



BUILDING AN ENDURING COMPANY

2025 CORPORATE RESPONSIBILITY REPORT

Introduction

About This Report

We're pleased to present this record of our corporate responsibility efforts in 2025, including environmental, social, and governance expectations, initiatives, and progress.

The performance data in this report is for the calendar year 2025, unless otherwise stated. This report was prepared in accordance with the Sustainability Accounting Standards Board (SASB) Materials & Mining Industry Standard as well as the United Nations Sustainable Development Goals (UNSDGs).

Throughout this report, we demonstrate the progress we have made toward our company-wide 2030 Goals for corporate responsibility. These goals were formalized in 2021 and are periodically reviewed and refreshed in response to changes in our business, such as the 2024 split between the Energy and Industrial business units.

We hope you enjoy learning about our work in support of these goals and welcome your feedback at Corporate.Responsibility@coviacorp.com.

Cover Photos (Left to Right):

In the Field (Karina Hernandez), *Safety is My Responsibility* (Jennifer Perry),
Donating 25K Trees (Andrea Cabrera), *Just a Little Snack* (Brandon Wilson)

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A Message from Our CEO

Dear Stakeholders:

As the Covia team pursues our mission to responsibly provide minerals solutions for a better tomorrow, we're committed to building an enduring company, the right way. For us, that means creating lasting value for our customers and our communities while prioritizing safety and responsible stewardship in our operations.

2025 was a year of strengthening our foundation. Our priorities were clear: protect our people, operate with discipline, and invest in leadership and systems that make Covia stronger and more consistent across every site.

Three examples stand out. First, we advanced our safety journey by reinforcing expectations, learning from near-misses, and investing in controls that keep our people safe. Second, we implemented our Environmental Management System at every site to improve consistency, accountability, and continuous improvement in how we manage environmental impacts. Third, we invested in leadership by bringing team members together for our first Covia Leadership Bootcamp, building on the capabilities and shared culture needed to deliver on our Mission, Vision, and Values.

In addition to this development work, we also strengthened our senior leadership team. Two new executives joined Covia in 2025: Mike Marceley as

Executive Vice President, US/Canada and Business Development, and Chetan Balsara as Executive Vice President and Chief Information Officer. Both leaders bring deep expertise and fresh energy to our Mission, Vision, and Values and are driving improvements needed to build for the future.

As you browse this report, you'll see achievements and progress toward our 2030 Goals that demonstrate Covia's unwavering commitment to environmental stewardship, positive social impact, and responsible governance and ethics while driving profitable growth. We are pleased to reaffirm our commitment to the UNGC and its 10 principles covering human rights, labor, environment, and anti-corruption. This report reflects our commitment to public reporting and accountability, aligned with the requirement of the annual Communication on Progress. On pages 10-12, you will find a chart that maps our Goals and progress to the most relevant Sustainable Development Goals.

As we collaborate and innovate with — and for — our customers and partners, we work for solutions that meet real needs and bring differentiated value to our markets. In 2025, we opened our new state-of-the-art Covia Innovation Center near Charlotte, North Carolina, to create a customer-centric hub to accelerate product development, testing, and technical collaboration. Behind the scenes, we are committed to staying ahead of industry trends and challenges, from advancing our cybersecurity measures and digital platforms to leveraging cutting-edge technology in our operations.

Along with the specifics of our progress, this report contains stories that highlight the Covia team and the work they do. Our team members took all the photos you'll see in this document, which help bring to life our work and our accomplishments. I am incredibly proud of what we have done and excited about our ongoing work to build an enduring company. As this report shows, we are committed to doing that the right way.

Thank you for your interest in our journey.

Sincerely,



Bruno Biasiotta
President and Chief Executive Officer



About Covia



1,900+

**Dedicated and Talented
Team Members**



~45

**Production Sites Across
Four Countries**



4

**Corporate Laboratories
and Offices**



2,100+

Customers Around the Globe



10+

Markets Served

Who We Are

As a leading provider of diversified minerals, our products support a variety of industrial markets, including glass, ceramics, coatings, metals, foundry, polymers, construction, water filtration, and sports and recreation. Covia serves its customers through a broad array of essential, high-quality products, which are critical in end-products and materials you encounter every day. From clear windows to gleaming white countertops, reflective paint to golf-course sand, Covia is a vital part of the world around you. Long-standing relationships with a broad customer base enable Covia's market-inspired approach to innovation to enhance solutions and customer benefits. Underpinning these strengths is an unwavering commitment to safety and to sustainable development, further enhancing the value that Covia delivers to all its stakeholders.

What Defines Us: Our Mission

Covia responsibly provides minerals solutions for a better tomorrow.

As we pursue our mission, we define our responsibility as prioritizing the well-being of our people, communities, and the planet through safe, ethical practices and environmental stewardship. We provide comprehensive solutions based on a range of essential minerals, focusing on the combined benefits for our customers, and we aim to expand our portfolio and market presence. Our commitment is to build an enduring company that contributes to a better tomorrow.

What Drives Us: Our Vision

Covia is the leading minerals solutions provider, and through the passion and commitment of our people, we enable our customers' success—ensuring an enduring and sustainable future for our company.

We are propelled by a vision of being the premier leader in mineral-based solutions, driven by the dedication of our people. Our people work to ensure that the products and services we offer meet the evolving needs of our customers and the markets they serve, making us an essential partner in their success.

What Inspires Us: Our Values

- *Safety – Live the Life-Saving Rules*
- *Team – Build High-Performing Work Teams*
- *Customers – Focus on Customers*
- *Growth – Demonstrate a Growth Mindset*
- *Courage – Do the Right Thing, Regardless*

Our values are the guiding principles that inspire and drive us every day. These values reflect our commitment to safety, teamwork, customer success, growth, and courage, forming the foundation of our culture and our approach to business. They define who we are and how we operate, ensuring that we consistently deliver excellence and foster a sustainable future for our company and communities.

Read more about our Core Values.



SAFETY



TEAM



COURAGE



GROWTH



CUSTOMERS



Cleburne Team Photo (Laura Rynders)



Ahuazotepc Ground Zero Meeting (Corporate Collection)

Awards and Recognition

Covia's plant in Jáltipan, Mexico, was selected as a recipient of the **Veracruz State Quality Award**, granted by SEDECOP. This award represents the highest recognition from the Government of Veracruz for organizations that demonstrate excellence in quality management, continuous improvement, competitiveness, and customer-focused processes.



Accepting the Veracruz State Quality Award (Corporate Collection)

Covia was recognized as one of the finalists for the **2025 Tandem Global Award for a Reptiles and Amphibians Project** at our Nepheline Syenite Operations (NSO) in Ontario, Canada. For over six years, the NSO site has collaborated with the Ontario Ministry of Natural Resources and Forestry and the Ministry of Environment, Conservation and Parks to safeguard local turtle populations, including threatened species inhabiting nearby wetlands.



Releasing Hatchlings Into the Wild (Corporate Collection)

Covia's Roff Plant was recognized with the **Wildlife Habitat Council's Best New Build Award**, after accepting the challenge to build birdhouses as part of WHC's Artificial Nesting Structure Challenge. This initiative was created in response to the decline of cavity-nesting birds over the years due to habitat loss.



Roff's Winning Purple Martin Nesting Box Project (Corporate Collection)

Covia's Roff Plant was recently named the **Pontotoc Technology Center (PTC) Partner in Progress for 2025**, recognizing our outstanding commitment to workforce development and hands-on education in south-central Oklahoma. For years, Covia has collaborated with PTC to deliver a wide range of technical and safety training programs to PTC students, including MSHA safety certification, welding, drone operation, and electrical systems training.



Environmental Excellence: Certified Gold

Two Covia plants — Roff, Oklahoma and Emmett, Idaho — achieved **Gold Certification from the Wildlife Habitat Council** (powered by Tandem Global). Gold Certification is based on over 270 points and recognizes companies that voluntarily manage their lands to support sustainable ecosystems, broad-based biodiversity enhancement, and community conservation education.

