Pollinator activity, as well as plant health, survival rates, and blooming periods are regularly monitored by Team Members. The Menomonie wildlife team maintains the habitat with regular weeding and watering, and by replacing plants and mulch as necessary to help the site thrive.

Celebrating World Environment Day

World Environment Day, a United Nations-inspired day, is celebrated every year on June 5th, and brings individuals and organizations together to raise awareness of, and take action on, issues affecting the environment. In 2022, our sites participated in a series of weekly missions and challenges designed to educate and encourage Team Members to act in their local communities. We celebrated challenge winners with company-wide recognition and prizes related to their submissions.

Themes for our World Environment Day missions included:

- **Trash or Treasure** – *focused on reducing waste and participating in local cleanups*
- **The Air We Breathe** – *focused on identifying and reducing sources of GHG emissions*
- **Water, Water Everywhere** – *focused on individuals' water impact and ways to reduce consumption*

Team Members from our **Zacatlán, Puebla** and **Ahuazotepec, Puebla**, sites also hosted a community event, inviting neighbors, local and political leaders, regulatory officials, and WHC representatives to engage in important dialogue around conservation efforts and protecting biodiversity. Additionally, the event celebrated Covia's new partnership with the Zacatlán Municipal Government and [Balloon Latam](#), a certified B Corporation aimed at fostering local entrepreneurship and community development across Latin America.

For more information on our 2022 World Environment Day celebration, please watch [this](#) video.

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TOP: "Celebration," photo submitted by Natalie Eglinton, Ahuazotepec, PUE

BOTTOM: "Reclamation in Progress," photo submitted by Michele Oxlade, Ahuazotepec, PUE



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LEFT: Former clay pit, before reclamation

RIGHT: Land ready for agricultural use, after reclamation

Reclamation in Huntingburg, Indiana

In 2017, we began our work to reclaim a former clay pit spanning approximately seven acres at our site in **Huntingburg, Indiana**. We solicited feedback from the local community, and together determined that the best use for the land would be agriculture, which required elimination of steep slopes and removal of all water features. In 2022, Team Members backfilled and graded the land, applied soils to replicate the original horizon and layers, implemented vegetation and erosion control measures, and safely sprayed for invasive species. In 2023, the site will be assessed for improvement opportunities, and a water control structure will be constructed to help mitigate erosion.

Approximately five miles south of this site, Huntingburg Team Members also cleaned out the sedimentation pond, which will be stocked with several fish species. In addition, the area was seeded with winter grasses and habitat structures have been placed around the pond, including bird boxes. The pond and surrounding area will become the center of the plant's 2023 WHC-certified site.

"I am very pleased to work for a company that listens to its communities and prioritizes addressing their needs and wishes. I am proud of this property, as it is a clear example of Covia doing the right thing for our neighboring communities." – Kevin Heckel, Plant Manager, Huntingburg, IN

To hear more from Kevin Heckel about this reclamation project, please watch [this](#) video.

Biodiversity Partnership Highlights from 2022

Covia is proud to maintain biodiversity partnerships that align with our sustainability commitments and enable us to make an impact on a wider scale. By supporting these organizations, we are helping to restore and protect a diverse range of ecosystems and habitats throughout the world.



Ducks Unlimited: During the year, we celebrated fulfilling our 5-year, \$1 million commitment to Ducks Unlimited (DU), the world's largest private nonprofit waterfowl and wetlands conservation organization. Through our partnership, which dates back to 2013, Covia has provided financial support and contributions through committee service to promote the preservation of wetland environments and surrounding ecosystems. We are honored to be a part of DU's Ecosystem Services Conservation work to improve natural resources, communities, and livelihoods.



Arbor Day Foundation: Covia is proud to continue partnering with the Arbor Day Foundation, the largest nonprofit organization dedicated to planting trees. Through this partnership, we support many unique tree planting projects in North America. In 2022, we helped plant 25,000 trees, which are projected to avoid and sequester approximately 14,914 metric tons of CO₂ in total over their 40-year life spans. The restoration of these lands is helping to provide habitats for wildlife, improve water quality, and support recreational use of lands. Additionally, we partnered with the Foundation to provide every U.S. Team Member the opportunity to plant a tree at their home, as well as a resource to help them calculate the associated energy saving of such planting. 2022 marked the Foundation's 50th anniversary, celebrating nearly 500 million trees distributed and planted through community events since its inception.



Pheasants Forever: During the year, we expanded our partnership with Pheasants Forever, a nonprofit conservation organization dedicated to conserving wildlife habitats suitable for pheasants. As part of our efforts, a wildlife biologist did a full site assessment at our **Oregon, Illinois**, location, and provided recommendations to improve habitats for these birds. Following these recommendations, Team Members removed invasive plant species and established suitable habitats, which involved implementing new, on-site controlled burn procedures. Additionally, the team worked to develop plans to reclaim between 8 and 10 acres of land at the site, and we look forward to introducing pheasants to the improved habitats.

Positive Social Impact



“Nature Walk,” photo submitted by
Riley Layton, Tunnel City, WI

IN THIS SECTION

Ensuring a Safety First Mindset

Team Member Experience

Community Impact
and Philanthropy

Innovation and
Product Sustainability

Through the dedication of Covia Team Members across our international footprint, we have built a determined organization that is guided by our values and united under our shared belief in the power of long-term partnerships. Every day, we strive to foster a culture of performance and accountability – one in which we all understand the important role we play in ensuring a bright and sustainable future for our company, our customers, and the communities we serve.

GOALS THAT INSPIRE





"Sand Makers," photo submitted by Mark Massiccotte, Tunnel City, WI

Ensuring a Safety First Mindset

At Covia, **Safety First** is a core value. We take numerous steps to ensure that Safety and Health (S&H) remains a daily and consistent focus for our Team Members, contractors, vendors, suppliers, and customers. Our comprehensive approach is outlined in our **Safety and Health Management System (SHMS)**. Team Members receive program details when they begin their career with us and are required to complete training modules during the onboarding process and annually thereafter.

Key elements of our SHMS include:

- Policy statement
- Legal and regulatory information and records
- Rules and procedures
- Details regarding specific S&H programs
- Training requirements
- Safety awards
- Contractor safety program
- Protective and preventive measures

Safety performance is a key element of Covia's incentive-based compensation model for all Team Members covered by our short-term incentive program.

100% of our sites, from our largest mines and processing facilities to our smallest office locations, have dedicated safety committees that meet monthly to ensure alignment with safety requirements and best practices. The committees conduct detailed site inspections and provide on-site safety education and awareness opportunities, emphasizing the importance of living our Safety First value at every location.

Leveraging Best Practices in S&H

Under the SHMS, we maintain policies and procedures that align with the Occupational Health and Safety Assessment Series (OHSAS) 18001 standard, which covers topics such as Chemical and Process Safety, Mine Safety, Rail Safety, Fall Protection, Burner/Flame Safety, and Hazard Assessment and Control. We also have a set of Life-Saving Rules, as well as an Emergency Action Plan that inform our safety efforts.

As part of our commitment to continuous improvement, we regularly identify and integrate emerging standards into our SHMS to maintain a company-wide set of requirements, policies, and practices. We also continue to expand our efforts in areas such as risk management, safety awareness training, and office safety.



Goals that Inspire Positive Social Impact

Ensure the Safety and Health of Team Members

Our ongoing commitment to measuring safety performance and continuous improvement is reflected in our safety and health targets. Our efforts and commitments align with UN SDG 3: Good Health and Well-Being.

TARGET: Achieve year-over-year improvement in our total recordable injury rate (TRIR, or all-incidence rate) for Team Members in support of our **Safety First** value and priorities. The ultimate goal, of course, is zero injuries.

2022 Progress: During the year, we launched a series of safety initiatives to improve our year-over-year performance, including reinvigorating our safety bootcamps and workshops, and increasing participation in our Incident Cause Analysis Method (ICAM) investigations by our senior leadership teams. As a result, our all-incidence rate decreased to 1.20 in 2022, compared to 1.34 in 2021.

TARGET: Achieve year-over-year reduction in the number of job positions potentially exposed to respirable silica through the Hierarchy of Controls.

2022 Progress: In 2022, 14 job positions had a greater than 25% probability of exceeding our internal respirable silica exposure limit, which is more stringent than regulatory requirements. This was a reduction from 15 job positions in 2021. We have identified and begun implementing significant capital projects to further reduce dust exposures in 2023.

For more information on various projects we completed in 2022 to limit respirable silica exposure, please see [page 33](#) of this report.

Reinforcing Behaviors to Foster a Performance-Driven Culture in 2022

We invested in several initiatives and programmatic improvements in 2022 to underscore the importance of maintaining a **Safety First** mindset, improving our safety performance, and ensuring our Team Members are well-equipped to be safety leaders, every single day. This included:

- Holding a **mandatory, company-wide safety reinforcement event** early in the year. The one-day event reminded everyone of the importance of safety in all aspects of our business. It allowed Team Members to learn, talk candidly, and ask questions about critical safety topics, including Covia's Life-Saving Rules. All locations participated, and the event was hosted by our Chief Executive Officer, Chief Operations Officer, and Vice President of Safety & Health;
- Reinigorating our **Safety Bootcamps**, which consist of four-day training sessions for new Operations Team Members, as well as refreshers for other Team Members. During the sessions, we provide detailed information on our S&H programs, company and applicable Mine Safety and Health Administration (MSHA) policies, and our Incident Cause Analysis Method (ICAM) investigation procedures. In addition, we educate our front-line workers and supervisors on baseline S&H expectations;
- Enhancing our **S&H Workshops**, which are two-day sessions for our leaders, including our Chief Executive Officer, Chief Operations Officer, Plant Managers, and others – designed to advise them of S&H program changes, new policies, and more. In 2023, we plan to expand this offering to our front-line workers; and
- Ensuring that 100% of sites have an active **safety committee**, responsible for holding monthly S&H meetings to review our safety rules, policies, and procedures.

HIGHLIGHTS THAT INSPIRE

Promoting Safety and Health Internationally

On September 21st, we held our annual **Safety Day**, which aims to raise awareness among our Team Members on critical S&H topics. The theme from 2022 was “Hazard Recognition,” and we provided educational sessions and additional resources to empower our Team Members to reduce the risk of hazard-related injuries and illnesses. All Covia locations were required to participate, and we worked with our operations facilities to extend their Safety Day activities over multiple days to ensure maximum participation.

In conjunction with **World Health Day** on April 7th, our **Monterrey, Nuevo León**, location held an office-wide health fair, providing guidance and support on key health topics such as nutrition, eyecare, and mental health. Additionally, Team Members were given the opportunity to complete a variety of health assessments and receive select vaccines, underscoring the importance of Team Member safety and health, as well as safeguarding overall well-being.



TOP: “Welcome to Safety Day,” photo submitted by Estefani Martínez León, Ahuazotepec, PUE



BOTTOM: “Safety Day,” photo submitted by Kurt Krebs, Black Lab Chardon, OH

Safety Training Drives Awareness

- **Team Members:** We provide Team Members with regular training on our safety policies and procedures, including annual emergency-action drills, to ensure a proactive approach to incident preparedness and response. New Team Members working in logistics and production receive a minimum of eight hours of safety training, and Team Members in our mining operations receive a minimum of 24 and 40 hours of safety training for our surface and underground operations, respectively. We provide expanded safety instruction in the field, including task-based training, and require annual safety training for all operational Team Members. Our Team Members completed an average of 41 hours of S&H training in 2022, representing a year-over-year increase of approximately 26%.
- **Contractors and Visitors:** Any visitor to a Covia site is required to complete site-specific hazard awareness training. Our independent contractors, who may be on site for an extended period, undergo additional safety measures and education including safety pre-qualification and training on hazard-warning recognition. In 2022, our contractors completed approximately 10 hours of training per contract employee.

Additionally, we continue to embrace programs that drive S&H awareness and education beyond the work environment. For example, our **Bringing Safety Home Program** encourages Team Members to keep their homes safe and positively influence family and friends by sharing and applying the principles they learn on the job. S&H is more than just a skill used at work – it is a habit that translates to every aspect of our Team Members’ lives.

Tracking our Safety Performance

Our Executive Leadership Team (ELT) and individual safety leaders track safety and health performance in multiple ways, including using a scorecard featuring standard injury statistics (first chart on this page), and carefully documenting leading indicators (second chart on this page).

The Safety Performance Scorecard is updated monthly and shared with the entire organization on a quarterly basis. It provides a snapshot of our performance against key performance indicators (KPIs) and internal targets, serving as a valuable tool for driving continued safety and accountability. We are proud of our track record of consistently outperforming industry averages for recordable injuries and lost-time incidents (LTIs).

We are equally committed to tracking and reporting on additional Leading Indicator KPIs. In the spirit of continuous improvement, we encourage Team Members to report incidents, near-misses, and concerns, and we are committed to completing our dust sampling and in-field safety evaluations on time. Meeting or exceeding our KPI targets in these areas is our goal each year.

In 2022, our Team Members completed an average of 41 safety and health training hours, and our contractors completed an average of 10 safety and health training hours.

2022 Safety Performance Scorecard¹

WORKER TYPE	RECORDABLE INJURY RATE	LOST-TIME INCIDENCE RATE	FATALITIES
2022 Covia Team Member	1.20	0.65	0
2022 Covia Contractor	0.00	0.00	0
2022 Combined Team Member and Contractor	1.20	0.65	0
2021 Combined Team Member and Contractor	1.34	0.82	0
2022 MSHA Team Member ²	2.09	0.97 ³	0
2022 MSHA Contractor ²	0	0 ³	0

Additional Safety and Health KPIs – Leading Indicators

KPI	TARGET	2022 PERFORMANCE	
Incident Investigation Actions Completed On Time	96%	98%	✓
Dust Samples Completed On Time	98%	98%	✓
Near-Miss Incident Rate (NHIR) ⁴	20.00	25.99	✓
In-Field SLAM Evaluations Completion Rate (Goal of five per month per manager) ⁵	100%	100%	✓

¹Rates are based on criteria used by the Occupational Safety and Health Administration (OSHA) and Mine Safety and Health Administration (MSHA). Rates are calculated as the number of cases multiplied by 200,000 divided by the number of hours worked.

²MSHA data covers U.S. mine sites only, due to the administration's jurisdictions over U.S. Facilities. These data points do not include our non-mining sites within the U.S.

³U.S. Mine Safety and Health Administration (MSHA) non-fatal days-lost incident rate.

⁴We calculate and track only one near-miss rate – a combined rate for Team Members and contractors.

⁵SLAM – Stop, Look, Analyze, and Manage is the U.S. Department of Labor's MSHA risk management process. For more information on this process, please see [page 32](#) of this report.