Strategy

Our Approach to Corporate Responsibility

Our corporate responsibility efforts are centered around the three pillars of environmental stewardship, positive social impact, and responsible governance and ethics.

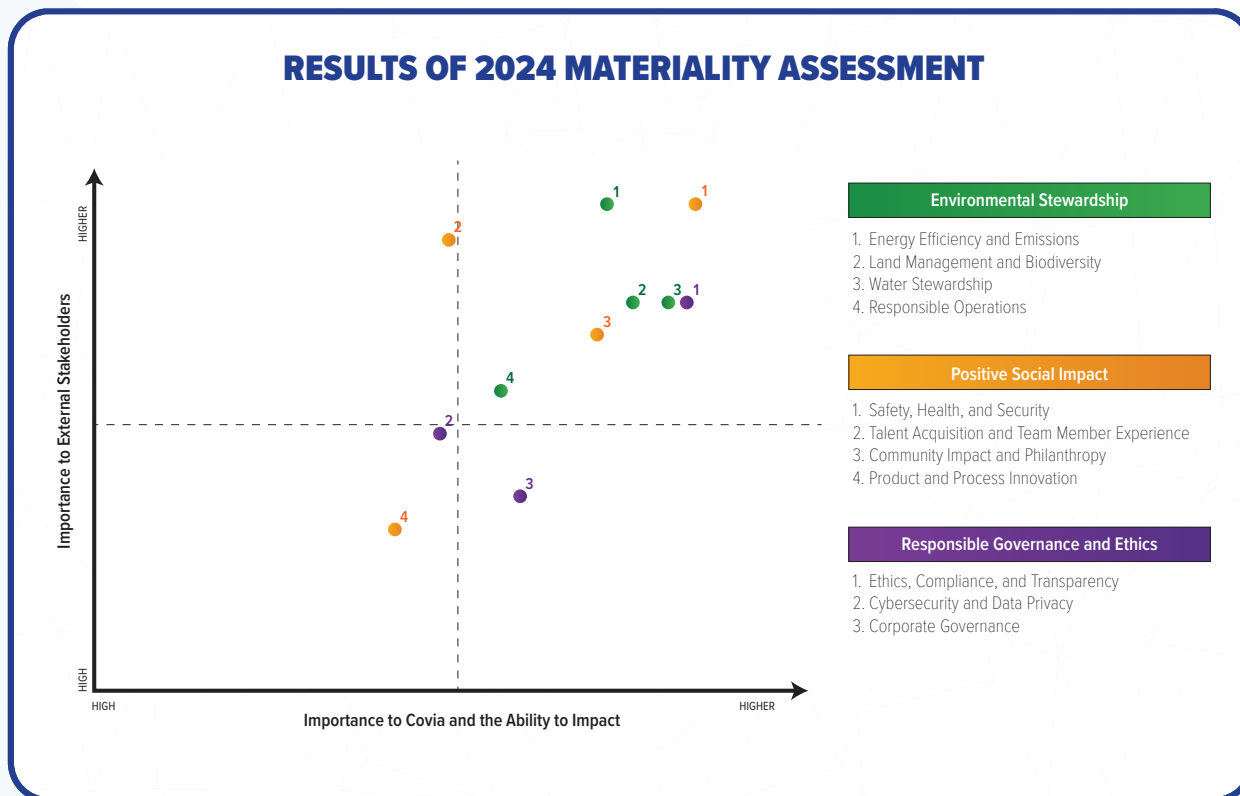
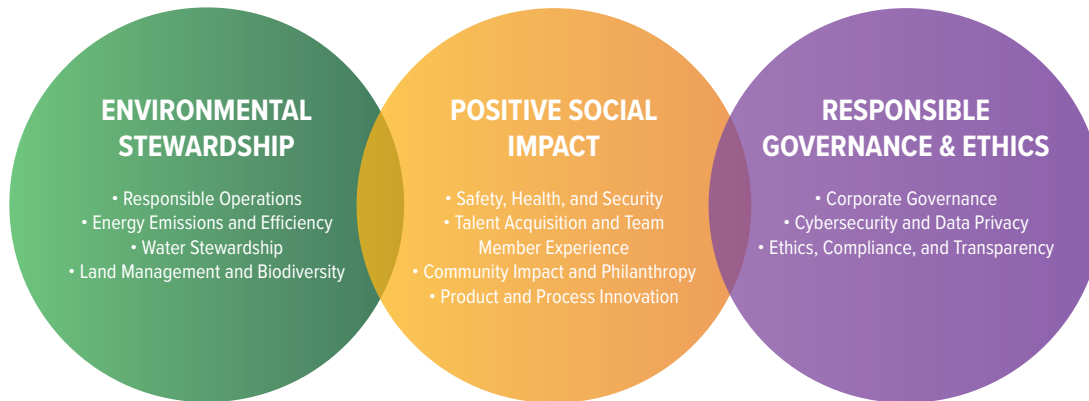
These pillars form the framework for our goals, and guide our ongoing commitments to:

- **Reducing greenhouse gas emissions** across our operations and safeguarding the environment for future generations through resource conservation and biodiversity protection
- **Ensuring a safe, healthy, and inclusive work environment** where the professional and personal development of our team members is supported and celebrated
- **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

For more information on Covia’s approach to Corporate Responsibility, please visit our [Corporate Responsibility Strategy statement](#).

Materiality Assessment

The content in this report is aligned with our 2023 Materiality Assessment, which helps us identify and prioritize the corporate responsibility topics most relevant to our business and stakeholders.



Corporate Responsibility Oversight

Our commitment to corporate responsibility is far-reaching, starting with the Board of Managers and Executive Leadership Team (ELT) and cascading to team members across our organization. Our Board monitors our corporate responsibility progress and performance and uses this information in close collaboration with our ELT to further refine and enhance the strategic direction of our corporate responsibility programming.



Members of the ELT Tour Covia's Mexico Facilities (Baldemar Salinas)



Administrative and Human Social Competencies Training (Diego Armando Reyes)



The Control Room (Ruben Peña)

Corporate Responsibility Steering Teams

Each team identifies and implements strategies to facilitate awareness, action, and progress across our locations and business units. These teams include:

Greenhouse Gas Emissions Reduction

Biodiversity Conservation

Waste Management

Reclamation and Land Rehabilitation

Community Action Plan



Monitoring Emissions (Andrea Cabrera)












About Our 2030 Goals















Covia continues to build on a long legacy of corporate responsibility. We are proud to reaffirm our commitment to our 2030 Goals, which are designed to enhance our environmental stewardship, social impact, and governance practices. Where necessary, we have reestablished the 2021 baseline to reflect the new organizational boundary of Covia.










Ongoing Commitment to Our 2030 Goals

Throughout 2025, the Covia team continued to drive initiatives related to our slate of goals. This table provides an overview of our targets and our 2025 progress, which is discussed in more detail in the body of this report.

Goals	UNSDG Alignment	Targets	2025 Progress
ENVIRONMENTAL STEWARDSHIP			
Ensure Responsible Operations		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	 We reached our goal of having CAPs at 100% of our facilities. These plans provide each facility with a site-specific plan for engaging the community. This approach not only fosters strong community relationships but also enhances our environmental stewardship efforts, allowing us to respond effectively to local needs and share successful strategies across the company.
		Implement Covia’s in-house Environmental Management System (EMS) at every site	 Our EMS program is fully implemented at all sites.
Reduce Greenhouse Gas Emissions		Reduce Scope 1 and 2 GHG emissions by 20% from our 2021 baseline, on a per-ton basis	 In 2025, our Scope 1 and 2 emissions intensity increased by 9% compared to our 2021 baseline.
Protect Essential Water Supply		Recycle at least 90% of water at sites in water-stressed areas and expand reporting on consumption at all facilities	 Comprehensive reporting is a critical part of our water management approach, and last year we expanded water reporting efforts at 100% of our sites in water-stressed areas. We remain committed to expanding these efforts across all remaining sites.
Preserve, Restore, and Improve Biodiversity		Improve ratio of land rehabilitated to land restored	 At the end of 2024, our ratio of land rehabilitated to land disturbed was 1:2, compared to 1:6 in 2023. Our 2025 ratio remained consistent at 1:2. We increased land reclamation investment across many sites, most notably in 2025, Ahuazotepec, Mexico; Troup, Texas; Canoitas, Mexico; and Hephzibah, Georgia.
		Implement conservation and biodiversity initiatives at all sites, with 50% of mining and processing sites achieving WHC certification	 20 of our sites are certified by the Wildlife Habitat Council (WHC), bringing our total percentage to 45%.  In recent years, we had undertaken an initiative to implement conservation plans at all sites. In 2025, we integrated those plans into the community action plans, recognizing the strong link between the two—and 100% of our sites now have these combined plans.

Goals	UNSDG Alignment	Targets	2025 Progress
POSITIVE SOCIAL IMPACT			
Preserve, Restore, and Improve Biodiversity (Cont.)		Develop a Species-at-Risk (SAR) Plan at 100% of our mining and processing sites where at-risk species are present	 We developed 4 additional SAR Plans in 2025, bringing our total percentage to 34%. We will continue to adopt these plans across the remaining sites in the coming years.
Ensure Safety and Health of Our Team Members		Achieve year-over-year improvement in all-incidence rate for team members in support of our Safety value and priorities; the ultimate goal is zero injuries	 We continued to emphasize our commitment to safety through structured training and programs in 2025. Our all-incidence rate decreased to 0.78 in 2025, down from 0.89 in 2024. We compare this to the industry definition of anything below 1.0 being world-class safety performance.
		Achieve year-over-year reduction in the number of job positions potentially overexposed ¹ to respirable crystalline silica, through the Hierarchy of Controls	 We continued to invest in measures and capital projects focused on improving dust control at our mining and processing sites. In 2025, the number of job positions potentially overexposed to respirable crystalline silica was 6 compared to 13 in 2024. Please see Safety, Health, and Security section of the report for more information.
Foster an Inclusive Culture Where Everyone Feels Valued and Engaged		Ensure 100% of employees have access to tailored learning resources by offering structured development programs for specific roles, expanding leadership development for current and future leaders, and providing personalized learning opportunities to meet employees where they are in their developmental journey and assist them in getting where they aspire to be in the future	 Training hours per team member was 3.5 hours in 2025 and we provided new content in our professional development library each month.  Digital kiosks were installed at all US/Canada operations sites in 2025, giving hourly team members access to our learning management system as well as our company resources such as our intranet, HR information system, and more.
		Enhance employee engagement by continuously evaluating and improving existing programs to meet evolving needs, while introducing new initiatives as necessary to foster a dynamic and supportive work environment	 We held our first leadership retreat in early 2025, a chance for the company’s top leaders to concentrate together on Covia’s strategy, business, and culture.
Support Our Communities	   	Donate \$10 million in funds through The Covia Foundation, which focuses on improving education, the environment, health and wellness, and social equality by supporting initiatives in the communities in which we operate	 Through The Covia Foundation, we donated almost \$661,000 across our communities in 2025. In total, our donations since our baseline represent 49% of our goal of \$10 million in contributions by 2030.
		Contribute 50,000 paid or personal volunteer hours in communities where we live and work	 Our team members collectively volunteered 7,500 hours in 2025. In total, employee volunteer hours since our baseline year represent 99% of our goal of 50,000 hours by 2030.

¹We define “potentially overexposed” as having greater than 25% probability of exceeding our internal respirable silica exposure limit, which is more stringent than regulatory requirements.

Goals	UNSDG Alignment	Targets	2025 Progress
Expand Sustainable Product Offerings		Expand the number and reach of our products that have environmental and social benefits	 We opened our new state-of-the-art Innovation Center in Concord, North Carolina in 2025. This Center will be home to our product development and innovation activities and will enhance our ability to explore, design, and test new products.
RESPONSIBLE GOVERNANCE AND ETHICS			
Focus on Cybersecurity and Data Management		Ensure 100% of our team members complete annual and continual cybersecurity training	 98% of all team members completed cybersecurity training. 100% of the executive leadership team and the IT team also completed specialized training. We had a 90% drop in reactive security tickets due to improvements in our proactive automations and response. We implemented risk-based cybersecurity training and training among higher-risk users increased by 207%.
Increase Corporate Transparency		Become a signatory to the UN Global Compact (UNGC) and annually report on alignment with its principles	 We disclosed our annual progress report through the UN Global Compact’s Communication on Progress (CoP) platform. Our 2025 report is our third CoP report since becoming a signatory to the UNGC in September 2022.
		Continue to enhance transparency through the alignment of reporting with prevailing frameworks or standards	 We maintained our commitment to align with prevailing frameworks or standards by aligning this report with the Sustainability Accounting Standards (SASB) framework and aligning with the UN Global Compact. We updated our Task Force on Climate-related Financial (TCFD) Report to reflect changes following the separation of our Energy business.

 Progress Delayed
  Good Progress
  Goal Achieved

ENVIRONMENTAL STEWARDSHIP

We believe protecting the planet and preserving its resources are part of being a responsible corporate citizen. Our dedication to operating sustainably is firmly embedded in our company culture, and we leverage best practices in environmental management to safeguard the communities where we operate.



Responsible Operations

We are committed to meeting or exceeding environmental compliance requirements by creating awareness, proactively managing environmental risks, promoting more efficient use of resources, encouraging wildlife and habitat conservation, maintaining strong stakeholder relationships, and responsibly managing the land under our care.

We seek to be good neighbors by:

- Protecting air quality
- Improving waste management
- Reducing noise pollution, vibration, and light
- Limiting road congestion
- Implementing Community Action Plans
- Protecting Indigenous communities

Our Environmental Policy establishes a framework for how we set goals and objectives to improve our environmental performance. It also guides how we evaluate our progress to ensure we are operating in alignment with our environmental stewardship commitments.

Community and Conservation

In addition to the visible achievements, we've made improvements behind the scenes to help us support our ambitious goals. For instance, every year, each Covia site creates a Community Action Plan based on the needs of the local community.

In recent years, we've been implementing conservation plans at each site as well, to ensure the same kind of focus on stewardship. In 2025, we integrated these efforts.

This administrative change reflects the way we've embedded the connection between what's good for the environment and what's good for the community into our operations.

Environmental Management System

Throughout 2025 and into 2026, we reached an important milestone on our sustainability journey by completing the implementation of our Environmental Management System (EMS) across our mining and processing sites. In 2021, we set this as one of our 2030 Goals, as a foundational system to help us track, analyze, and report data consistently across our entire network of sites.

EMS SYSTEM ELEMENTS



Our EMS is built on ISO 14001 principles and shaped by what we've learned from our teams, our neighbors, and our regulators over many years. It gives every site a clear, consistent way to identify environmental risks, manage day-to-day impacts, and look ahead to what's coming next. It also helps us stay accountable to the people whose lives we touch, including employees, customers, and the communities that surround our operations.

We know that issues like water use, dust, noise, land stewardship, and reclamation matter deeply to our neighbors. By putting the same high standards in place across all locations, we're better equipped to respond to local concerns, protect natural resources, and maintain the trust that allows us to operate as part of a community.

For investors and partners, the EMS brings the discipline and transparency needed to manage environmental risks in a changing world. Through our Electronic Environmental Compliance Management System (EECMS), we can track permits, inspections, corrective actions, and performance data in real time. This helps us make better decisions, reduce uncertainty, and stay ahead of regulatory expectations.