Risk Assessment and Management

We use the U.S. Department of Labor’s MSHA SLAM (Stop, Look, Analyze, and Manage) risk management process, which requires front-line workers in our maintenance and production functions to conduct risk assessments prior to commencing any assigned task. To improve and further embed the SLAM risk process into our daily activities, plant and operations managers perform regular quality-control assessments of completed SLAM risk checklists. **In 2022, we achieved our target of having plant and operations managers conduct at least five in-field SLAM evaluations per month, which we increased from four evaluations in 2021.** In total, we completed more than 4,400 evaluations during the year, and we intend to continue this important process.



Covia’s **Life-Saving Rules** that we live and operate by:

- **Safety Before Production**
Safety of our Team Members is paramount and supersedes production.
- **See It – Stop It – Report It**
We strongly encourage our Team Members to recognize and report hazards, whether they stem from conditions or behaviors, so that corrective action(s) can be taken.
- **Separate People from Mobile Equipment**
We minimize the interaction between our Team Members and mobile equipment, a significant hazard within the mining industry.
- **Lock Out – Tag Out – Try Out**
We emphasize the importance of energy isolation – whether the energy be electric, pneumatic, hydraulic, or gravity, prior to commencing work on any equipment.
- **Manage Risks**
We are heavily focused on managing risks via the SLAM risk assessment process.

To learn more about our Life-Saving Rules, click [here](#).

TOP: “Stayin’ Alive,” photo submitted by Diane Maginnis, Oregon, IL

BOTTOM: “Great Day,” photo submitted by Mary Gallo Limon, San Juan, VC



Safeguarding Occupational Health Through the Hierarchy of Controls

Covia is diligent in protecting the health of our Team Members through our Occupational Health and Industrial Hygiene programs. Our priorities include reducing risk from exposure to respirable silica dust and related diseases such as silicosis. We rigorously follow the **Hierarchy of Controls** to safeguard occupational health by eliminating hazards when feasible, using engineering controls when hazards cannot be eliminated, implementing administrative or work practice controls in addition to or in lieu of engineering controls, and relying on personal protective equipment (PPE) as a last line of defense.

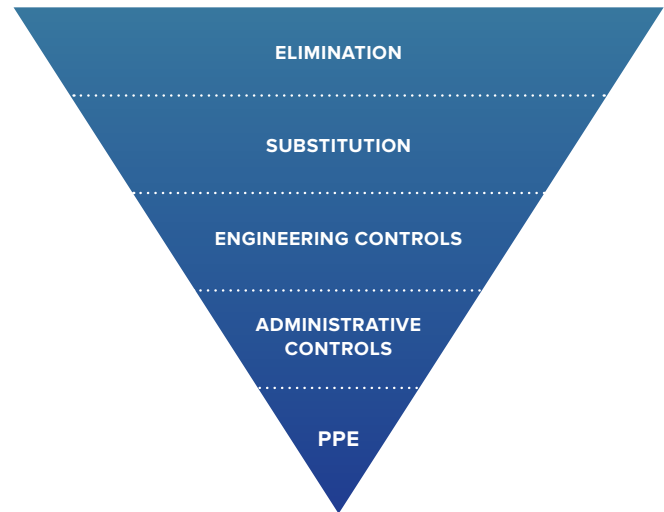
Through the use of the Hierarchy of Controls, we successfully reduced the number of job positions that are exposed to dust levels above our internal threshold to 14 out of a total of more than 450 overall positions.

In 2022, we invested \$2 million through 29 projects focused on reducing dust exposure for our Team Members, neighbors, and the environment. Many of these projects resulted in replacing or updating dust collection equipment at our sites such as **St. Canut, Quebec; Black Lab Fresno, Texas; Black Lab Chardon, Ohio; Apodaca, Nuevo León**, and many more.

Additional ongoing occupational health measures include:

- Maintaining three dedicated Certified Industrial Hygienists (CIH) within the S&H department to manage our exposure measurement and occupational health programs;
- Conducting regular dust exposure monitoring for Team Members and general area sampling;
- Administering a robust medical surveillance program for Team Members working in our plants to help reduce the risk of illness. This program includes biennial chest X-rays, pulmonary function tests, and respirator fit testing;
- Requiring a representative sample of Team Members to wear exposure monitoring devices to measure and minimize exposure risk; and
- Investing in capital improvement projects aimed at mitigating Team Members' exposure to occupational health risks.

HIERARCHY OF CONTROLS



Product Safety Protects Customers and Promotes Transparency

Our commitment to safety and transparency extends to our customers, and we provide Safety Data Sheets with all products. This enables our customers to develop and implement proper safety guidelines and handling procedures in their own operations where Covia products are used.

Information included in product Safety Data Sheets:

- Mineral/material name and various uses
- Hazards identification and classification
- Ingredients and composition
- First aid measures
- Firefighting measures
- Handling and storage guidelines
- Exposure and personal protection controls and guidelines
- Physical and chemical properties
- Stability and reactivity
- Toxicological information
- Ecological information
- Disposal considerations
- Transport information
- Regulatory information

For more information on our product Safety Data Sheets, customers and interested parties can contact us at Sales@CoviaCorp.com.

HIGHLIGHTS THAT INSPIRE

Celebrating Outstanding Safety Performance

Every Covia facility is responsible for upholding our high standards of safety and health performance. Each year, we recognize plants that display exemplary performance and dedication to **Safety First**.

We presented our annual **President's Safety Award** for 2022 to our plant in **Elco, Illinois**. As a result of Team Members' collective efforts, Elco was recognized for the following safety accomplishments:

- Eight years without an LTI;
- Zero reportable incidents;
- Near-miss incident rate of 22.9, which surpassed the corporate goal of 15.0 near-misses per 200,000 work hours (the increase in the near-miss incident rate reflects the company's efforts to encourage Team Members to report any incidents or concerns so they can be addressed proactively before injuries occur);
- 100% on-time completion rate for incident investigation actions, incident alert actions, and dust-sampling;
- Zero regulator or internal housekeeping citations; and
- Highly controlled exposure to respirable silica.

In recognition of this achievement, Covia President and CEO Andrew Eich presented Elco Team Members with a trophy. The President's Award trophy is displayed on site as a reminder of Team Members' dedication, efforts, and achievements in Safety.

We have 17 facilities that have gone at least five years without an LTI¹. The most incredible records come from our sites in **Tuscaloosa, Alabama**, and **Roff, Oklahoma**, with 37 and 36 injury-free years, respectively. These records demonstrate Covia's strong culture of safety performance and our Team Members' unwavering commitment to injury prevention.



"Elco Wins Safety Award," photo submitted by Samantha Peruzzi, Elco, IL

Congratulations to the following 17 sites for their dedication to keeping the workplace, and each other, safe every day.

- **Tuscaloosa, Alabama** – 37 years
- **Roff, Oklahoma** – 36 years
- **Emmett, Idaho** – 27 years
- **Best Sand Southern, Beaver, Ohio** – 25 years
- **Covia Analytical Services Laboratory, Ottawa, Illinois** – 25 years
- **San José, Veracruz** – 22 years
- **Huntingburg, Indiana** – 22 years
- **Hephzibah, Georgia** – 18 years
- **Tlaxcala, Tlaxcala** – 18 years
- **Troup, Texas** – 9 years
- **Elco, Illinois** – 8 years
- **Guion, Arkansas** – 8 years
- **Dividing Creek, New Jersey** – 7 years
- **Lugoff, South Carolina** – 7 years
- **Marston, North Carolina** – 7 years
- **Technisand Troy Grove, Illinois** – 7 years
- **Pevely, Missouri** – 5 years

"When you talk about 'safety before production,' that tends to separate the two priorities. Safety does need to be a priority before production, but we should also think about 'safety and production' together. That's when they both work best, and that is how facilities such as our Tuscaloosa plant have achieved sustained excellence." – Aaron Hutson, Plant Manager, Tuscaloosa, AL

¹Data reflects safety performance as of 2/8/2023.



“Marcom Teambuilding,” photo submitted by Laura Vasseur, Huntersville, NC

Team Member Experience

As outlined in our [Approach to Employees](#), Covia is committed to providing an exceptional workplace experience and helping our Team Members thrive personally and professionally. This means ensuring Team Members have a safe and healthy work environment, fostering an inclusive culture where diversity is valued and respected, and providing engaging development opportunities that empower everyone to achieve their personal and professional goals. In addition, we support Team Members’ involvement in community initiatives that are important to them and continue to be inspired by their efforts to strengthen the areas in which we live and work.

Our Commitment to Diversity and Inclusion

Our commitment to fostering a culture of respect, engagement, and inclusion is summarized in our [Approach to Diversity and Inclusion](#) (D&I). We intentionally bring diverse Team Members together, creating opportunities to utilize their unique skills, experiences, and perspectives in the pursuit of Covia’s strategic business objectives.

Covia is committed to providing an equal opportunity in all aspects of employment to all Team Members without regard to race, color, religion or creed, national origin or ancestry, sex, gender identity or expression, sexual orientation, marital or family status, genetic characteristics, disability, or citizenship.

Our D&I Leadership Structure

- Our **D&I Council**, comprised of dedicated Covia Team Members, is responsible for implementation and execution of Covia’s D&I strategy, advocates for our workforce, and champions our D&I initiatives.
- Our **D&I Steering Committee**, comprised of Leaders from across the organization, sets the strategic direction for our D&I efforts. The Committee works closely with our D&I Council members, providing oversight and executive sponsorship for Team Member initiatives and ongoing projects.



“International Women’s Day,” photo submitted by Kelsey Wortham, Guion, AR

Our D&I Strategy

Our goal is to foster an inclusive culture where everyone feels valued and engaged. In 2022, we continued to enhance our D&I initiatives, building on the foundation we established the previous year. We have re-evaluated our key pillars to better align with our organization’s needs and our Team Members’ expectations, laying the groundwork for sustainable progress and impact. Our new D&I pillars include:

- **Leadership:** We expect our leaders to champion the principles and practices of D&I across the organization.
- **Talent:** We are genuine in our efforts in attracting, developing, and retaining high-performing Team Members with diverse backgrounds, experiences, and perspectives.
- **Culture:** We strive to foster an inclusive, “One Covia” culture by ensuring all Team Members are respected, valued, and empowered to achieve their greatest potential.
- **Market and Community:** We drive external D&I engagement by building valuable relationships with our communities and business partners.

Additionally, we remained committed to understanding the unique needs and expectations of all our Team Members to ensure we are providing a supportive and inclusive workplace. We place a particular emphasis on D&I awareness and engagement and reinforce these values through impactful programs and training. In 2022, we partnered with a third-party D&I consultant to hold a two-part workshop with our Human Resources (HR) Team, aimed at increasing knowledge and dialogue around D&I topics including diversity, inclusion, equity, and belonging.



Goals that Inspire Positive Social Impact

Build a Culture of Diversity and Inclusion

In 2022, we continued our ongoing commitment to enhance D&I throughout our organization, aligned with UN SDG 10: Reduced Inequalities.

TARGET: Increase the collective gender, racial, and/or ethnic diversity of both Board Members and the Leadership Team to 40%, while continuing to cultivate extensive industry and subject matter diversity.

2022 Progress: In 2022, to mirror the expansion of our D&I efforts in Canada and Mexico and in the spirit of “One Covia,” we have expanded our leadership goal and reporting metrics to include all of North America. We will continue to report one collective leadership number for all three countries. However, it is important to note that gender is the only diversity identifier that we can consider in Canada and Mexico. In the U.S., we will continue to identify diversity by gender, race, and ethnicity.

This inclusion of Canada and Mexico has resulted in additional Team Members being included in our diversity data set. Because of this program expansion, we saw a decrease in our overall leadership diversity percentage from 22% in 2021 to 17% in 2022. However, we remain focused on achieving our 40% goal and are implementing programs to drive progress. For example, 42% of Team Members participating in our inaugural Emerging Leaders Program Class were diverse in terms of gender, race, and/or ethnicity. This program focuses on the internal development of our high-performing, high-potential Team Members who can serve as our pipeline for future leadership roles.

Our Board diversity decreased from 33% to 28% year-over-year because we added an additional position, which was filled by an individual who is not a member of one of our under-represented groups, but who brings a unique set of skills and experience that enhances the Board's overall capabilities.

To read more about our leadership structure, please see pages [61](#) and [62](#) of this report.

TARGET: Drive continuous annual improvement in underrepresented talent across our workforce to reflect the local communities in which we operate and live.

2022 Progress: We track and report our workforce demographics to ensure continuous improvement in diverse representation among our Team Members. During the year, we focused on diverse candidate slates within our talent acquisition process, filling 29% of open roles with ethnically and/or racially diverse candidates, and 19% of open roles with female candidates. This led to increased representation of Hispanic or Latino, Native Hawaiian or other Pacific Islander, and female populations.

Ethnic and Racial Diversity ¹	2021	2022
American Indian/Alaskan Native	1%	1%
Asian	<1%	<1%
Black or African American	5%	5%
Hispanic or Latino	9%	10%
Native Hawaiian or Other Pacific Islander	<1%	1%
Other/Not Specified	<1%	<1%
Two or More Races	1%	1%
White	83%	81%
Gender Diversity ²		
Female	12%	13%
Male	88%	87%
Leadership Diversity ³ (Racial, Ethnic, Gender)	22%	17%
Board of Managers Diversity ⁴ (Racial, Ethnic, Gender)	33%	28%

¹ Out of our 1,468 U.S. Team Members
² Out of our 2,335 North American Team Members
³ Out of our 87 Leaders (Director and above)
⁴ Out of our 7 Board Members

TARGET: Enhance organizational programming to support a culture of inclusion and foster a greater sense of belonging among Team Members.

2022 Progress: Following our inaugural Team Member Engagement Survey, we identified several opportunities to drive inclusion and belonging among our workforce, including enhanced Team Member benefits to support the needs of our workforce, and leveraging our Covia TV platform to further integrate a D&I mindset across the organization. Additionally, we maintained a strong focus on training to enhance Team Member understanding of D&I through e-learning modules such as “What’s the Difference? Race, Ethnicity, and Nationality,” “Becoming a Bias Interrupter,” and “The Language of Disability.”

“Independence Safety Day,” photo submitted by Gabrielle Carpenter, Independence, OH



HIGHLIGHTS THAT INSPIRE

Recognizing Our D&I Prism Award Winners

The D&I Council presents the Prism Award to peer-nominated Team Members who exemplify behaviors that promote D&I across the organization. In 2022, we expanded the program into Canada and Mexico. Across North America, we recognized 11 Team Members:

- Cynthia Jamieson — Peterborough, Ontario
- Irma Leticia Herrera Rivera — Monterrey, Nuevo León
- Janet Albright — Home Office (remote)
- Jay Raymer — Oregon, Illinois
- José Luis Gutiérrez — Canoitas, Coahuila
- Lucia Carreon, Mary Holloway, and Marco Payan — Ottawa, Illinois
- Meagan Wood — Guion, Arkansas
- Becky Sullivan — Huntersville, North Carolina
- Rick Vertula — Huntersville, North Carolina



TOP: “Developing our Future,” photo submitted by Gabrielle Carpenter, Cleveland, OH

BOTTOM: “Award Winner,” photo submitted by Cynthia Jamieson, Peterborough, ON

Empowering Team Members to Thrive

We offer competitive salaries, advancement opportunities, and a full range of benefits to attract and retain Team Members who are committed to helping us deliver on our promises. While specific compensation and benefits vary globally and are based on regional practices, our full-time U.S. Team Members receive a benefits package that includes:

- Comprehensive medical, dental, and vision benefits for Team Members, spouses, and dependents, which includes free preventive care;
- 401(k) retirement savings program with company matching contributions;
- Short- and long-term disability benefits;
- Flexible Spending Accounts for both healthcare and dependent care;
- A Health Savings Account with company contribution;
- Team Member life insurance, identity protection, and additional supplemental policy offerings; and
- A decision support tool, new in 2022, that helps analyze Team Members’ unique health needs and preferences to deliver personalized cost and coverage information, assisting Team Members in choosing the health care plan that is right for them.