Rolling out the EMS across every site is an important milestone for us, and it's a commitment to continuous improvement and responsible growth.

For more information on our approach to environmental stewardship, please see our [Responsible Operations Statement](#).

Monitoring and Preserving: Our Dedication to Biodiversity

Oregon, Illinois

Our plant in Oregon, Illinois, partnered with the Illinois Department of Natural Resources to fight invasive species (Japanese silt grass, multiflora rose, autumn olive, leafy spurge, white sweet clover, black locust, and honeysuckle). Because our property is one of several that border the George Fell Nature Preserve, we provided funding to enable foliar treatment on private land (including ours) surrounding the Preserve. This treatment supported IDNR's 2025 efforts to control sericea, a species of legume introduced for erosion control in the early 1900s. The plant spreads by seed, and treating the surrounding area is necessary to ensure maximum effectiveness in controlling it in the target area.

Huntingburg, Indiana

At Huntingburg, Indiana, the team worked to sustain and improve their Wildlife at Work Program by including turtle monitoring and bluebird nest monitoring at the site. As a result, the site earned recertification from WHC. Additionally, Covia purchased a small parcel of adjacent land to provide the necessary setback to properly maintain the pond site.

Canoitas, Mexico

For the seventh consecutive year, the team at our Canoitas site in Mexico continued a program of monitoring native bees, reaching 235 morphospecies — 21 species more than in 2024. Since beginning the program, more than 35 new species for the state have been identified.



Busy Bees (Rod Aide)



Loading Up, Customer Bound (Eric Ludewig)

Doug Staples, Director, Procurement

Doug Staples, Director, Procurement, has earned the designation of both Certified Supply Chain Leader (CSCL) and MCIPS (Member of the Chartered Institute of Procurement & Supply). Both reflect Doug's commitment to responsible supply chain management, and require ongoing education and assessments.

Doug recently earned badges related to environmental responsibility, prevention of fraud, bribery and corruption, and protection of human rights — all important to Covia's commitment to a responsible supply chain.



Reviewing Supply Chain Efficiency: Jaltipan's Logistics Team (David Dorantes)

Cultivating a Responsible Supply Chain

Covia is committed to responsible operations that extend beyond our own facilities to include our suppliers and business partners. We prioritize partnerships that align with our values and corporate responsibility priorities. Our Supplier Code of Conduct outlines expectations for maintaining a safe, harassment-free workplace, respecting human rights, supporting equal opportunities, complying with laws, and conducting business with integrity.

In 2025, 100% of our new suppliers either signed the Code or demonstrated compliance with an equivalent Code of Conduct. Our procurement team diligently assesses suppliers on safety and health, human rights, and environmental responsibility, and Covia seeks partners who excel in safety practices, adhere to fair labor standards, and actively work to minimize environmental impacts.

Cultivating a responsible supply chain requires a multifaceted approach. The formula for success includes ethical sourcing, sustainable practices, and transparent operations while working closely with our suppliers to maintain high standards. As part of this, we are working to build an integrated approach to supply chain management.

Data-driven insights from across the supply chain will give us an end-to-end view of how we work with all our business partners, from our suppliers to our customers. Early in 2026, we restructured our supply chain organization, drawing in resources to enhance our demand forecasting and give us greater visibility into our customers' needs. That, in turn, will support our ongoing efforts to build a more sustainable and responsible supply chain.



On the Rails of Hard Work (Cynthia Rodriguez)

Camden Plant Cool Down

As operations at our Camden plant wound down, the Covia team took a deliberate approach to managing the site's railcar fleet — prioritizing both efficiency and environmental impact. By coordinating across Sales, Inventory, and Operations Planning (SIOP) and logistics, the team aligned final outbound shipments to customers with a plan to redeploy railcars directly to other Covia plants. This careful planning reduced unnecessary repositioning moves, avoiding fuel consumption and associated diesel emissions at scale.

Executing the plan required real-time monitoring and adjustments of shipping schedules to ensure customer commitments were met while redirecting cars to their next destination. This effort demonstrates how cross-functional collaboration can deliver both operational and environmental benefits — optimizing asset use.

Energy Efficiency and Emissions

We are committed to reducing greenhouse gas (GHG) emissions and increasing energy efficiency across our operations. In recent years, we have integrated data-driven analysis into our strategy, utilizing comprehensive GHG emissions assessments to pinpoint significant climate-related opportunities and risks.

Since 2021, we have implemented several solutions and undertaken initiatives to reduce emissions, including:

- Piloting high-efficiency burners and installing new dryers
- Participating in voluntary curtailment programs
- Housing equipment in heated areas to limit fuel usage by minimizing temperature fluctuations
- Upgrading lighting to high-efficiency LED bulbs that run on timers
- Replacing aging and inefficient compressors
- Insulating maintenance buildings to reduce the amount of energy required for heating and cooling
- Participating in power purchase agreements and using renewable energy, where possible

In addition to these initiatives, in 2023 we engaged a consultant to help us establish a decarbonization roadmap. We are implementing the highest-potential strategies to meet our emissions reduction goals.

As a result of this assessment, identified strategies we are pursuing include:

- Building carbon integration into capital planning to activate site-level decarbonization activities
- Considering on-site renewable energy at strategic sites
- Evaluating fuel switching for lower-carbon alternatives at key sites
- Leveraging advanced process-control systems to maximize efficiency in each phase of the mining process
- Upgrading and replacing energy-intensive equipment with low-carbon alternatives
- Improving transportation efficiencies for raw materials and finished goods



Front Loader Safety Training (Bernardo Juarez)

Expanding Our Emissions Inventory: Scope 3 Assessment

In 2025, we expanded our emissions accounting to include Scope 3 emissions for the first time. Working with an external consultant, we completed a comprehensive assessment of our value-chain footprint, identifying the categories most relevant to our business and the data sources needed to support ongoing reporting. This work provides a more complete understanding of our climate impact and helps us prioritize reduction opportunities beyond our direct operations.

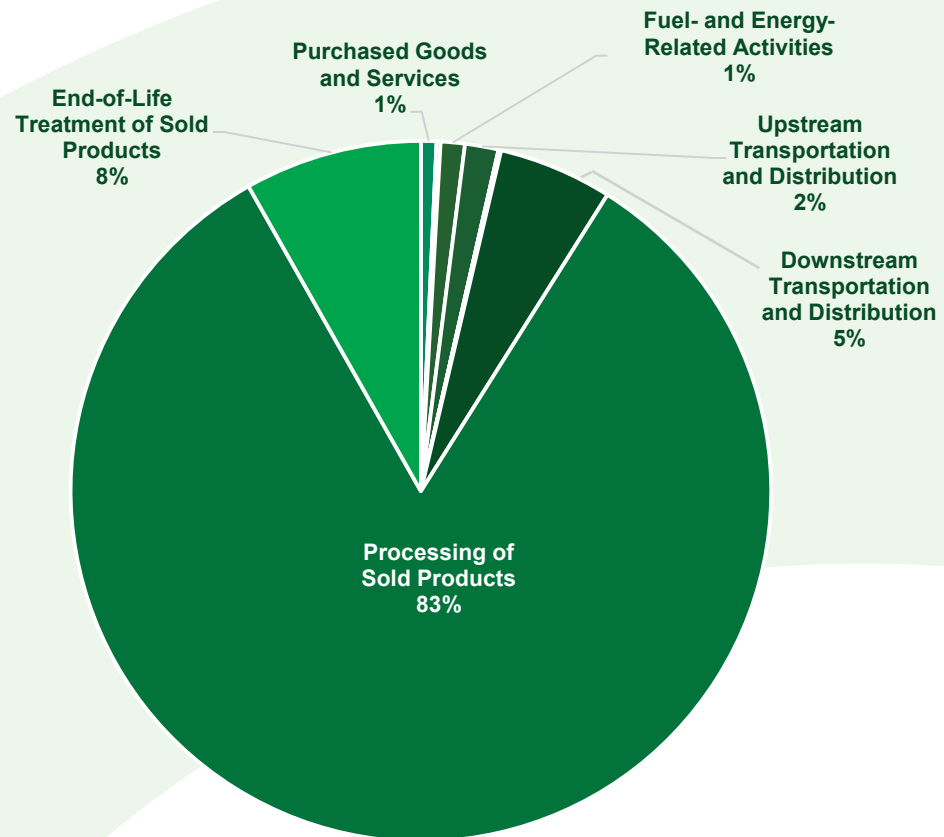
The Scope 3 assessment also strengthens our ability to engage suppliers, transportation partners, and customers on shared decarbonization goals. With this expanded inventory, we can now report on Scope 3 emissions and incorporate these insights into our long-term strategy.