Covia also strives to positively impact Team Members’ lives outside of work through a focus on wellness and community involvement. Our benefit plans enable Team Members to prioritize their health and well-being through free annual well visits in addition to no-cost telemedicine programs for non-emergency care. Additionally, these plans cover the cost of many preventive maintenance medications to support the health of our Team Members.

We monitor workplace trends and adjust our policies, as appropriate, to promote flexibility for our Team Members while prioritizing business needs. With input from the D&I Council, HR Team, and external benchmarks, we took an innovative approach to our leave and time-off policies in 2022, implementing enhancements designed to better support our Team Members. This included:

- Adding 80 hours of **paid parental leave**, giving Team Members time to bond with their new child or children;
- Adding 80 hours of **paid military leave**, providing Team Members in the armed forces time away to prepare for active duty, attend training for active or inactive duty, and re-acclimate upon return from active duty;
- Providing five additional days to our **Paid Time Off (PTO)** program for our Non-union Operations Team Members for vacations and holidays, as well as added sick time for unexpected illnesses or absences. These Team Members also have the option to sell back any unused, eligible hours; and
- Switching to a **Flexible Time Away (FTA)** plan for corporate Team Members, which allows them to take paid time away from work without accrual requirements.

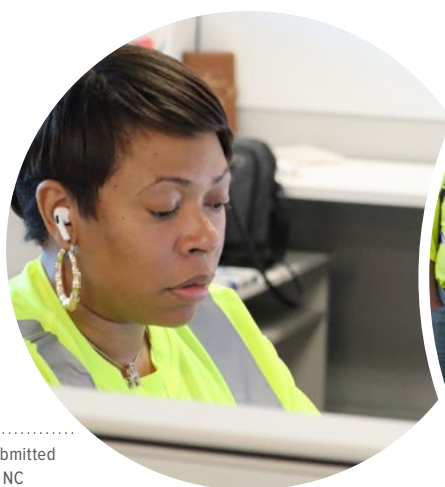
Additionally, office-based Team Members are empowered to operate under a hybrid work arrangement that promotes increased autonomy while still allowing individuals to benefit from the spontaneous learning and creativity spurred by collaborative engagements in our hub locations.

Team Member Engagement

We understand that an engaged and collaborative workforce is critical, and we make concerted efforts to connect with and support Team Members across our footprint. In 2022, we enhanced our engagement strategy to gain a better understanding of the Team Member experience at Covia with the launch of our first Team Member Engagement Survey. The survey, which was voluntary and confidential, allowed Team Members to provide open feedback on Covia's performance in critical areas such as:

- Team Member Development
- Organizational Culture
- Leadership
- Supervision
- Safety and Health
- Recognition and Appreciation
- Inclusion

Following the survey, each operational site and corporate function conducted focus group sessions to develop their own action plans. These plans identified tactics to leverage our strengths and build on our opportunities for improvement, in alignment with our **Goals that Inspire**. We continue to monitor progress across the organization and improve our current programs and practices based on valuable Team Member feedback.



LEFT: "Concentration," photo submitted by Becky Sullivan, Huntersville, NC

RIGHT: "Group Photo," photo submitted by Charlynn Hinson, Emmett, ID



77% of Team Members participated in our inaugural engagement survey.

2022 Team Member Engagement Survey Results and Takeaways

AREAS OF STRENGTH:

- Safety and Health
- Relationships with Team Members
- Supervision
- Pride in Job

AREAS FOR IMPROVEMENT:

- Recognition and Appreciation
- Team Member Communication
- Organizational Culture

WHAT WE HEARD:

“The flexibility Covia provides in scheduling and work hours positively affects my work-life balance.”

“I would appreciate the opportunity to focus more on innovation in my job.”

“I appreciate the variety in my daily responsibilities and value the opportunity to solve complex challenges.”

ACTIONS WE TOOK:

- Identified opportunities to improve **Team Member communication** mechanisms, including Covia TV and our intranet platform
- Increased **emphasis on innovation** through the creation of Covia’s VP of Technology role and the introduction of a formalized Stage Gate Process
- Implemented **new paid leave offerings and enhanced PTO policies** to build on positive momentum with respect to Team Member benefits
- Created an **Employee Engagement Business Partner** role, dedicated to continuous improvement in our Team Member experience



LEFT: “Smile!” photo submitted by Gabrielle Carpenter, Independence, OH

RIGHT: “Covia Love,” photo submitted by Becky Sullivan, Huntersville, NC

BOTTOM: “Team Spirit,” photo submitted by Eber Santiago Cortez, Lampazos, NL



HIGHLIGHTS THAT INSPIRE

Celebrating Team Member Commitment to Living Our Values

Each year, we look forward to recognizing the outstanding contributions of our Team Members. During our annual **Covia Excellence Awards Week**, we celebrated our top performers, both Team Members and plants, that best exemplify our Covia values.

2022 President's Safety Award: Elco, Illinois

Our plant in Elco, Illinois, was recognized for its extraordinary safety efforts in 2022. Team Members achieved outstanding results in all categories, exemplifying our **Safety First** value. For more information on the President's Safety Award and our Elco plant's safety performance, please see the highlight on [page 34](#) of this report.

2022 Plant of the Year: Roff, Oklahoma

Our plant in Roff, Oklahoma, exemplified Covia's Values with multiple accomplishments benefiting our customers, Team Members, the community, and the site. In 2022, Roff celebrated 36 years without a lost-time incident and more than two years since its last reportable incident. Team Members also created important connections at Roff Veterans Park, the local senior center, and with the local parks and recreation department. Our Team Members' assistance was critical to completing roofing projects, painting, and ball field maintenance. Working with community leaders, Roff also completed a 4-year reclamation plan to restore native grasses to the area.

2022 Volunteer of the Year: Natalie King

Natalie King, a Brand Activation Manager (Industrial), based in our Huntersville, North Carolina, office, was honored for significant volunteer service in her community across a number of organizations. Natalie volunteers regularly with Angels & Sparrows, an organization that provides meals and support to families in need. She also provides time and talent to help students at the J.V. Washam Elementary School and serves as a co-leader for a local Girl Scout troop.



TOP: "Volunteer of the Year," photo submitted by Samantha Peruzzi, Huntersville, NC

BOTTOM: "Sales Member of the Year," photo submitted by Samantha Peruzzi, Huntersville, NC

2022 Impact Award: Bill Allyn, Carrie Jenks, and Tony Myers

We proudly recognized three Team Members — Bill Allyn, Carrie Jenks, and Tony Myers — with Covia's Impact Award for their outstanding leadership and exceptional contributions to the betterment of Covia. Inflation was a key theme in 2022, and this multi-functional, cross-geographical team collaborated to find innovative solutions to combat the challenges associated with rising costs. Their efforts made a tremendous, long-term impact for Covia and provide a great example of the power of fresh thinking.

Sales Member of the Year: Rob Light

Rob Light, a Director of Industrial (Commercial), was recognized for his critical role in expanding the LUMINEX™ product line in meaningful ways in 2022. In addition to securing significant new business opportunities during the year, Rob also worked closely with existing customers to drive product innovation and solve challenges in key markets, demonstrating his commitment to **Be Different**.

Expanding Learning Opportunities Throughout the Organization

Throughout the year, we continued to foster a culture of learning by encouraging Team Members to explore our expanding library of online educational modules — accessible anytime, anywhere from an internet-enabled device. Topic-specific learning paths include Legal Compliance, D&I, Performance Management, and Information Technology (IT).

In 2022, our e-learning modules included critical ESG topics, such as environmental safety, inclusive leadership skills, accommodating Team Members with disabilities, and the importance of celebrating diverse perspectives.

2022 E-LEARNING ENGAGEMENT



893

of active Team Members (36% of our total workforce) participated in at least one e-learning course, including office Team Members who completed their legal compliance training online



91

e-learning courses available, and an average of **eight** courses were completed per active user



7,145

e-learning hours were recorded in our learning management platform, representing an average of **4.3** learning hours per active user

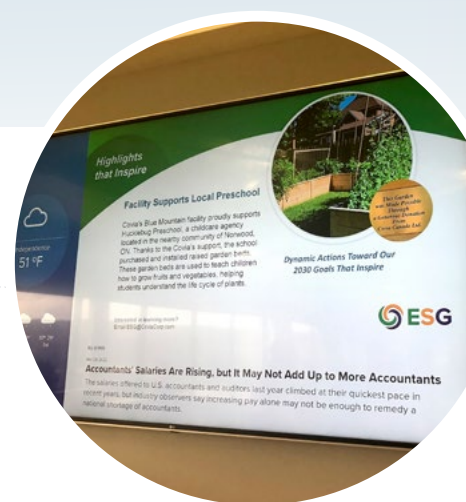
Labor Relations

We recognize the importance of partnering with local unions to protect the interests of our hourly workforce. In 2022, 36% of our overall workforce was unionized and we have a relationship with 27 collective bargaining groups across North America. During the year, we successfully renegotiated our largest union contract at **Wedron, Illinois**, and we had zero strikes or lockouts. A full list of our collective bargaining agreements can be found [here](#).

Connecting with Team Members through Covia TV

In 2022, Covia’s Communications and IT teams partnered to roll out our new Covia TV platform across the organization. Covia TV provides all Team Members with important updates related to company news, events, and activities, as well S&H notifications and Team Member features — all in a visually engaging way.

Nearly all sites in the U.S. and Canada have the ability to display locally relevant updates through Covia TV, and we continue to look for ways to implement this meaningful engagement tool for inclusive communication across all our international locations.



“ESG Comes to Covia TV,” photo submitted by Gabrielle Carpenter, Independence, OH

Team Member Development

Investing in the professional development of Team Members is critical to the continued growth and long-term success of our company. Our performance management system helps foster a results-driven culture by enabling leaders to collaborate with their teams to set annual goals aligned with business objectives and their functional roles. Team Member progress is measured throughout the year through periodic performance check-in discussions with managers and formal year-end performance reviews. In 2022, 100% of our salaried Team Members in North America who joined Covia before the September 1, 2022, cut-off date received a performance review.

Covia offers several talent development programs and learning resources that support Team Member performance on multiple levels. These programs align with the skill requirements associated with specific functional and leadership roles.

HIGHLIGHTS THAT INSPIRE

Learning to Lead: Programs for Current and Future Covia Leaders

Each Covia Team Member plays a key part in our success. Teaching the next generation of Covia leaders to address real-world issues is critical to our ability to **Deliver on Promise** for our stakeholders. During the year, in partnership with the Kent State University Center for Corporate and Professional Development, Covia's Talent Development and Learning Team hosted our first Emerging Leaders Program (ELP) in Cleveland, Ohio.

Twenty Team Members, representing a variety of functional teams across Covia's geographic footprint, participated in the three-phase program.

- **Phase 1:** Classroom setting focused on strengthening leadership skills through learning modules such as Effective Organizational Leadership, Understanding Emotional Intelligence, and Financial Basics.
- **Phase 2:** Project-based learning, where participants are tasked with developing solutions for high-priority topics such as water management, greenhouse gas reduction, innovation, and productivity.
- **Phase 3:** Classroom setting focused on further strengthening leadership skills through learning modules such as Leading through Influence and Managing a Multigenerational Workforce.

“The Emerging Leaders Program has proven to be a pivotal point in my career. Not only did I gain knowledge and skills that are beneficial in the workplace, but the program gave me the opportunity to network and create meaningful connections with coworkers that I would not have normally met. It is great to see Covia invest in employees and support career development.” – Caitlin Gastony, Sales and Operations Planning Manager (Energy), The Woodlands, TX



“Emerging Leaders,” photos submitted by Gabrielle Carpenter, Cleveland, OH

In addition to our ELP, we continue to invest in developing our current leaders through the Covia Leadership Experience (CLE) workshop series. The series, expanded in 2022 to incorporate programming for experienced leaders looking to refine their skills, is presented through two workshops:

- The **CLE1** workshop focuses on leadership basics such as asking the right questions, active listening techniques, and providing feedback and coaching.
- The **CLE2** workshop focuses on building and maintaining relationships and how to approach difficult conversations, such as underperformance and tough negotiations, while upholding our commitment to building trusting relationships through mutual respect and frequent dialogue.

Overall, our leadership training has reached more than 100 current and future leaders.



“Get Outside,” photo submitted by Michelle Stribling, The Woodlands, TX

Community Impact and Philanthropy

We believe that when our communities thrive, we all stand to benefit from a brighter, more prosperous future. Across the organization, and with the help of our dedicated Team Members, we strive to give our best back to our communities by investing time, talent, and financial resources.

We greatly value the relationships we’ve built with our communities. Meaningful interactions with neighbors, community members, customers, and partners have helped shape our organization, and will continue to inspire and guide WHERE WE’RE GOING.

Our comprehensive community engagement and philanthropic initiatives are overseen by The Covia Foundation, established to formalize our approach to operating as a responsible corporate citizen. The Foundation governs our Community Investment Policy, which guides our charitable contributions and volunteerism.

We are proud to work with organizations on initiatives that create growth and leave a lasting impact across four main pillars:

- Health and Wellness
- Education
- Environment
- Social Equality

Each pillar represents an area of significance to our communities, Team Members, and other stakeholders and we will continue to explore ways to advance our community engagement efforts through these pillars.

Primary means through which we invest in our communities include:

- In-kind donations
- Volunteerism
- 1:1 matching gifts
- Grants for volunteers
- Charitable contributions to established 501(c)3 organizations
- Disaster and hardship relief

In 2022, we continued to position ourselves as a trusted partner in the communities where we live and work, demonstrating our ongoing commitment to making a positive impact. During the year, we adjusted elements of the Community Investment Policy to better enable site-level investments in local communities, and we worked to centralize budgetary support. For example, we enhanced our fund allocation process to provide our Team Members in Canada with more opportunities to invest in their local communities. We are proud of our Canadian team’s ongoing efforts and continue to look for ways to support the causes meaningful to Team Members across our international footprint in 2023 and beyond.



Goals that Inspire Positive Social Impact

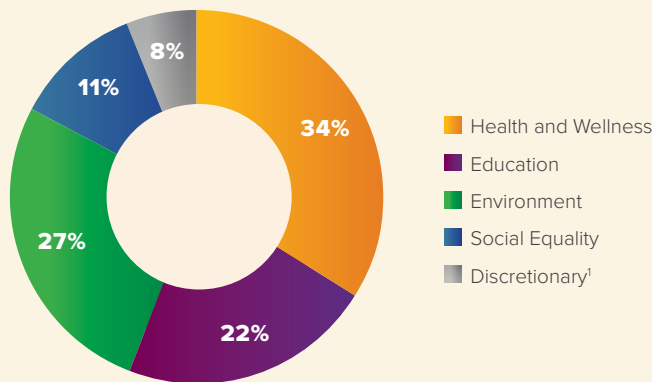
Support Our Communities

In 2022, our commitment to investing in our communities remained a clear priority. Our community investment targets, which align with UN SDGs 3: Good Health and Well-Being; 4: Quality Education; 10: Reduced Inequalities; and 15: Life on Land, continue to encourage contributions and active volunteerism across the organization, helping to build a bright future for all.

TARGET: Donate \$10 million in funds through The Covia Foundation, which focuses on improving education, the environment, health and wellness, and social equality to support initiatives in the communities in which we operate.

2022 Progress: In 2022, we donated approximately \$1.2 million through The Covia Foundation. To date, our 2021-2022 donations represent 23% of our goal to reach \$10 million in contributions by 2030.

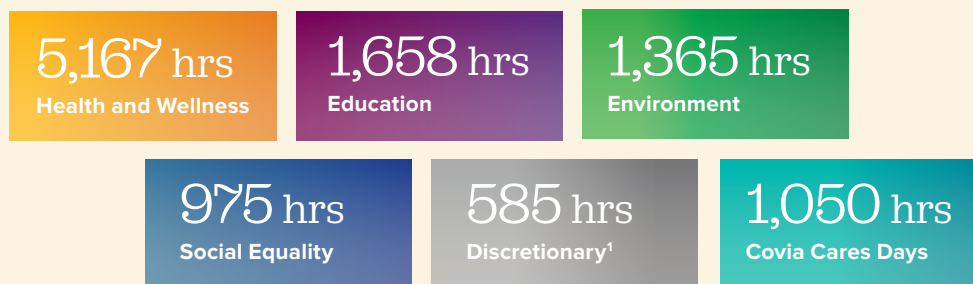
2022 DONATIONS BY PILLAR



TARGET: Contribute 50,000 paid or personal volunteer hours in communities where we live and work.

2022 Progress: In 2022, we collectively volunteered 10,800 hours, nearly doubling the previous year's performance. To date, Team Member volunteer hours in 2021-2022 represent 33% of our goal to reach 50,000 hours by 2030.

2022 VOLUNTEER HOURS BY PILLAR



¹Consists of volunteer efforts outside our four pillars that are important to our Team Members.

Team Member Volunteerism, a Covia Advantage

Our Team Members are actively engaged in their communities and play a significant role in living our Covia value, **Act Responsibly**. We take tremendous pride in the work we do to strengthen our communities, and are committed to volunteerism through several offerings, including:

- 24 hours of annual paid volunteer time;
- Matching up to \$1,000 of individual Team Member donations on an annual basis; and
- Providing grants to tax-exempt organizations where Team Members volunteer at least 20 hours of their personal time and talent.

We continued our Covia Cares Action Days program in 2022 to encourage Team Members to use their allocated volunteer hours, and we are proud of the impact our facilities have made through the program. For more information on Covia Cares Action Days, please see the highlight on the next page.

Outside of this program, Team Members across our footprint gave back to their communities in many ways throughout the year. Notable examples include:

- At our **Lake Shore, Ontario**, location, Team Members contributed to the development of Pier 8, an urban waterfront community, by donating sand to a local park under construction;
- In **Fredericia, Denmark**, Team Members continue to support initiatives in their local communities by sponsoring local youth soccer clubs and providing support to various community organizations;
- Team Members at our **Apodaca, Nuevo León**, and **Benito Juárez, Quintana Roo**, sites came together to collect and deliver donations to the Nuevo León Fire Department; and
- Team Members in **Camden, Tennessee**, sorted food for deliveries to Second Harvest Food Bank of Middle Tennessee, contributing to the organization's support for local families facing food insecurity. For more information on this initiative, please watch [this](#) video.

Deepening Our Impact in Canada

Over the last five years, our Canadian Team Members have invested nearly \$250,000 in their local communities in a variety of impactful ways, such as sponsoring youth sports teams, participating in food drives, collecting and distributing donations to the Salvation Army, and supporting causes they feel passionate about, including cancer research, health and wellness education, and in-school dental care. Additionally, Canadian site leaders work closely with local colleges and universities to support women interested in pursuing careers in the science, technology, engineering, and mathematics (STEM) fields, in order to increase diverse representation and support a strong pipeline of qualified STEM candidates.



“A Beautiful Day at NSO,” photo submitted by Natalie Eglinton, Havelock, ON

HIGHLIGHTS THAT INSPIRE

Covia Cares Action Days

To further support impactful community engagement and encourage Team Member volunteerism, Covia Cares Action Days provide each Covia location with the opportunity to dedicate at least a full workday to a volunteer effort or cause that is important to them. We are proud of the continued adoption and engagement surrounding this initiative. In 2022, our facilities held a total of **30 Action Days**, more than doubling the number of Action Days in 2021.

Covia Cares Action Days Initiatives in 2022 included:

Team Members from the **Independence, Ohio**, office spent a full day working alongside LAND Studio, beautifying Covia's City Side Garden in downtown Cleveland. Together, they cleaned, weeded, trimmed, and mulched the urban green space.

Preschool-aged children often fall through the gap of social services addressing food insecurity. Team Members from **The Woodlands, Texas**, partnered with Kids' Meals to help address hunger and food insecurity for local preschool children. They made more than 400 sandwiches, which were packed into healthy meals and delivered to the preschoolers.

The Woodlands Team Members also volunteered with the Lake Creek Greenway Partnership, a nonprofit corporation formed to promote initiatives that preserve the quality of Lake Creek and surrounding areas. Covia Team Members cleared trails and marked them by attaching signs to trees. They also removed tree stumps and built a kiosk to house information and maps regarding the trails. For more information on this initiative, please watch [this](#) video.

In **Ottawa, Illinois**, over 12,000 LaSalle County citizens are facing food insecurity. Covia Team Members joined the fight against hunger by supporting their local food pantry, Community Food Basket. They spent the day sorting food onto pallets to get the organization ready for a mobile pantry event, and helped families load donated food pantry items into their vehicles.



TOP: "Hanging Signs," photo submitted by Michelle Stribling, The Woodlands, TX

MIDDLE: "Christmas Elf," photo submitted by Natalie King, Huntersville, NC

BOTTOM: "Hard Work," photo submitted by Gabrielle Carpenter, Independence, OH

Team Members from **Huntersville, North Carolina**, annually sponsor Angels & Sparrows' "Christmas Party for Kids," which provides fun-filled holiday activities, gifts, and meals to children and families in need. Each child in attendance received several toys, a photo with Santa, and a hot meal. This year, Team Members also assisted with shopping and preparing food.

HIGHLIGHTS THAT INSPIRE

Engaging with Local Schools

At Covia, we view education as a vital component of strong communities. In 2022, many of our facilities engaged with local schools to provide educational opportunities, support school programs, and donate time and resources to help meet the essential needs of students in local school systems.

At our **Emmett, Idaho**, site, we hosted a mine tour where almost 100 fifth graders from Carberry Elementary joined us to learn about important topics such as climate control, erosion, plate tectonics, rock classifications, and other subjects covered in the state’s standardized testing curriculum. The tour also demonstrated the value our Emmett mine brings to the community, and how Covia contributes to improving the everyday lives of those in our neighborhoods.

Team Members at our **Wedron, Illinois**, site hosted 120 second grade students for a "Kids Day" at Shabbona Park, where Plant Manager Jeff Jurewicz presented a woolly mammoth tusk that was found at the Covia mine several years ago. We provided fun and educational opportunities for the students, including an opportunity to create sand art using colored sand produced at our **Mineral Visions plant**. Additionally, students went “mining” for gems that Team Members hid in plastic pools filled with sand. The gems they found by sifting the sand were then turned in for prizes.

Richmond County Schools received much-needed help and supplies from Team Members at Covia’s **Marston, North Carolina**, plant. Team Members not only donated backpacks, facial tissue, cleaning supplies, and other essential school items for the local “Stuff the Bus” event, they also volunteered their time to help organize and distribute the items. In partnership with the Richmond County Chamber of Commerce and other local organizations, 4,000 pencils, 1,000 erasers, and many notebooks were distributed to local families.



TOP: “School Rocks,” photo submitted by Mirthala Ledezma Treviño, Jáltipan, VC

BOTTOM: “Kids Day,” photo submitted by Jeff Jurewicz, Wedron, IL

Our **Cleburne, Texas**, Team Members remained actively involved with the Glen Rose School District, donating time and resources to local students. From donating scrap metal for youth and career development projects, providing lighting for the high school batting cages, and awarding multiple scholarships, Team Members invested in students’ success in many ways. For more information on our Cleburne site’s community initiatives, please watch [this](#) video.

Team Members in **Jáltipan, Veracruz**, are focused on supporting quality, affordable, and accessible early childhood education across the state of Veracruz. Covia contributes to the Jáltipan School, which serves 153 kindergarten and elementary-aged students, by providing scholarships for students, salaries for teachers, infrastructure maintenance, and regular equipment upgrades. Similarly, Team Members at our **San Juan, Veracruz**, site support two local schools, Cerquilla and San Juan School, by providing furniture, supplies, and monetary contributions to help break down barriers to quality education.

Valuable Partnerships that Support Positive Change

Covia is proud to foster meaningful partnerships and collaborate with more than 250 organizations in our local communities. Examples include:

Health and Wellness

- Alzheimer's Association
- American Cancer Society
- Cystic Fibrosis Foundation
- Stand Up and Play Foundation
- St. Baldrick's Foundation
- St. Jude Children's Research Hospital
- The Turn

Education

- Covia Aspire Scholarships
- Foundry Educational Foundation
- Many local schools and scholarship organizations
- The Cleveland Foundation — Say Yes to Cleveland

Environment

- Ducks Unlimited
- Landmark Conservancy in Wisconsin
- National Arbor Day Foundation
- Pheasants Forever, Inc.
- South Jersey Quail Project, Inc.
- Sustain Charlotte
- Utopia Park Board in Texas
- Wildlife Habitat Council

Social Equality

- Angels & Sparrows
- Balloon Latam
- Boys Hope Girls Hope
- Dallas CASA
- Equal Justice Initiative
- Many local food banks
- Ottawa, Illinois, Regional Office of Education – Covia Meals with Love Program
- United Way
- Veterans Bridge Home



"Ahuazotepec Community Event," photos submitted by Miguel Angel Reyes Soto, Ahuazotepec, PUE

HIGHLIGHTS THAT INSPIRE

Recognizing Team Members for Their Dedication to Their Communities

In addition to our Volunteer of the Year Award, The President's Volunteer Service Award honors Covia Team Members who contribute more than 200 volunteer hours during the year. In 2022, 16 Team Members received this award, and we thank them for their outstanding efforts and contributions to their communities.

- **Caryann Bruce**, Sales Manager (Commercial Industrial) – Huntersville, North Carolina
- **Chad Holloway**, Pit Millwright – Wedron, Illinois
- **Cheryl Etienne**, Administrative Assistant – Huntingburg, Indiana
- **Chris LeBlanc**, Sales Director (Energy) – The Woodlands, Texas
- **Jacob McCullough**, Monitor Operator – Wedron, Illinois
- **Jay Timm**, Lab Technician – Wedron, Illinois
- **Jeremy Kammerer**, Millwright – Wedron, Illinois
- **Jesse Kerr**, Mechanic – Elco, Illinois
- **Jim Miskell**, Plant Millwright – Wedron, Illinois
- **Natalie King**, Brand Activation Manager (Industrial) – Huntersville, North Carolina



"Kids in Nature," photo submitted by Becky Sullivan, Huntersville, NC

- **Pat Gende**, Cone Operator – Wedron, Illinois
- **Richard Gross**, Maintenance Supervisor – Tamms, Illinois
- **Tom Staveness**, Maintenance Supervisor – Pardeeville, Wisconsin
- **Scott Govednik**, Pit Millwright – Wedron, Illinois
- **Scott Tincher**, Director, Taxation – Independence, Ohio
- **Steve Maltas**, Master Millwright – Wedron, Illinois

For more information on our Team Member awards, please see the highlight on [page 41](#) of this report.

To hear more from Scott Tincher on why community involvement is important to him, please watch [this](#) video.

Providing Relief When It Matters Most

Our approach to making a positive impact on our communities relies on our ability to understand their needs and then do everything we can to help meet them. Our Team Members – each and every one – play a critical role at Covia, and we are grateful for their ongoing dedication to ensuring we remain a responsible corporate citizen and welcomed neighbor.

When natural disasters occur, those affected often struggle with what to do next or where to get help. To further support our Team Members impacted by these unforeseen events, we have established a specialized relief fund that may be used in the event of a federally declared natural disaster.

Outside of monetary support, Team Members are eligible for up to five paid days off if personal tragedy strikes – whether in a federally declared natural disaster or otherwise. This time can be used for making alternative living arrangements, recovering personal belongings that may have been lost or damaged, managing insurance claims, and more.

Looking ahead, we are evaluating ways to further enhance our policy to provide additional types of relief. While it is always our hope that Team Members do not experience hardships, we recognize the importance of having support guidelines and tools in place – just in case such events occur.

Innovation and Product Sustainability

"The Only Underground Mine at Guion," photo submitted by Kelsey Wortham, Guion, AR

At Covia, we deliver solutions that improve the lives of those we serve, and we are committed to driving superior performance across our product portfolio. Our products and their applications are aimed at fulfilling the essential needs of our stakeholders – from the filtration systems that provide fresh, clean water, to the cover glass used on solar panels, and more.

We encourage our Team Members to **Be Different** by embracing creative problem-solving and constructive collaboration. Our Team Members' unique skills, experiences, and perspectives fuel our innovation efforts and product pipeline.

COVIA PRODUCTS SUPPORT A WIDE VARIETY OF EVERYDAY APPLICATIONS



Our Robust Approach to Innovation

We view innovation as a key growth driver for our business, both in the short- and long-term. We continue to invest in additional resources and capabilities to remain on the cutting edge of what’s possible in mineral and material performance, and we are focused on promoting a culture of innovation at all levels of the organization. In 2022, we appointed our new Vice President of Technology, who brings extensive industry and technical experience. In this role, they are focused on enhancing our innovation capabilities by establishing three distinct product development and innovation platforms to help create, quantify, and articulate Covia’s sustainable competitive advantage:

- **Technology Platform:** Unique products, processes, and Team Member capabilities to help drive increased understanding of structure-property relationships and differentiated value.