Because our Scope 3 emissions of just over 6M tCO₂e account for 95% of our total greenhouse gas emissions footprint, understanding the impact of our operations both upstream and downstream is critical. We are committed to working with our suppliers and our customers to measure and reduce emissions at every step in the supply chain.

Scope 3 Total:

6,028,385 tCO₂e (95% of total footprint)

Largest Scope 3 Categories, by %



Scope 3 Emissions: Key Categories Relevant to Covia

In 2025, Covia completed its first full Scope 3 assessment, providing a comprehensive view of indirect emissions across our value chain. Scope 3 accounts for **95%** of our total footprint, with downstream activities representing the majority of these emissions.

Downstream categories — *Processing of Sold Products*, *End-of-Life Treatment*, and *Transportation and Distribution* — account for **96%** of Scope 3 emissions. These insights will guide Covia's continued collaboration with customers, suppliers, and logistics partners to reduce emissions across the full value chain.

Strengthening Data Quality Through Pre-Assurance

As part of our commitment to transparency and continuous improvement, in 2025 we began a pre-assurance process to prepare our GHG emissions data for third-party validation. This effort includes reviewing our methodologies, strengthening internal controls, and aligning our data collection processes with recognized standards. Pre-assurance will be completed on our 2025 emissions data and will support future external assurance efforts.

Improving Data Collection and Restating Prior Results

In 2025, we also evaluated our internal data collection processes to ensure we are capturing the most accurate and meaningful information. We determined that adjusting how we track and categorize certain energy inputs would provide a clearer picture of our energy profile. As a result, we have restated our 2024 data and calculated our 2025 results using the improved methodology. Going forward, the enhanced accuracy will improve our ability to better calculate the impact of our efficiency efforts.

For more information on our approach, roadmap, and governance of energy efficiency, please visit our [Energy Efficiency & Emissions Statement](#). Our [Climate Risk and Opportunities Report](#) is also available on our website.

	Metric tons of CO ₂ equivalent (tCO ₂ e)		
	2021	2025	%Change
Scope 1	225,669	214,156	-5%
Scope 2	146,575	109,859	-25%
Scope 1+2 / ton	0.02380	0.0260	9%

Improving Energy Efficiency at Fort Smith

In 2025, the team at Fort Smith made changes to the way they monitor quality during production, helping ensure that production meets our customers' standards. Improved production means less waste of time and resources during operations — and less material wasted because it doesn't meet specifications. Over the course of the year, the changes reduced the amount of generated waste by thousands of tons. Now, instead of hauling waste away in a diesel-powered front-loader once a week, the team only needs to do it once a month.

Improved logistics resulted in a second path to reduced energy consumption. The team opened a warehouse closer to the production area in 2025. Approximately half of the plant's production is now hauled a much shorter distance, again saving on the fuel needed to transport the sand.

As both initiatives show, energy efficiency improvements can be an additional outcome of operational changes. In other cases, initiatives that may be primarily about energy efficiency can drive other improvements. For example, the plant installed variable frequency drives (VFDs) on fans. That means that the fans can be run at slower speeds — rather than having to run at full speed and use a damper to control the airflow. Reducing energy consumption is the main purpose of the VFDs, but reducing wear and tear on the fans is also a benefit.

“What we see is that energy efficiency is often an important benefit of the projects that make the most business sense. When you're doing what's right for the customers and the company, it usually means using resources as responsibly as you can.”

-Bill Blackmore, Plant Manager at Ft. Smith



The Water Tank (Andrea Cabrera)

Water Stewardship

Managing water responsibly is integral to the operation of our mining and processing facilities. We invest in advanced technologies and develop innovative strategies to reduce consumption, enhance water quality, and preserve local water supplies. Our approach emphasizes optimizing water efficiency in production and increasing reuse through an aggressive water recycling program, supported by various water stewardship initiatives.

Our water stewardship initiatives include:

- Water management and efficiency
- Surface water and groundwater management/conservation plans
- Water risks and opportunities assessments
- Water quality compliance
- Water-stressed area monitoring
- Site-level training
- Local partnerships

Water Management and Efficiency

Mining is a water intensive process and is used in many aspects of our business — from dust control to making product. We reuse and recycle as much water during this process as possible, and all operational sites maintain an accounting of water to provide an understanding of inputs, consumption, reuse/recycling, and discharge volumes. All operational sites reuse water on a frequent basis within operations. Various methods used include dewatering agents, plate presses, and drain slabs with water lines that recirculate water. We also use real-time water monitoring to assess water reuse and recycling.

Surface Water & Groundwater Management/Conservation Plans

Our operational sites maintain unique surface water and groundwater management/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.

Water-Stressed Area Monitoring

We evaluate all sites annually for any changes to overall water risks using the World Resources Institute’s Aqueduct tool. Sites that receive a “medium-high” rating or greater are considered “water-stressed facilities” and are targeted to have water reuse/recycling of at least 90% by 2030.

As of the end of 2025, expanded water reporting has been implemented at each of our water-stressed facilities.

2025 Water Data	
Total Fresh Water Withdrawn (thousand cubic meters)	35,547
Total Fresh Water Consumed (thousand cubic meters)	17,741
% of Sites Reporting	93%

For more information on our approach, please see our [Water Stewardship Statement](#).



The Pond Views at Cleburne (Laura Rynders)



The Dredge at Dividing Creek (Brian Lenhart)

Dividing Creek: Multiplying Recycling Efforts

Over the past several years, our site in Dividing Creek, New Jersey, has significantly improved its water recycling performance, and today, the system recycles nearly all water used in operations. Earlier efforts focused on repurposing existing equipment — such as bins and pumps — to more efficiently capture overflow water and redirect it back into the system. These improvements led to a substantial increase in recycled volumes, rising from roughly 3 billion gallons in 2022 to 6 billion in 2023, and approximately 7 billion gallons in 2025.

Monthly tracking shows that roughly 96-98% of total water use is recycled, with only a small percentage coming from external “virgin” water sources such as wells. This performance is enabled by a network of 27 pumps that move reclaimed water across the site, sometimes over several miles, to supply active dredging areas.

Looking ahead, the team plans to further expand the system with additional pumping capacity to recover and redistribute water from older mining areas. This ongoing investment reflects a commitment to maximizing water reuse while supporting long-term operational sustainability.



Paisaje Pit 6 (Ruben Peña)



The St. Canut Environment (Ravi Konduru)

Land Management and Biodiversity

We manage over 80,000 acres of land with sustainable practices, from development to reclamation, successfully rehabilitating environments like wetlands and forests. Due to the nature of our business, some operations are in high-sensitivity biodiversity areas. We recognize the utmost importance of protecting these natural environments and have initiatives in place to minimize our footprint, tailoring efforts to the unique needs of each community.

Our initiatives include:

- Comprehensive biodiversity training for team members
- Community Action Plan development for all Covia sites
- Site-specific conservation plans
- Reclamation activities focused on promoting wildlife and habitat conservation
- Biodiversity-specific risk management efforts
- Proactive stakeholder engagement
- Biodiversity partnerships with organizations such as the Wildlife Habitat Council (WHC), now known as Tandem Global

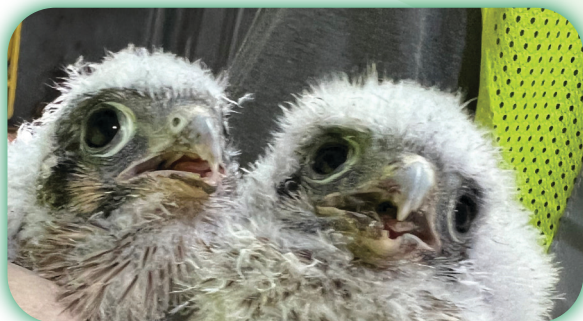
For more information, please visit our [Land Management and Biodiversity Statement](#).



Aguililla Caminera (Ruben Peña)



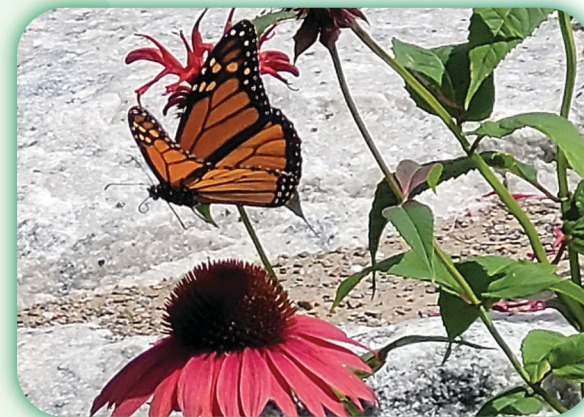
The Operations Team Visiting Ahuazotepéc's Nursery (Mary Gallo)



Banding Baby Kestrel (Charlynn Hinson)



Working Together to Help the Bats (Corporate Collection)



A Visitor in the Garden (Carol DeNure)

Bats, Butterflies, and Birds: Providing Habitats for All

Elco, Illinois

Covia, in collaboration with the Illinois Department of Natural Resources, university researchers, and the Birk family, is working to protect one of the Midwest's most important winter refuges for endangered bats. The abandoned Birk 3 Mine has long served as a stable hibernation site for species such as the Indiana bat, northern long-eared bat, and tricolored bat, but decades of erosion now threaten the mine's entrance and the delicate climate inside. In 2025, the team at Covia's plant in Elco, Illinois, began an initiative to safeguard this critical habitat. The project will continue in 2026.

Cleburne, Texas and Roff, Oklahoma

Covia proudly renewed our partnership with the Monarch Joint Venture (MJV) in 2025, building on the success of our 2024 collaboration. Last year's efforts enabled the distribution of 5,000 milkweed plugs to Covia employees, enabling them to take an active role in vital conservation and biodiversity initiatives. Together, Covia and the MJV are working to safeguard the migratory monarch butterfly and other pollinators by advancing habitat conservation, education, and scientific outreach across the monarch's range. This collaborative effort includes completing the 12-acre pollinator restoration project at Covia's Cleburne plant and launching additional exciting environmental initiatives, like another employee engagement campaign and a new habitat project at the Roff, Oklahoma, plant.

Emmett, Idaho

Charlynn Hinson, a safety associate at Covia's plant in Emmett, Idaho, has a long-standing interest in protecting and supporting raptors. In the summer of 2025, she arranged for a Raptor Master Bander to band baby kestrels in the nest on site. Bird banding in the U.S. is strictly regulated under the Migratory Bird Treaty Act, which requires the use of official federal bands and proper permits due to the necessity of capturing and handling the birds. Master Banders are a select group that includes federal and state agencies, university researchers, bird observatories, and specially authorized individuals. During the visit, three male and two female kestrel chicks were identified. The plant's banding effort supports its Wildlife Habitat Council (WHC) program and contributes valuable data to broader kestrel population studies. Team members from the Emmett Plant had the opportunity to learn about raptor conservation and the science behind bird banding, making it a meaningful and educational experience for all involved.

POSITIVE SOCIAL IMPACT

Through the dedication of Covia team members across our operations, 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 our communities.



“ENVIRONMENTAL OPERATIONS
AND RECLAMATION”
ANDREA CABRERA

Safety, Health, and Security

Safety is a core value at Covia, embedded in every aspect of our operations — from plants to offices — to protect the well-being of our team members, customers, partners, communities, and the environment. Our safety and health management system provides a comprehensive framework that includes policy statements, legal compliance, safety programs, training, and contractor safety. The management system addresses critical areas such as chemical, process, mine, rail, and workplace safety. We also enforce Covia's Life-Saving Rules and maintain an Emergency Response Plan, continually integrating emerging standards to strengthen risk management, enhance safety awareness, and promote a culture of safety across all environments.

Through our management systems, we:

- Track safety performance
- Assess and manage risk
- Ensure proper training
- Host mandatory, company-wide safety reinforcement events
- Embrace change
- Set partner expectations
- Support product safety

Controlling exposure to respirable crystalline silica is an important focus of our safety program. Because of the nature of our operations and the health risks associated with exposure, Covia has long used an exposure limit that is considerably stricter than

regulatory standards. In addition, Covia uses a measurement called the “exceedance fraction” to monitor and control miner exposure to respirable crystalline silica. This approach uses statistical probability methods to help us proactively manage exposure. Our exceedance fraction limit is set at 25%, meaning that if the exposure levels for any of our 400+ operational job positions get close to or go over this limit, we take corrective steps. Because we constantly track and update exposure data, these levels may rise or fall over time, and we adjust our actions accordingly.

For 2025, Covia has committed to significant investment in dust control improvements at these facilities, including new equipment and upgrades.

We prioritize the health of our team members through comprehensive occupational health and industrial hygiene programs, focusing on reducing risks from respirable crystalline silica dust. Adhering to the NIOSH Hierarchy of Controls, we strive to eliminate hazards, use engineering controls, and apply administrative measures, with PPE as a last resort.

Our efforts include, but are not limited to:

- Employing three certified industrial hygienists conducting regular exposure monitoring for a myriad of physical and chemical agents
- Maintaining a medical surveillance program with biennial health assessments
- Investing in projects to mitigate health risks

Performance and Training Data

Year	Recordable Injury Rate	Near-Miss	Average Hours of Annual Safety Training	Lost-Time Incident Rate	Fatalities	Potential Respirable Silica Exposures (Job Positions)
2024	0.89	21.67	52.5	0.15	0	13
2025	0.78	22.25	47	0.16	0	6



Emmett's Bloodborne Pathogen Drill (Charlynn Hinson)



First Aid Training (Karina Hernandez)



Pevely Plant's Fire Safety Drills (Carrie Boyer)



NSO Rescue at Heights Drill (Corporate Collection)

Emergency Preparedness at Work: Covia Teams Lead the Way

Every year, Covia holds a company-wide Safety Day, setting aside time at every site to focus on safety topics and renew our commitment to living the Life-Saving Rules. The theme of 2025's Safety Day, Emergency Preparedness, served as a reminder that safety goes beyond prevention — it's about being ready to respond. Across Covia sites, team members embraced this mindset through hands-on activities. Here are a few examples:

- At the Emmett Plant, employees participated in a mock medical emergency drill, fire extinguisher training, and a bloodborne pathogen exercise using gloves and red paint to simulate contamination.
- The team at the Tuscaloosa site did a plant walkthrough to identify hazards and concerns, and wrapped up the day with an evacuation route review — specifically addressing scenarios like a train blocking the tracks and a tornado drill.
- And at the Troy Grove and Wedron Resin sites, team members received a full day of impactful training, including plant inspections, fire extinguisher demos, fall protection and rescue planning — complete with a homemade rescue dummy named “Rescue Plan Stan.” These efforts, along with AED demonstrations and evacuation route planning, highlight Covia's commitment to ensuring every team member is equipped to act quickly and confidently in any emergency.