- **Application Development Platform:** Enhanced customer formulation and specific application knowledge to demonstrate and quantify functionality and performance of Covia products in the “customer’s language.”
- **Market Platform:** Comprehensive understanding of application trends, drivers, and customer requirements by these Team Members to collaborate with stakeholders to solve unmet needs.

Our Performance Materials, Specialty Materials, and Energy business units will work with our innovation team to maintain a sharp focus on facilitating new ideas and strategic collaboration, enabling Covia to continue to execute against our commercial strategy through industry-leading innovation.

Our approach to innovation is distinguished by the technical expertise of our Team Members, our strategically located facilities, and our coast-to-coast distribution system.

HIGHLIGHTS THAT INSPIRE

Inspiring New Ideas Through Our First Innovation Tournament

On October 26th, 2022, 17 Team Members came together at our **Huntersville, North Carolina**, facility to participate in Covia’s inaugural Innovation Tournament, led by our Vice President of Technology and our Director of Quality. The two-day session immersed a cross-functional, cross-geographical group of Team Members in a challenging and dynamic process to identify realistic opportunities for Covia while instilling a mindset of innovation.

Tournament participants came prepared to pitch ideas that address each of the following prompts:

- How can we combine our current technology capabilities, or introduce technologies we do not currently use, to produce a new value-add solution?
- How might we expand our existing products and solutions into new end-markets?

Ideas were presented to the group and submissions were evaluated based on their capacity to solve real-world challenges and drive growth. Ultimately, 14 ideas were voted

to the top for further development, with a few ideas around light-weighting, energy savings, and enhanced asset production being commercialized in late 2023.

“There was an enormous amount of excitement about the tournament, but there was even greater excitement about ideas generated and the opportunities they represented. We look forward to building on the success of the event in future years.” – Lan Deng, VP of Technology, Home Office (remote)



“Collaboration,” photo submitted by Lan Deng, Huntersville, NC

Across our international footprint, we have various locations that participate in Research and Development (R&D) and quality assurance procedures. These include:

- Two corporate analytical laboratories located in **Ottawa, Illinois**, and **Santa Catarina, Nuevo León**;
- One R&D laboratory in **Fresno, Texas**;
- Pilot facilities in **Fort Smith, Arkansas**; and **Utica, Illinois**; and
- Several quality control laboratories.

Besides R&D and quality assurance, activities at these sites include mine planning, plant support, and customer field support. We use our vast portfolio of minerals and materials to develop new products, launch pilot projects to explore ideas, and collaborate with customers and suppliers to customize solutions based on their specific needs and interests.

We continue to invest in facility upgrades and expansions that we believe will have the biggest impact on our business and ability to grow our product pipeline, including:

- Expanding our **Fort Smith, Arkansas**, facility to meet growing customer demand for our LUMINEX™ ultrawhite filler. The expansion will allow us to increase domestically produced LUMINEX™ volumes, which will help reduce reliance on international imports while expanding employment opportunities and leveraging the site's full infrastructure and resources; and
- Expanding our **Fort Smith pilot facility**, to provide our customers earlier access to our latest innovations, ensure a robust scale-up process from lab to production, de-risk innovation, and accelerate our speed to market.

Additionally, we have plans to continue expanding our pilot capabilities and grow our innovation team in 2023 and beyond, harnessing the momentum of our strategic investments and initiatives to dramatically increase our annual revenue from new products.

HIGHLIGHTS THAT INSPIRE

Tomorrow's World Today: Covia's Role in Shaping the Creation of Sustainable, Everyday Products

Sometimes it's obvious that sand is all around us, like when we spend a day at the beach or a child plays in a sandbox. However, it may be surprising to learn that sand is also an ingredient in many products and materials we encounter every day. For example, if you're sitting in a car, enjoying the view through your crystal-clear window, or admiring beautiful countertops in the kitchen, you're experiencing the magic of sand.

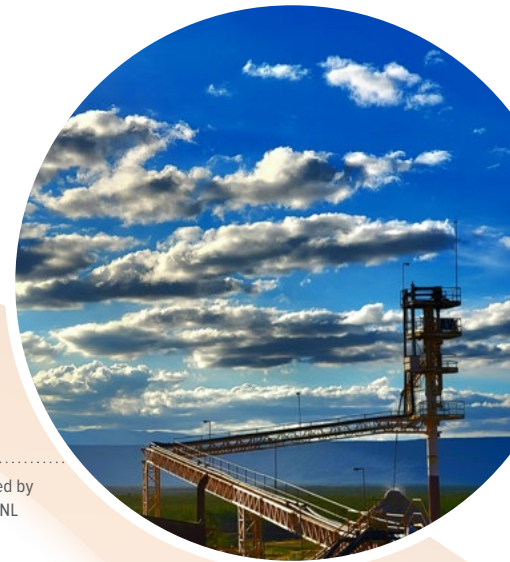
In November 2022, Covia had the opportunity to provide a glimpse into how we mine sand at our operations sites on *Tomorrow's World Today*, an Emmy-nominated television show on the Discovery and Science Channels, focused on

finding ways to live more sustainably. The episode featured several of our locations and their operations, including:

- Mining sandstone in **Guion, Arkansas**
- Mining nepheline syenite in **Ontario, Canada** (NSO)
- Producing LUMINEX™ in **Fort Smith, Arkansas**

To watch the full episode, click [here](#).

Thank you to our Team Members who helped bring Covia's commitment to innovation and sustainability to TV screens everywhere!



"Clouds in the Sky," photo submitted by Eber Santiago Cortez, Lampazos, NL

How We Deliver on Promise to Customers

We believe our collective pursuit to achieve the highest levels of product quality and performance serves as a key differentiator for our customers.

Our comprehensive approach to ensuring product quality is supported by our **Quality Improvement Program (QIPSM)**, which serves as a guiding principle that is integrated across our operations and in our daily business practices. Under QIPSM, we maintain policies and procedures that align with the internationally recognized ISO 9001 standard, which covers topics such as quality management, quality control, and quality assurance.

We also listen to our customers and solicit regular feedback to ensure our products continue to meet the needs of the organizations with which we work. We are particularly focused on developing products that help our customers achieve their performance and ESG goals, strengthening our reputation as a trusted supplier, and contributing to a safer, more sustainable world for everyone.

Several steps we took in 2022 to **Deliver on Promise** to our customers include:

- Continuing to take a more sustainable approach to product procurement by prioritizing local suppliers whenever possible. This approach has helped reduce our carbon footprint and those of our supply chain to better align with the ESG demands of our stakeholders;
- Expanding the capabilities and availability of our Technical Team to help develop solutions that anticipate the production demands of our customers and allow them to stay ahead of changing environmental regulations; and
- Diversifying our portfolio from concept development through packaging and delivery to grow our range of versatile products and services and better meet customer needs in multiple markets.



Goals that Inspire Positive Social Impact

Expand Sustainable Product Offerings

We remain committed to further ingraining sustainability into our business model and services, and our targets align with UN SDG 12: Responsible Consumption and Production.

TARGET: Expand number and strengthen effectiveness of sustainable product offerings while fully articulating the inherent benefit of our products on the environment and society.

2022 Progress: During the year, we not only formalized our Stage Gate approach to assess potential projects, but we also enhanced and re-organized the Innovation Team to create a foundation to strengthen the effectiveness of our sustainable product offerings and achieve our 2030 goal.

With these changes, we prioritized projects during the year that contribute to energy conservation, light-weighting, and enhanced asset production – all of which are currently under development and are expected to be available in 2023. We also maintained open lines of communication with our customers to understand their needs and how we can provide products and solutions to advance our collective ESG priorities.

Additionally, we identified one additional sustainable product, BIOFLEX[®], which brings the number of our products that deliver environmental or social benefits we provide to 11. For more information on BIOFLEX[®], please see the next page of this report.

Finally, we have begun the process of updating our website to provide clearer communication to all stakeholder groups on the important role our products play in helping us transition to a more sustainable future.

Innovation That Delivers ESG Benefits

Our commitment to ESG is reflected in our evolving suite of product offerings. We create products that are critical components in helping protect the planet and enhance peoples' lives in many ways, including:

- Supporting Workforce Safety and Health:** The advanced designs of DST® Dust-Suppression Technology, ACCEL® Dust-Preventing Polymeric Sand, and BLACK LAB® Blend all help minimize airborne particles, protecting the safety and health of workers. DST® materials assist customers in complying with Occupational Safety and Health Administration (OSHA) standards by significantly reducing potential exposure to silica dust. BLACK LAB® Blend is engineered with custom additives including DST® materials, ensuring smooth and easy application for flooring that has less drag and dust. ACCEL® sand helps improve air quality on construction sites by minimizing up to 90% of dust compared to traditional paver sand.
- Reducing Emissions Along the Value Chain:** For U.S.-made sand and powders, LUMINEX™ ultrawhite filler offers unique attributes required to achieve the purest of color effects in ultra-white applications and other brightly colored designs. LUMINEX™ ultrawhite filler is manufactured in a high-capacity plant for dependable, just-in-time delivery that allows customers to eliminate their white filler raw material imports, contributing to the reduction of carbon emissions from long-distance transportation.
- Enhancing the Chemical Safety of Paints:** MINEX® functional fillers and extenders add performance and value across a broad spectrum of applications such as paints, coatings, adhesives, sealants, and inks without compromise for chemical safety and environmental responsibility. These products are produced from nepheline syenite, a naturally occurring sodium-potassium-aluminum silicate. In paints, Canadian Nepheline reduces the need for volatile organic compounds (VOCs), significantly lowering paints' environmental impact and increasing the safety of their use.
- Promoting Environmental Benefits of Artificial Turf:** BIOFLEX® is a coated, hydrophobic sand that is used in stabilizing infill in synthetic turf. This material provides excellent durability and wear resistance, and due to its higher density, has little migration once placed. The coated surface is hydrophobic, therefore having less tendency to freeze while also minimizing bacteria growth. It is also recyclable at the end of the product life. Artificial turf provides numerous environmental benefits, most notably from requiring little to no maintenance, resulting in less water used and fewer chemicals to treat fields.



Our business innovation program inherently incorporates ESG principles. It is simply good business.



Our materials appear in a wide variety of products and applications, including artificial turf (shown here in Fredericia, Pjedsted)

Embracing Sustainable Solutions to Help ‘Close the Loop’

Given the nature of our business and our role in supplying materials to glass and coatings manufacturers, Covia is uniquely positioned to make an impact in driving circular waste management along the value chain. By helping to enhance materials’ durability, as well as increase the number of products that are recyclable, reusable, or otherwise able to be diverted from landfills, our innovation pipeline helps us — and the customers who use our products — support a circular economy.

Several initiatives we have in the works are focused on waste diversion and material recycling and over time, we will continue to expand these programs.

Additionally, the materials we extract, such as nepheline syenite, enable enhanced durability and efficient glass production, strengthening glass products to avoid breakage. Also, coatings utilizing microcrystalline silica and kaolin help extend the life cycle of products and materials by protecting them against corrosion, weathering, damage, and degradation from use.

HIGHLIGHTS THAT INSPIRE

Digitizing Innovation to Unlock Potential

We believe our investments in technology are crucial for unlocking the full potential of our pipeline. This includes the software we rely on when developing our products and solutions.

In 2022, we upgraded our analytical data management capabilities by completing the installation of a new Laboratory Information Management System (LIMS) at **Covia's Analytical Services Laboratory (CASL) in Ottawa, Illinois**. The platform is integrated with our laboratory equipment at the site to provide actionable real-time feedback, and its automated functionality helps ensure our lab-driven data is accurate, easily accessible, and managed in a consistent and reliable manner.

Additional capabilities of the system include automatically verifying compliant samples during product testing, creating data audit trails for materials tested, and fostering transparency through comprehensive testing logs. The automated functionality eliminates human intervention risks and costly mistakes during product testing while streamlining operating processes.

“Unlocking Potential,” photo submitted by Becky Sullivan, Huntersville, NC

We are currently piloting the LIMS at one of our operational sites. In anticipation of a successful pilot program, we have identified 10 plants to potentially implement the LIMS in 2023. The use of this integrated system across our R&D facilities will drive improvements through data uniformity and clarity, which in turn will manifest in quality improvements, better process management, and enhanced efficiency.



Responsible Governance and Ethics



“Kermit at Night,” photo submitted
by Lee Licon, Kermit, TX

IN THIS SECTION

Ensuring Strong
Corporate Governance

Our Commitment to Supply
Chain Sustainability

Our Approach to Ethics,
Compliance, and Transparency

We sustain our business and operations on the bedrock of strong corporate governance practices, ethical conduct, and compliance measures. Covia has long held this commitment to operating responsibly, and we readily engage with our stakeholders to strengthen our partnerships while promoting transparency and reliability in the pursuit of our business and ESG objectives.

GOALS THAT INSPIRE



Ensuring Strong Corporate Governance

“Stocked Up!” photo submitted by Dominick Pariano, Oregon, IL

We value sound corporate governance practices and conduct our business in a way that exceeds what is required and expected of us. Even though we are a private company, Covia follows the principles of regulations-driven corporate governance and industry best practices. This includes conducting regular Board meetings and third-party audits of our financial performance, engaging with key stakeholders, and tracking key performance indicators to ensure reliability and accountability throughout the organization.

In 2022, to further our commitment to corporate transparency, stakeholder engagement, and ESG disclosures, we:

- Became a signatory of the United Nations Global Compact;
- Partnered with EcoVadis to assess and share ESG progress with our key stakeholders; and
- Continued aligning our ESG Report to the Sustainability Accounting Standards Board (SASB) disclosure framework.

Adhering to widely accepted industry frameworks and standards like SASB is one way we strive to increase engagement and understanding among our stakeholders. We continually explore ways to clarify our commitments and communicate our results.

We believe strong corporate governance and holding ourselves accountable to the highest standards of integrity and responsibility are critical to how we Deliver on Promise to our stakeholders.



TOP: “Say Cheese,” photo submitted by Natalie Eglinton, Emmett, ID

BOTTOM: “That View,” photo submitted by Natalie Eglinton, Emmett, ID





Goals that Inspire Responsible Governance and Ethics

Engage with Our Stakeholders

We remain focused on enhancing engagement with our Team Members and Communities, two of our key stakeholder groups. Our efforts and progress in these areas also align with UN SDG 8: Decent Work and Economic Growth, and 11: Sustainable Cities and Communities.

TARGET: Improve Team Member engagement ratings by routinely assessing the effectiveness of our programs and practices.

2022 Progress: We continue to assess opportunities to introduce strategic, periodic feedback mechanisms, and we want our Team Members to understand they have a voice and we are listening. In 2022, we conducted our first Team Member Engagement Survey, with 77% of Team Members participating. Of those participants, 75% indicated overall positive engagement with the company. Following the survey, we conducted a thorough assessment of its findings, identifying areas of strength as well as opportunities for improvement, and made several investments to enable continuous improvement in Team Member engagement.

For more information on our Team Member engagement efforts, please see the [Team Member Experience](#) section of this report.