Hand Safety Campaign

Although our overall safety performance is good, hand injuries are among the most common injury for our team members. While our employees are trained to wear correct PPE and follow safety protocols and procedures, ongoing vigilance is required. To help reduce hand injuries, in 2025 we conducted a special education and information campaign about the power of focused attention. Each module offered reminders and tips regarding common risks to hands and fingers, all intended to make people think about their hands. Analysis of our injury data makes it clear that sustained attention drives safety performance — including eliminating nearly all hand injuries.



Celebrating Outstanding Safety Performance

Every Covia facility is responsible for upholding our high standards of safety, health, and security performance. Each year, we recognize plants that demonstrate exemplary performance and dedication to these standards. At the end of 2025, we were proud to celebrate 20 plants that have not had a Lost-Time Incident for at least 5 years.

- Tuscaloosa, Alabama, USA – 40 Years
- Roff, Oklahoma, USA – 39 Years
- Emmett, Idaho, USA – 30 Years
- Huntingburg, Indiana, USA – 25 Years
- San José, Veracruz, Mexico – 25 Years
- Hephzibah, Georgia, USA – 21 Years
- Tlaxcala, Tlaxcala, Mexico – 21 Years
- Menomonie, Wisconsin, USA – 18 Years
- Guion, Arkansas, USA – 18 Years
- Elco, Illinois, USA – 11 Years
- Lugoff, South Carolina, USA – 10 Year
- Technisand Troy Grove, Illinois, USA – 9 Years
- Marston, North Carolina, USA – 9 Years
- NSO, Ontario, Canada – 7 Years
- Pevely, Missouri, USA – 7 Years
- Technisand Wedron, Illinois, USA – 7 Years
- Benito Juárez, Nuevo Leon, Mexico – 5 Years
- Black Lab Serena, Illinois, USA – 5 Years
- Jáltipan, Veracruz, Mexico – 5 Years
- McIntyre, Georgia, USA – 5 Years

*as of December 31, 2025

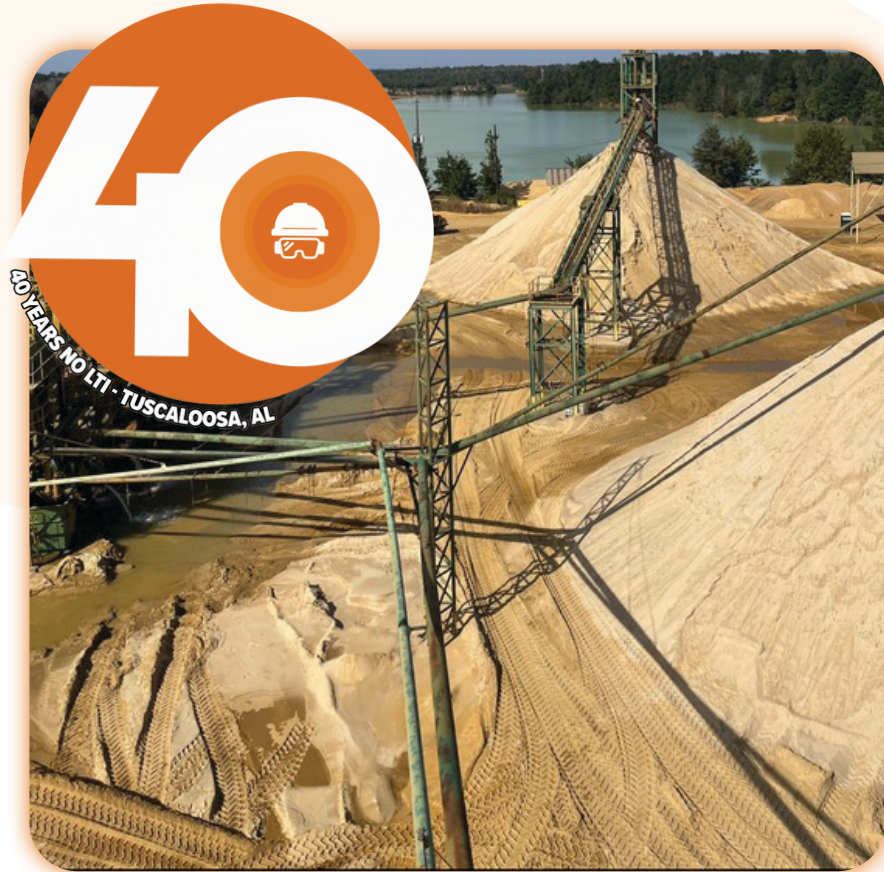
Safety and Health Workshops

The workshops focused on enhancing our safety culture and introducing innovative technologies. Participants discussed incorporating tools such as real-time dust monitoring, end-of-shift silica analysis, wearable sensors, and exoskeletons, all designed to maintain a safe work environment and improve worker ergonomics. Additionally, the adoption of tablets for pre-use inspections, workplace surveys, and risk assessments was explored, in an effort to promote a safer workplace. These sessions were not only informative but also instrumental in shaping our future safety initiatives.

For more information, please visit our [Safety, Health, and Security Statement](#).



Ahuazotepec Safety Workshop (Bernardo Juárez)



Tuscaloosa Working Hard (Corporate Collection)



The Emmett Team Celebrates 30 Years Accident Free (Charlynn Hinson)



The Huntingburg Team Celebrates 25 Years Accident Free (John Buse)



The Tuscaloosa Team (Gina Laney)

Achieving Major Safety Milestones

We are proud to recognize and celebrate the exceptional safety milestones achieved by three of our plants: Tuscaloosa with 40 years, Emmett with 30 years, and Huntingburg with 25 years without a lost-time incident. These achievements are not just numbers; they represent decades of daily commitment, personal accountability, and care for one another. Reaching milestones of this magnitude requires constant vigilance, strong leadership, and a culture where every team member feels responsible for maintaining a safe and healthy workplace.

Talent Acquisition and Team Member Experience

We cultivate a culture of respect, engagement, and inclusion by bringing together diverse team members to leverage their unique skills and perspectives in achieving our strategic goals. We offer equal employment opportunities, regardless of personal characteristics or backgrounds.



2025 Leadership Bootcamp (Drew Poschner)



Two Interns Visiting the Lugoff Site (Coleman Rojahn)

Team Member Engagement

We make efforts to connect with and support employees across our footprint through regular town halls, digital signage, our intranet, and social media, among other channels.

Career Development

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. In 2025, we incorporated our Covia Values into the review process as an additional section, ensuring that every member of the team understands their role in strengthening our culture. This new section requires managers to evaluate team members' demonstration of the values. 100% of salaried team members participate in the annual performance review process, with ongoing check-ins throughout the year.

Bringing Leaders Together

In 2025, the executive leadership team hosted about 160 of Covia's top leaders for a 3.5-day leadership bootcamp. The theme of the week was "Fit to Grow," and topics included business updates and education as well as team development. In addition, the new Mission and Vision of Covia were introduced, along with an update of the company's Core Values. Attendees spent time discussing what the Mission, Vision, and Values mean and how to apply them day to day. At the end of the bootcamp, resources were made available to help attendees share these insights with their teams.



Fit 2 Grow Karaoke (Drew Poschner)

Internship Program

Covia welcomed 12 interns to a 10-week summer program, providing them with opportunities relevant to their respective interests, including marketing, engineering, operations, and other functional roles. The students worked, learned, and made their mark at multiple sites, broadening their professional journeys by discovering new talents. Interns were involved in projects and included in meetings best suited to their career paths, enhancing their development in technical and operational skills. The program not only aided in the interns' growth but also provided Covia's leadership with moments of inspiration and the opportunity to listen and learn from the next generation.