TARGET: Develop a robust Community Action Plan (CAP) at 100% of our locations to facilitate effective communication, identify areas for improvement, and best respond to community needs.

2022 Progress: During the year, we introduced our cross-functional CAP Steering Team, which established a formalized policy and process to ensure that all Covia facilities develop and submit an annual plan to engage with their local communities in meaningful ways. This policy requires each site to create a CAP Local Team with annual responsibilities, including determining who the key stakeholders are, and identifying and managing site-specific opportunities related to:

- Environmental initiatives;
- Volunteer efforts;
- Monetary support and in-kind donations;
- Education and awareness activities; and
- Governance procedures.

Once each site has developed its annual plan, it is submitted to the CAP Steering Team, the Director of ESG, and the site's respective Vice President of Operations for review and approval. Additionally, sites are required to submit an annual year-end summary detailing the progress they made towards their CAP, any modifications made to the plan, and the rationale for each.

In 2022, this process was rolled out to all mining and processing sites in the four countries in which we operate, representing approximately 75% of all Covia sites. In 2023, we have continued to roll out this process to corporate offices and laboratories, and we look forward to sharing our progress in future reports.

For more information on our community engagement efforts, please see the [Community Impact and Philanthropy](#) section of this report.



"Career Day," photo submitted by Phil Ivanisin, Junction City, GA

HIGHLIGHTS THAT INSPIRE

Being a Good Neighbor in Our Local Communities

Even though our CAP policy and process was formalized in 2022, Covia has a rich history of actively engaging with the communities in which we live and operate. We believe that by working together, we can create shared value among our stakeholders, and we are proud to contribute to the well-being of our neighbors. Below are two examples of the various ways in which we stayed connected to our communities during the last year, exemplifying our commitment to **Act Responsibly**.

Covia's site in **Gore, Virginia**, demonstrated its active role in the community by addressing several specific needs and providing support wherever possible. The facility provided fill material to the county for a new government-owned site, granted an easement to the Shenandoah Valley Electric Company to improve internet capabilities for the community, and aided in building and maintaining a new road to enable easier access for an elderly community member. Furthermore, through an ongoing partnership with the Virginia State Police, Gore provides a secure location for explosives training, benefiting both bomb squad students and technicians while reducing potential hazards for nearby communities.

“We have been utilizing Covia’s Gore site for over 10 years for safe bomb squad explosive disposals, along with various bomb technician and student training requirements. Thanks to our partnership, we can recreate a real post-blast scene, enhancing our students’ investigative skills to include scene recognition, blast seat recognition, and evidence collection along with laboratory analysis and requirements. I can’t say enough about Covia’s management and Team Members. They have been nothing but exceptional in assisting us in our mission and training requirements as a bomb squad, and we are grateful for their partnership.” – Kevin Newland, Virginia State Police Bomb Squad

Team Members at our **Nepheline Syenite Operation (NSO) in Havelock, Ontario**, also remained active participants in the community, showcasing their dedication and commitment to education. Each summer, the facility hosts two open houses, inviting local residents, First Nations groups, and local and



TOP: “Concientizacion Ambiental,” photo submitted by Rubén Peña Ramírez, Jáltipan, VC

BOTTOM: “Giving Back Together,” photo submitted by Gabrielle Carpenter, Independence, OH

provincial government groups. The focus of these events is to present the site’s current and future activities, and to address any questions, suggestions, or concerns from the community. Additionally, NSO supports education and awareness by engaging with several schools in the community, ranging from elementary to college and university institutions. These groups visit the site for an educational presentation and tour where they can learn about what we do, our process, and why it is important. NSO also participates in and sponsors the local Celebrate Havelock show each year, providing a networking and educational opportunity for local businesses and community members.

While the needs and interests of each of these communities vary, both sites are committed to providing community members a way to get in touch and continuously engage with Covia Team Members and site leaders. In addition to these efforts, we provide our neighbors at these sites with access to either a 24/7 hotline or the Plant Manager’s cell phone number so they can always reach out with additional questions or concerns.

Our Leadership Structure

Our **Board of Managers** consists of seven members. It meets, at a minimum, on a quarterly basis to review Covia's financial and operational performance, evaluate progress against our strategic plans, and provide oversight and support of key initiatives, including progress against our **Goals that Inspire**.

In 2022, we welcomed Robert Kirby and Phil Barkhorn to our Board. Kirby and Barkhorn bring valuable skill sets, expertise, and experience to our Board, enhancing its broad range of capabilities.

COVIA'S BOARD OF MANAGERS



Shawn Williams

Executive Chairman of the Board



Don Sheets

Vice Chairman of the Board & Chair — Audit Committee



Andrew Eich

Board Member, President & Chief Executive Officer



Paul Gordon

Board Member & Chair — Compensation Committee



Will Wang

Board Member



Robert Kirby

Board Member



Phil Barkhorn

Board Member

For more information on our Board of Managers, including member bios, please visit our [website](#).

Additionally, we have two Board-level committees:

- Our **Audit Committee** oversees the integrity of Covia's financial statements and internal financial reporting controls, adherence to established internal policies and external standards and regulations, and several key internal programs.
- Our **Compensation Committee** oversees the policies and procedures that govern Covia's compensation programs, including our incentive-based compensation model for manager- and executive-level Team Members.

Covia's **Executive Leadership Team (ELT)** consists of nine leaders who are responsible for developing and executing our business strategy and objectives. Together with our Board, the ELT ensures we are making progress against our business objectives and sets the tone for fostering a culture of performance and reliability throughout the organization.

COVIA'S EXECUTIVE LEADERSHIP TEAM

As of report publication date



Andrew Eich
Board Member, President & Chief Executive Officer



Russell Montgomery
EVP, Chief Operations Officer



Chris Nagel
EVP, Chief Financial Officer



Brian Richardson
EVP, Chief Administrative Officer



Duncan Stuart
EVP, Chief Legal Officer & Secretary



Cameron Berry
EVP, Energy



Barry Esposito
EVP, Industrial — Performance Materials, U.S. and Canada



Carlos Gómez
EVP, Industrial — Performance Materials, Mexico



Charlie Giaudrone
EVP, Industrial — Specialty Materials

For more information on our ELT, including member bios, please visit our [website](#).

Leadership Capabilities Help Pave Our Way

At Covia, we value the professional skill sets of each Team Member across all levels of the organization. We believe the complementary capabilities and unique backgrounds of our Board and ELT strengthen their ability to provide effective leadership and oversight, while helping ensure we are operating our business in the best interest of our stakeholders.

Key skills and areas of expertise that our ELT and Board possess include:

Skills:

- Safety and health
- Accounting, finance, and economics
- Operations and commercial excellence
- Sales and marketing
- Product management
- Engineering
- Strategy and business development
- Supply chain management
- Environmental management
- Human capital management
- M&A transactions
- Strategic investments and capital markets
- Legal, ethics, and compliance
- Government and foreign affairs
- Nonprofit management

Industry Expertise:

- Metals and mining
- Energy
- Industrials
- Chemicals and polymers
- Transportation
- Specialty chemicals and coatings
- Oil and gas
- Building products
- Payment technology
- Personal care and medical devices

ESG Governance and Oversight

Our Board provides regular oversight of our ESG programs and commitments. In 2022, we strengthened our approach to ESG governance by enhancing the structure of our cross-functional ESG Steering Committee. The changes enabled the committee to be more intentional in supporting our leaders, facilities, and business units in the ongoing implementation of our ESG efforts.

Within our ESG Steering Committee, we created five additional, goal-specific teams in 2022 to oversee initiatives and progress related to several of our **Goals that Inspire**. The remaining goals are managed within their respective functional areas. The teams are organized around the following 2030 goals:

- Reduce Greenhouse Gas Emissions
- Protect Essential Water Supply
- Preserve, Restore, and Improve Biodiversity
- Improve Land Rehabilitation Ratio
- Develop Community Action Plans

The Teams meet monthly to create policies and procedures to help define **WHERE WE'RE GOING**, and drive progress and accountability in these ESG areas.

For more information on our commitment to ESG, please see [Our Approach to ESG](#).

Cybersecurity Risk Management

Covia is committed to protecting our Team Members, assets, and operations from cyber threats, and we proactively manage risks and performance in this area. Our Vice President of Information Technology and our Senior Manager of Information Security manage our cybersecurity program and related activities, with additional oversight from the Audit Committee. We continue to invest in advanced security measures to protect our growing hybrid workforce, and we are focused on implementing additional automation tools to strengthen and streamline our remediation capabilities.

Our dedicated cybersecurity team and trusted partners rely on a comprehensive, multilayered defense strategy with robust cybersecurity standards to mitigate security risks.

In 2022, we focused our cybersecurity efforts in several critical areas, including:

- Improving internal controls to protect against hackers, communicating regularly to Team Member on relevant topics, and enhancing cybersecurity training opportunities to reduce overall risk;
- Fostering consistency across our international security operations to bolster resilience against global threats;
- Expanding our cybersecurity team and routinely assessing our tools and processes to improve our overall security posture; and
- Conducting a tabletop risk simulation where Team Members practiced threat response.



LEFT: "Un Amanecer, Suspiro de Vida," photo submitted by Estefani Martínez León, Ahuazotepec, PUE

RIGHT: "Error de Miedo," photo submitted by Roberto Castillo, Lampazos, NL

Leading-edge technology solutions we use include:

- Security Operations Center monitors Covia systems 24/7/365 using comprehensive threat identification mechanisms to ensure prompt and complete mitigation;
- Multi-factor authentication (MFA) requirements for access to all Covia systems, which is a proven verification process that significantly reduces the risk of compromised credentials;
- Advanced email filtering solutions to reduce the quantity of phishing and malicious emails, and promptly detect and address these forms of threats; and
- Third-party penetration tests, conducted annually, to detect and address potential vulnerabilities.

At Covia, we adhere to the principle of **least privilege** with respect to data security. Under this principle, we grant access to the data we collect and share only with Team Members who require it in order to fulfill their job responsibilities.

We continuously monitor readiness against potential risks across our business, and we are tracking favorably across the various cybersecurity metrics that we consider. Additionally, we are currently implementing widely accepted industry frameworks to better map our risks, controls, and cybersecurity efficacy.

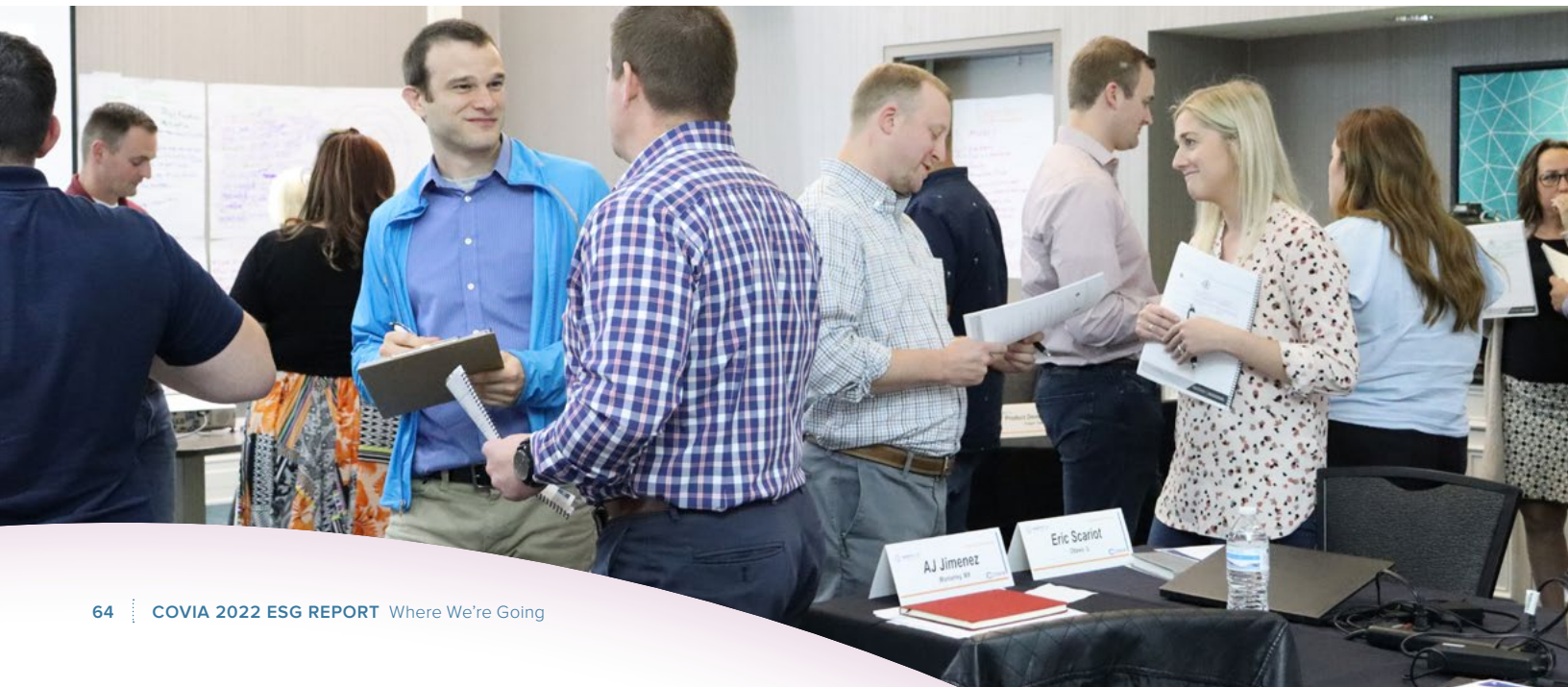
Driving Increased Cybersecurity Awareness Among Team Members

We continue to take a proactive approach to cybersecurity awareness and readiness among our Team Members and prioritize user training and cybersecurity best practices. Our Team Members are critical to managing our cybersecurity risk and serve as the first line of defense against potential threats. To foster a culture of cybersecurity mindfulness across all levels of the organization and properly equip Team Members, we conduct quarterly cybersecurity training and monthly phishing simulations. Our comprehensive cybersecurity training module is required for new Team Members during their onboarding process (and annually thereafter). Team Members in higher-risk roles are required to complete targeted training modules to further reduce risk to the organization and our stakeholders.

In 2022, nearly every technology user completed their cybersecurity training, resulting in a total of 750 training hours and an increased awareness of potential phishing attacks across the organization.

To hear more about our cybersecurity efforts, please watch [this](#) video.

"Learning to Lead," photo submitted by Gabrielle Carpenter, Independence, OH



Our Commitment to Supply Chain Sustainability

At Covia, we view our supplier partners as extensions of our company, enabling us to **Deliver on Promise** to our stakeholders in a way that supports a sustainable future for all. Just as we are committed to operating our business at the highest level of ethical conduct, we expect our partners to hold themselves to similar standards. We are focused on managing our supply chain responsibly and engaging with our partners to build mutually beneficial relationships in the pursuit of our strategic business objectives and ESG goals.

Covia's Procurement Team is actively involved in advancing progress against each of our **Goals that Inspire** and is represented on all of the goal-specific **Steering Teams** we created in 2022.

"Guion," photo submitted by Jordyn Richmond, Guion, AR

Goals that Inspire Responsible Governance and Ethics

Emphasize ESG in the Supply Chain

Our established targets and initiatives to emphasize ESG in the supply chain align with UN SDG 16: Peace, Justice and Strong Institutions.

TARGET: Institute a Business Partner Code of Conduct to encompass written acknowledgment by new suppliers, vendors, and business partners.

2022 Progress: During the year, we introduced our new [Business Partner Code of Conduct](#), which defines the expectation for our suppliers, vendors, and business partners to align with our ESG priorities. More than 99% of our new suppliers submitted written acknowledgment of the Code in 2022, and we have a formalized process to address and remediate non-compliance with the Code.

TARGET: Establish and implement an ESG assessment program for strategic suppliers.

2022 Progress: In 2022, we began the process of evaluating potential third-party partners to help us conduct ESG assessments of our strategic suppliers. We are on track to meet our 2030 target following the successful implementation of our new supplier portal tool.



Fostering Responsible Partnerships

We believe in the power of unlocking shared value across the supply chain to meet stakeholder expectations, drive progress against our business strategy, and advance our collective ESG objectives. Therefore, we work diligently to understand the priorities and commitments of our partners as we continue to ensure alignment as we enhance our supplier network.

We are committed to engaging in responsible partnerships across our supplier network that reflect our organizational values and ESG priorities.

Our Business Partner Code of Conduct clearly communicates our expectations for our suppliers, vendors, and business partners with respect to:

- Maintaining a safe, healthy, and orderly workplace that is free of harassment and discrimination;
- Respecting human rights;
- Supporting equal opportunities for all;
- Complying with all legal and regulatory requirements; and
- Conducting business with honesty and integrity.



“It’s All in a Day’s Work,” photo submitted by Gabrielle Carpenter, Guion, AR

The Code was developed to encompass a comprehensive set of ethics and governance considerations pertinent to our business and stakeholder expectations. In 2022, more than 99% of our new suppliers submitted written acknowledgment of the Code, with the remainder demonstrating compliance with equivalent standards. Beyond evaluating new suppliers, we also conduct risk-weighted assessments of our existing partners to certify compliance with expected business practices, and we require acknowledgement of the Code on a case-by-case basis.

In addition to our established policies, we maintain a comprehensive evaluation process to thoroughly vet all potential suppliers. Our Procurement Team conducts assessments of each supplier, requesting information related to the following categories:

- **Safety and Health:** Our focus on safety and health cascades to all our stakeholders, including the contractors, vendors, and suppliers with whom we work. We seek partners that prioritize safety and health across their operations and with each employee, and we track the safety performance of our partners to ensure we are engaging with organizations that meet our high expectations. Specifically, we expect our partners to maintain transparent and strong safety and health records, require regular training for their employees, and adhere to safety and health regulations and guidelines to promote best-in-class performance. Additionally, we use specialized, established, and trusted partners for the procurement of any hazardous or volatile materials we source to mitigate safety and health risks along our supply chain.
- **Human Rights and Fair Labor Practices:** Covia is dedicated to promoting the fair and equitable treatment of all workers across our operations and throughout our supply chain. All suppliers must demonstrate policies and programs that support fair pay practices, healthy working conditions, and the absence of forced or child labor. We evaluate suppliers, both domestically and abroad, by the same rigorous criteria to ensure uniformity in our standards and compliance with applicable rules and regulations.
- **Environmental Responsibility:** Protecting the environment requires a collaborative effort, which is why we work with our suppliers and partners to reduce environmental impacts throughout the supply chain. Actions we are taking with our suppliers include improving sourcing activities to achieve greater efficiencies, reducing waste generation, and minimizing waste-hauling distances to lessen greenhouse gas (GHG) emissions.

In addition to ensuring our suppliers align with our high standards of conduct, we regularly engage with current and potential partners to identify and implement projects that advance our **Goals that Inspire**. For example, in 2022 we:

- Consolidated our natural gas supply base, which enables greater sourcing stability through longer-term hedging opportunities as well as cost and emissions reduction benefits;
- Worked toward establishing a commodity risk management program through the formation of a commodity hedge council and formalized hedging policy, which enabled us to ramp up coverage for dryer fuel sourcing needs;
- Proposed setting up regional warehouses in partnership with several of our supplier partners to improve warehouse efficiencies and add resilience along the value chain;
- Established relationships with secondary and tertiary suppliers to ensure product availability and avoid disruptions;
- Maintained our power purchase agreement (PPA) for renewable energy procurement; and
- Conducted feasibility studies for a potential 7-megawatt ground-mount solar field.

Managing a Challenging Supply Chain Environment

Covia maintains a sharp focus on meeting the needs and expectations of our customers, and we work diligently to overcome ongoing global supply chain disruptions and headwinds. In 2022, we continued to counteract prolonged disruptions and slowdowns throughout the supply chain by strategically managing our inventory and mitigating inflationary risk. This included partnering with strategic distributors with higher-volume capabilities and placing key commodities and essential parts in select warehouse sites to maximize storage, accessibility, and warehousing efficiencies. We also worked to expand our supplier base while preserving our existing relationships, thus diversifying our sourcing network to avoid lags, especially with sourcing overseas materials.

In addition to our focus on improving our processes and expanding our supplier base, Covia's Leadership Team, Sales, and Customer Service Team Members regularly communicate with our customers and supplier network to manage delivery expectations and ensure strong customer satisfaction.

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Thanks to our dedicated Procurement and Customer Service Team Members, we avoided major supply chain interruptions in 2022.

"On the Job," photo submitted by Kelsey Wortham, Guion, AR



Supporting a Diverse and Inclusive Supply Chain

Covia's commitment to Diversity and Inclusion extends to our supplier relationships. We continuously look for opportunities to expand our supplier base by contracting with diverse and locally owned companies capable of fulfilling our sourcing needs. Additionally, as our areas of operation include many rural locales, we focus on supporting locally owned and operated supplier businesses to promote economic growth in our communities.

We measure the diversity of our partners through annual surveys with the goal of fostering a more inclusive supply chain that is representative of the regions in which we operate. We are also working toward implementing a comprehensive supplier portal, which will enable better visibility into our supplier diversity data to continue facilitating equitable engagement.



"What We're Made Of," photo submitted by Natalie Eglinton, Detroit, MI

IN 2022:



34

out of our 421 new suppliers were minority- or woman-owned businesses



We spent

\$113 million

with businesses local to the communities in which we operate

Our Expansive Terminal Network Helps **Deliver on Promise**

Covia's terminal network, comprised of more than 60 energy and industrial rail terminals across our footprint, allows us to supply materials to our customers – when and where they need them. Our Terminal Network Team tracks utilization of our rail infrastructure to ensure our customers' needs are met on time and in specification. This includes conducting regular site visits to forecast capacity needs and anticipate scheduling demands.

Our terminals are located throughout the U.S. to help us serve our Energy sector customers, but they are also instrumental in supplying materials to customers in the Foundry, Glass, Sport and Recreation, and Construction markets. They are comprised of both active and on-demand locations, with our on-demand terminals giving us flexibility to increase utilization during high-volume periods to avoid bottlenecks or delivery slowdowns. Additionally, several of our terminals are unit-train capable, allowing us to ship 100-150 railcars per train at once. This approach increases transportation efficiencies by achieving higher total railcar volumes and allowing unit-trains to move to their destinations as a single train, thus avoiding railroad classification facilities and reducing overall carbon footprint.



Our Approach to Ethics, Compliance, and Transparency

“World of Concrete,” photo submitted by
Natalie King, Huntersville, NC

Covia remains committed to operating according to responsible business practices, and we hold ourselves to the highest standards of ethics, compliance, and transparency. These principles are core to who we are and define **WHERE WE'RE GOING**. Our approach to ethics and compliance starts from the top of our organization with our Board and Audit Committee, which help guide our compliance programming.

Our practices and principles for ethical behavior, conduct, and transparency are in line with the [United Nations Universal Declaration of Human Rights](#) and [United Nations Global Compact](#), and are codified by our many policies that outline our processes and expectations, driving accountability throughout the organization. Additionally, we ensure prompt and consistent corrective action for misconduct, extending from verbal and written counseling to immediate termination.

Our Executive Leadership Team and Board of Managers set the tone for ethical and compliant behavior and continually prioritize its importance throughout the organization.

In 2022, we continued to assess and refine our codes, policies, and tools to ensure ethical behavior and compliance with applicable rules and regulations. Additionally, we established a central repository for our codes and policies, linked directly on the homepage of our intranet, providing ease of access for Team Members as well as information on who to contact with questions regarding individual policies.

Covia is committed to complying with all applicable laws, rules, regulations, standards and policies, accounting standards, accounting controls, and audit practices.

Our core policies include:

- Our **Code of Business Conduct and Ethics** is the cornerstone of our ethics and compliance programming. The Code applies to all leaders, Team Members, and Board Members, and is available in English, Spanish, and French. It provides principles and guidelines on topics such as conflicts of interest, fair dealing, non-discrimination, non-harassment, and expectations for complying with applicable safety, health, and environmental rules and regulations.
- Our **Anti-Corruption and Sanctions Policy** further demonstrates our commitment to legal and ethical business practices. It provides basic principles and guidelines for conducting business in foreign countries and with foreign counterparties to maintain compliance with the various Anti-Corruption and Sanctions laws.

Covia strictly prohibits bribery and improper payments to obtain business advantages, and as a matter of policy will not conduct any business, directly or indirectly, with any country or territory that is the target of comprehensive sanctions imposed by the United States.

- Our **Policy for Concerns Regarding Accounting and Compliance Matters** outlines reporting procedures and treatment of Team Member concerns relating to any questionable accounting or compliance matters. We rely on Team Members to bring to our attention any conduct that might violate legal requirements or internal policies, and we maintain a zero-tolerance policy with respect to retaliation against Team Members who report concerns.
- Our **Employee Handbook** is provided to each Team Member when they begin their career with Covia. The handbook reinforces company-wide expectations for ethical and compliant behavior, outlines key policies, and serves as a comprehensive resource to foster a performance-driven culture that upholds our organizational commitments and values.



“2022 Safety Day,” photo submitted by Becky Sullivan, Huntersville, NC

Assessing Fraud Risk

We recognize that our Team Members play an important role in identifying risks of fraudulent behavior in our organization, given the firsthand experience and depth of knowledge they glean from carrying out their day-to-day responsibilities. In 2022, we took steps to assess these risks and identify improvement opportunities, including inviting all Team Members to participate in an anonymous fraud risk survey. Guidance on this survey was provided by the Committee of Sponsoring Organizations (COSO) Fraud Risk Management Guide. Additionally, we conducted site visits at five of our facilities to better understand and strengthen Team Member preparedness and hear directly from each site about various ethics, compliance, and risk topics. During these visits, a Certified Fraud Examiner asked Team Members and site leaders, in a private, one-on-one setting, a variety of questions related to their roles, where they feel risk may exist, if they suspected or had any knowledge of fraud, and how effective they believe Covia’s controls are — encouraging them to draw on their experience to provide insight and feedback.

Upon completion of the survey and site visits, we analyzed Team Member responses to identify areas of strength and opportunity for further risk mitigation to Covia’s business and reputation.

A key recurring theme from our site visits:
“I feel as though management follows up on concerns when I raise them and in general, I feel supported.”

For our Mexico operations, we initiated an internal audit of our risk controls in partnership with a third-party expert, and continue to assess existing strengths and opportunities for improvement to ensure alignment with our global risk management approach.



Goals that Inspire Responsible Governance and Ethics

Increase Corporate Transparency

We understand the importance of maintaining high standards of corporate transparency, even as a privately held company. We are dedicated to fostering a transparent culture and going beyond what is required of us to maintain trust and credibility among our stakeholders. Our corporate transparency targets support our ongoing efforts to drive accountability throughout the organization and to act in accordance with UN SDG 17: Partnerships for the Goals.

TARGET: Become a signatory to the UN Global Compact and annually report out alignment with its principles.

2022 Progress: During the year, we submitted our letter of intent to the UN Global Compact and are proud to be a signatory of the Compact, effective September 27th, 2022.

TARGET: Continue to enhance transparency through the alignment of reporting with prevailing frameworks or standards.

2022 Progress: This report represents the fourth consecutive year of alignment to the Sustainability Accounting Standards Board (SASB) framework, which provides comparable, consistent, and reliable ESG information to our stakeholders. For more information, please see our SASB index on [page 75](#) of this report.

In 2022, we partnered with EcoVadis to assess and share ESG progress with our stakeholders, and we began evaluating the UN Global Compact's new Communication on Progress (CoP) platform to ensure appropriate disclosures in 2023. Additionally, we have identified 11 UN SDGs that align with our ESG activities and priorities, and we look forward to enhancing our efforts and disclosures around these important commitments.

Broadening Our Compliance Training, Education, and Awareness Efforts

We maintain a sharp focus on providing every Team Member with a clear understanding of what is expected of them and the important role they play in upholding our commitment to doing business responsibly. Our Compliance Training program is a critical part of our proactive approach to managing risks surrounding ethics and compliance. In 2022, we enhanced the training modules to include more real-life scenarios and interactive examples to drive a deeper understanding of the training's principles. Every year, our completion target for our North American sites is 100%, which includes our hourly workforce. Our hourly workforce receives the training through an in-person workshop, while our office-based workforce completes the training online.

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86% of Team Members completed our compliance training in 2022, and we continue to work toward achieving our 100% completion target.

As the regulatory environment in which we operate continues to evolve, we remain focused on proactively identifying and assessing developments applicable to our business. We are committed to understanding and meeting all ethical and legal requirements, and we strive to exceed them where possible.

Preventing Corruption by Empowering Team Members Who **See Something to Say Something**

Just as important as ensuring we hold ourselves to the highest standards of ethical behavior, our Team Members must also be able to report concerns of violations, freely and without fear of retaliation. We encourage Team Members to share concerns or suspected violations with someone in a position of management responsibility, including their direct supervisor, another member of management, or their Human Resources Business Partner. Additionally, Team Members can submit concerns or suspected violations through the Whistleblower Hotline, which is available 24/7.

Through the secure, third-party hotline, Team Members can submit a complaint through the web or via phone. Those submitting a complaint may choose to remain anonymous, and we conduct a thorough investigation, based on the severity of the submission, to determine the appropriate resolution. The hotline is currently available in English, Spanish, and French to enhance accessibility and awareness among Team Members globally, and we continue to leverage several Team Member communication platforms to maintain awareness and understanding of this important tool.

In addition to our Whistleblower Hotline, our compliance training program, which all Team Members are required to complete, includes whistleblowing modules that outline our expectations for Team Members to take the appropriate actions when observing any behavior that violates our policies.



Approach to Human Rights

Our commitment to ethical practices is reflected by our long-standing organizational alignment to the United Nations Universal Declaration of Human Rights – an internationally accepted document that outlines fundamental human rights to be universally protected.

At Covia, we:

- Respect each Team Member, customer, supplier, and contractor as an individual, **showing courtesy and consideration for personal dignity**;
- Provide and maintain a **safe, healthy, and orderly work environment** where all individuals are treated with fairness and respect;
- **Value the diversity** of our Team Members. We are committed to providing equal opportunity in all aspects of employment to all Team Members without regard to race, color, religion or creed, national origin or ancestry, sex, gender identity or expression, sexual orientation, marital or family status, physical or mental disability, military service or veteran status, genetic characteristics, or citizenship;
- Make **reasonable accommodations** for known physical or mental limitations of current and prospective Team Members;
- **Do not condone any type of harassment, abuse, or punishment** of a Team Member by a manager, officer, or other Team Member or any partner, customer, or supplier;
- **Do not employ child or forced labor** in our operations in any country where we operate, and we will not knowingly engage with a supplier that directly or indirectly does engage in child or forced labor;
- Do not allow or require Team Members to work more than the **maximum number of hours** legally permitted by applicable law;
- Assure uniformly **fair compensation** and benefit practices to attract, reward, and retain quality Team Members, and provide training and development opportunities as well as constructive feedback;
- **Recognize the rights** to non-union representation and collective bargaining; and
- Strive to **positively impact our communities** and foster strong relationships with local indigenous populations.

A Special Thank You to Our Team Members

On behalf of Covia's Executive Leadership Team, Board of Managers, and ESG Leadership, we would like to give special thanks and recognition to the many Team Members across the organization for their contributions to our 2022 ESG Report. We are sincerely grateful for your support in the creation of this report, as well as Covia's ongoing efforts and initiatives. Thank you!

ST = Steering Team Member
C = ESG Committee Member
DI = D&I Council or SteerCo Member

Janet Albright

Paul Alford

Bill Allyn (DI)

Bryan Aown (C)

Scott Atkins

Steve Auger

Brian Baldacci

Roger Bannister

Marty Beacham

Adam Beatty

Amelie Beauregard

Greg Bedford

Steve Bell

Beau Bonner (C)

Jim Bonsall

Carter Boswell

Jan Bradford

Alex Brill

Caryann Bruce (DI)

Gordon Bull (ST)

Erin Burke (C)

Abel Oswaldo Cabada Mendoza

James Campbell

Gabrielle Carpenter

Yanka Chanenka (ST)

Ryan Christopher

Jayson Culter

Lan Deng (C)

Jennifer Does

Samuel Donner

Celeste Dorwart

Archie Eksteen

Crystal Evans

Larry Evans

Bob Falkowski (DI)

Keith Feicks (C, DI)

Mike Foster (ST)

Ian Freeman

Brent Fremont

Alejandro Salvador González Gaytan

Chris Goodwin (ST)

Reid Gronski (ST, C)

Yana Gur (C)

David Hayes

Kevin Heckel

Lauren Helton (C)

Charlynn Hinson (ST)

Dennis Hough

Forrest Howell

John Hurst

David Hutson

Don Inns

Phil Ivanisin (DI)

Brady Jackson

Cynthia Jamieson (ST)

Thomas Jensen

Tim Jinks

Jay Johnson (C)

Jeff Jurewicz

Bill Kidd

Janet Kilbane (C, DI)

Natalie King

Eric Knapp

Kurt Krebs	Mick Mickelson	Miguel Reyes (ST)
Jason Lawrence	Joe Migyanko (DI)	Jordyn Richmond (ST)
Riley Layton	Scott Miller (ST)	Jon Shaper
Brian Lenhart	Jeremy Moore	Tony Sinning
Kristin Lewis (ST, C)	David Morris	Dale Smith (DI)
Christopher Liu	Chris Mory	Jarod Smith
Doug Losee (ST, C)	Ivonne Navarro	Susan Smith
Dan Lyon	Ana Laura Obregón Jiménez	Doug Staples (ST)
Sean Lyons (ST)	Andy O'Brien	Michelle Stribling (C)
Sean Maas	Enrique Orozco Pérez	Jamie Swenson (ST)
Mark Massicotte	Mark Oskam	Chris Thynne (C)
Tony Madormo	Michele Oxlade (ST)	Scott Tincher
Mike Maloney	Dominick Pariano (DI)	Kayembe Tshitenge (DI)
Estefani Martínez León	Rubén Peña Ramírez	Moises Valencia (DI)
Raúl Esteban Martínez Rojas	Humberto Pérez Cruz	Laura Vasseur
Amy Mathias (DI)	Mike Perkins	Jeremy Wagner
Michele Maxson (ST)	Samantha Peruzzi (C, DI)	John Warren
Tom McCoy	Marcus Polancic	Sara Watson
Wes McMillan (ST)	John Quinn (ST, C)	Anders West
Shane McShane	Jay Raymer	Steve Westmoreland
Amanda Meehan (C)	Cale Reeder (ST)	Matt Wilkins
Mike Melton (ST)	Allison Reidies	Bleve Wiloughby

2022 SASB Index

This SASB Index reflects the metrics and other disclosures that are included in the Sustainability Accounting Standards Board (SASB) Standard for the Metals & Mining industry, and additional metrics that Covia tracks and are relevant for our business, which operates in a sub-segment of the Metals and Mining industry.

SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS			
TOPIC	ACCOUNTING METRIC	CODE	2022 RESULT
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	403,948 MT CO ₂ e
	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	EM-MM-110a.2	Please see the Environmental Stewardship section of our ESG Report.
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM ₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	(1) CO = 557.3 tons (2) NO _x = 1,778.8 tons (3) SO _x = 219.6 tons (4) PM ₁₀ = Although we produce PM ₁₀ , we currently do not have a process in place to report this number for our entire company. However, we are working to address and will be able to collectively report on PM ₁₀ by 2026. (5) Hg = Zero or nearly zero (6) Pb = Zero or nearly zero (7) VOCs = 164.1 tons
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-MM-130a.1	(1) Natural gas = 52.9 million therms Diesel/used oil = 8.3 million gallons Gasoline = 0.3 million gallons Propane = 5.7 million gallons Total energy = 9.5 million GJ (2) Percentage grid usage: approximately 100% of 572 million kWh (3) Percentage of renewable: <1%

SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS

TOPIC	ACCOUNTING METRIC	CODE	2022 RESULT
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	<p>We track fresh water withdrawn and consumed at 80% of our sites, including 88% of our water-stressed sites. 16% (8 sites) of our total mining and processing sites are in regions of high water-stress. Of those 8 sites, water is only used in the process at 4 sites, making up 8% of our mining and processing sites. Please see the Responsible Resource Use section of our ESG report for our long-term strategy on how we're addressing this.</p> <p>(1) 37,013 thousand cubic meters, 5% in regions of high water-stress (2) 16,991 thousand cubic meters, 11% in regions of high water-stress</p>
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	2
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	EM-MM-150a.4	In 2022, we created a cross-functional steering team to develop a roadmap for reporting waste requirements by 2025.
	Total weight of tailings produced	EM-MM-150a.5	12.1 million tons. Essentially all our tailings waste is reprocessed as backfill.
	Total weight of waste rock generated	EM-MM-150a.6	In 2022, we created a cross-functional steering team to develop a roadmap for reporting waste requirements by 2025.
	Total weight of hazardous waste generated	EM-MM-150a.7	In 2022, we created a cross-functional steering team to develop a roadmap for reporting waste requirements by 2025.
	Total weight of hazardous waste recycled	EM-MM-150a.8	In 2022, we created a cross-functional steering team to develop a roadmap for reporting waste requirements by 2025.
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	2
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	Each facility is currently working under their legacy company policy and procedures as it relates to waste and hazardous materials. We are in the process of creating a Covia standard for all sites.
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	Please see the Respecting the Land, Protecting Biodiversity section of our ESG report.
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	(1) 6% (2) 4% (3) 2%
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	(1) 44% (2) 42%

SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS

TOPIC	ACCOUNTING METRIC	CODE	2022 RESULT
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	(1) 0 (2) 0
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	(1) 9% (2) 3%
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	<p>Covia has a long-standing alignment to the United Nations Universal Declaration of Human Rights, which outlines fundamental human rights to be universally protected. Covia's Nepheline Syenite Operation (NSO) in Havelock, Ontario, is situated within the traditional lands of First Nations. Therefore, as part of the Duty to Consult process, Covia conducts pre-consultation when seeking provincial permits that may impact the rights and interests of Aboriginal peoples. Pre-consultation involves written notification of the project and identifying potential impacts and proposed mitigation. To date, Impact Benefit Agreements (IBAs) have not been required at NSO.</p> <p>In Mexico, the federal government has promulgated legislation to empower Indigenous Peoples. The government has established a method to identify indigenous communities within the municipality where the impacts may occur. Covia actively reviews the available database prepared by the Secretary of Environmental and Natural Resources to identify potential impacts with the local indigenous communities. To date, none of our sites in Mexico sites have been affected by Indigenous communities.</p> <p>Covia has no sites in areas of conflict.</p> <p>For more information, please see the Ethics, Compliance, and Transparency section of our ESG Report.</p>
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Covia recognizes that the communities in which we live and operate are important stakeholders, which is why this topic is incorporated into our 2030 goals. For more information, please see the Community Impact and Philanthropy & Ensuring Strong Corporate Governance sections of our ESG Report.
	Number and duration of non-technical delays	EM-MM-210b.2	0
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-160a.1	Canada: 73% Mexico: 56% U.S.: 21%
	Number and duration of strikes and lockouts	EM-MM-160a.2	0
Workforce Health & Safety	(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	EM-MM-320a.1	<p>(1) MSHA all-incidence rate: 2.09*</p> <p>(2) Fatality rate: 0</p> <p>(3) Near-miss frequency rate: 25.99**</p> <p>(4) (a) Employee training: 41.5 hours</p> <p>(4) (b) Contractor training: 9.8 hours</p> <p>*The MSHA all-incidence rate does not include any of our sites in Mexico, Canada, or any OSHA sites in the United States. Our all-company incident rate is 1.20.</p> <p>**Near-miss frequency rate is a combined rate between both employees and contractors. Due to the way this information is reported and collected, the two cannot be separated.</p>

SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS

TOPIC	ACCOUNTING METRIC	CODE	2022 RESULT
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Please see the Ethics, Compliance, and Transparency section of our ESG Report.
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	N/A
Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540a.1	At Covia, we recognize the importance of thorough inspections and maintenance. Because of this, we have a two-tier inspection type with frequency depending on associated risk rating. The Level 1 inspection is a 12-point inspection and conducted more frequently. The Level 2 inspection is a 30-point, detailed inspection. All impoundments are on their own inspection frequency, which may be N/A, daily, weekly, monthly, quarterly, or annually, depending on classification. Both Level Inspections are noted on the "Tailings Storage Inventory" chart, which can be found here . Covia has 222 total impoundments: Low Risk: 171 Medium Risk: 51 Our impoundment list is inclusive of all active, inactive, and reclaimed impoundments, which includes but is not limited to tailings storage, storm water retention ponds, freshwater ponds, and process water ponds. Several impoundments on the list are incised with a natural rock barrier, leading to a very low risk rating. Regardless, we believe that all impoundments require close monitoring and are only removed from the list when there is no longer a failure threat.
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Our tailing management systems are governed by our "Impoundment Management" Corporate Policy and our "Engineering Standard 1330: Impoundment Design, Construction and Inspection Standard." These documents outline impoundment inspection procedures, practices, documentation, and storage of each inspection record or report.
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Tailing storage facilities and related plans are guided by our "Impoundment Management" Corporate Policy and our "Engineering Standard 1330: Impoundment Design, Construction and Inspection Standard" as well as regulation.

ACTIVITY METRICS

ACTIVITY METRIC	CODE	METRIC
Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	0
Total number of employees, percentage contractors	EM-MM-000.B	2,335, 1%

Goals that Inspire: ESG 2030 Index

	GOAL	METRIC(S)	ASSOCIATED UN SDG(S)
ENVIRONMENTAL	Reduce Greenhouse Gas (GHG) Emissions	<ul style="list-style-type: none"> ● Reduce Scope 1 & Scope 2 GHG emissions by 20% on a per-ton basis (compared with a 2021 baseline) 	
	Protect Essential Water Supply	<ul style="list-style-type: none"> ● Recycle 90% of water at sites within water-stressed areas and expand reporting on consumption at all facilities 	
	Preserve, Restore and Improve Biodiversity	<ul style="list-style-type: none"> ● Implement a conservation biodiversity initiative at all sites with 50% of our mining and processing sites holding Wildlife Habitat Council (WHC) certification or equivalent ● Develop a conservation plan for 100% of our mining and processing sites that have a species-at-risk present ● Improve ratio of land rehabilitated to land disturbed (compared to a 2021 baseline) 	
SOCIAL	Ensure Safety and Health of our Team Members	<ul style="list-style-type: none"> ● Achieve year-over-year improvement in our total recordable injury rate (TRIR, or all-incidence rate) for Team Members in support of our Safety First value and priorities ● Achieve year-over-year reduction in the number of job positions potentially exposed to respirable silica through the Hierarchy of Controls 	
	Build a Culture of Diversity and Inclusion	<ul style="list-style-type: none"> ● Increase the collective gender, racial, and/or ethnic diversity of both Board Members and Leadership Team to 40%, while continuing to cultivate extensive industry and subject matter diversity ● Drive continuous annual improvement in underrepresented talent across our workforce to reflect the local communities in which we operate and live ● Enhance organizational programming to support a culture of inclusion and foster a greater sense of belonging among Team Members 	
	Support Our Communities	<ul style="list-style-type: none"> ● Donate \$10 million in funds through The Covia Foundation, which focuses on improving education, the environment, health and wellness, and social equality, to support initiatives in the communities in which we operate ● Contribute 50,000 paid or personal volunteer hours in communities where we live and work 	
	Expand Sustainable Product Offerings	<ul style="list-style-type: none"> ● Expand number and strengthen effectiveness of sustainable product offerings while fully articulating the inherent benefit of our products on the environment and society 	
GOVERNANCE	Engage with our Stakeholders	<ul style="list-style-type: none"> ● Improve Team Member engagement ratings by routinely assessing the effectiveness of our programs and practices ● Develop a robust Community Action Plan (CAP) at 100% of our locations to facilitate effective communication, identify areas for improvement, and best respond to community needs 	
	Emphasize ESG in the Supply Chain	<ul style="list-style-type: none"> 🕒 Institute a Business Partner Code of Conduct to encompass written acknowledgement by new suppliers, vendors, and business partners ● Establish and implement an ESG assessment program for strategic suppliers 	
	Increase Corporate Transparency	<ul style="list-style-type: none"> ● Become a signatory to the UN Global Compact and annually report out alignment with its principles ● Continue to enhance transparency through the alignment of reporting with prevailing frameworks or standards 	

● Good Progress ● Slow Progress 🕒 Goal Achieved



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