One of the most rewarding parts of this experience has been the enthusiasm from others in the company. From my experience, it's rare for an intern project to make a broad and meaningful impact, and I'm proud to see the real value my project is bringing to Covia.

— Lucas Steuk, FP&A Intern 2025



Missouri S&T Career Fair (Adrianna Ateh)



Fun at the Pevely Plant (Carrie Boyer)



One Year Accident-Free Celebration Cookout (Corporate Collection)

New Graduate Trainee Program

In 2025, we began planning for a new program for recent graduates, Covia's Structured Training & Experience Program (STEP). This initiative is designed to attract, grow, and retain top talent through curated programs that align directly with our operational goals and leadership needs. The first cohort will begin in 2026.

Scholarships for Employees' Dependents

In 2013, we created Covia's Aspire Scholarship program, designed to support the dependents of Covia employees in pursuing higher education. In collaboration with CollegeNow and the Cleveland Foundation, the program has awarded 40 scholarships to U.S. students to date. In 2025, six students were selected to receive financial assistance for their academic pursuits. We are also proud to celebrate the launch of the Covia Canada Aspire Scholarship this year, in partnership with ScholarTree. Modeled after the U.S. program, the Canadian initiative awarded scholarships to five inaugural recipients.

Learning Opportunities

We encourage team members to explore our expanding library of online professional development resources that are accessible anytime, anywhere from an internet-enabled device. In 2025, we installed digital kiosks at all US/Canada

operations sites, giving our frontline team members access to our learning management system. As a result, all Covia team members completed the annual legal compliance training in the learning system. Overall, average training time per user through the learning system was approximately 3.5 hours, with plant employees averaging an additional 46.95 hours of safety training.

Benefits

We offer competitive salaries, advancement opportunities, and a full range of benefits to attract and retain team members.

Work/Life Flexibility

We monitor workplace trends and adjust our policies, as appropriate, to promote flexibility for our team members while maintaining business continuity.

Recognition

We believe in recognizing the many contributions of our team members through our corporate awards program and internal communication channels.

Collective Bargaining

We recognize the importance of partnering with local unions to protect the interests of our front-line workforce. A list of our current collective bargaining agreements is posted on our website at <https://www.coviacorp.com/corporate-responsibility/documents/>

2025 Covia Excellence Awards

At our Covia Leadership Bootcamp in March 2026, we were pleased to recognize our 2025 Excellence Award winners in person at a special awards and recognition event. The winners of our annual awards represent the high standards and strong values of our Covia team.

2025 Plant of the Year Portage Plant, Wisconsin

Recognized for excellence in plant efficiency and effectiveness, safety performance, environmental leadership, and community involvement.



Plant of the Year Award 2025

2025 President's Safety Award (Large Plant) Ahuazotepec Plant, Mexico

2025 President's Safety Award (Small Plant) Tamms Plant, Illinois

Recognized for achieving the highest level of safety performance in all categories, exemplifying our Safety culture.

2025 Leaf Award for Environmental Excellence Emmett Plant, Idaho

Recognized for exceptional teamwork and achievements in environmental compliance, environmental projects, and community involvement.



Environmental Excellence Award 2025



“It’s easy to feel overwhelmed by the world’s problems, but I believe we can change the world by sharing hope with the people who need it most.”

— David Gatto, Operator, NSO

2025 Volunteer of the Year

David Gatto, Operator, NSO

Recognized for commitment and dedication to community through consistent volunteer efforts, giving over 200 hours of service in one year.



2025 Mission Impact Award

Steve Schilling, Director Technology & Application Development

Recognized for contributions that exemplify Covia values and directly advance its Mission.

2025 Team Impact Award

Ashleigh Snyder, Customer Service Supervisor

Recognized for her ability to guide customer service teams and cross-functional partners through significant change.



2025 Operations Impact Award

Wiices Ramos, Operations Director, Canoitas

Recognized for driving a significant operational transformation at Covia’s largest plant in Mexico, achieving substantial improvements in safety, cost, quality, service, and culture.



2025 Commercial Impact Award

Jonathan Cockrell, Senior Sales Manager

Recognized by colleagues from across the company for his leadership and professionalism in all areas of commercial excellence.



2025 Support Impact Award

Chase Charron, Business Process Specialist

Recognized for his support of key software for the Operations team in 2025, including the successful implementation and rollout of new capabilities.



Community Impact and Philanthropy

We believe that thriving communities lead to a brighter, more prosperous future for all. With the support of our dedicated team members, we invest time, talent, and financial resources to give back to our communities. Our efforts focus on four key pillars: Health and Wellness, Education, Environment, and Social Equality. These areas are vital to our communities, team members, and stakeholders. We collaborate with over 300 local organizations to enhance our community engagement, primarily through volunteering, in-kind contributions, charitable donations to 501(c)3 organizations, and disaster and hardship relief.

Covia in the Community

Covia facilities mobilized for 24 Covia Cares Action Days in 2025. Additionally, Covia team members gave personal and paid volunteer time to serve their communities. Combined, these efforts resulted in more than 7,500 volunteer hours in 2025. Efforts ranged from providing support when disasters strike to helping reduce food insecurity in local communities. Through this program and the Covia Foundation's support for volunteering, Covia employees have given a total of over 49,270 hours of their time to causes and organizations that matter in their communities, putting us well ahead of our goal to reach 50,000 hours by 2030.

The Covia Foundation

Our comprehensive community engagement and philanthropic initiatives are overseen by The Covia Foundation, which was established to formalize our approach to operating as a responsible corporate citizen. The Foundation governs our Community Investment Policy, which guides our charitable contributions, volunteerism, scholarships for dependents, and emergency relief efforts. We regularly review the policy and revise its provisions as necessary to better enable investments in local communities.

As part of this initiative, we empower our team members to actively engage in their communities with a commitment to volunteerism through several offerings, including:

- Offering 24 hours of paid volunteer time each year
- Dedicating a workday to an effort or cause that is important to each facility through our Covia Cares Action Days program
- Matching an individual team member's donations 1:1, up to \$1,000 on an annual basis
- Providing grants to tax-exempt organizations where team members volunteer at least 20 hours of their personal time and talent

For more information, please visit our [Community Impact & Philanthropy Statement](#).



Roff Team Members Accepting the Pontotoc Partners In Progress Award (Travis Smith)

Workforce Development

For years, Covia has collaborated with the Pontotoc Technology Center to deliver a wide range of technical and safety training programs to PTC students. Welding students contributed directly to Covia's mining operations by fabricating on-site parts, and Lineworker Academy students from PTC gained practical experience by safely dismantling over 1,000 feet of decommissioned high-voltage lines. This effort required strict adherence to multiple safety protocols.



Stars, Stripes, & Links - Helping Veterans (Drew Poschner)



Veterans and Covia Volunteers (Drew Poschner)

Covia's Commitment to Veterans

Covia is dedicated to supporting organizations that help veterans in our communities. Many of our team members actively support veterans' organizations, and volunteer at company-sponsored events for the veteran community, like our annual Stars, Stripes & Links golf clinic. This event, held in October, was designed for injured combat veterans and allows us to express our gratitude for their service. In 2025, we had a record number of registered participants and volunteers for this event.

Product & Process Innovation

Covia's extensive product portfolio serves a wide range of everyday applications, and we are committed to delivering high-quality, high-performance, innovative solutions across various sectors, including foundry, building products, ceramics, coatings and polymers, water filtration, glass, and sports and recreation.



In the New Covia Innovation Center (Drew Poschner)

Integrating Sustainability into our Products

A crucial element of our research and development strategy is collaboration with our customers. This partnership allows us to understand their needs for sustainable products and solutions that benefit their business and end-use applications. Through small-batch testing and trials, we work together to enhance product performance and sustainability features. To support this process and anticipate future demands, we conduct comprehensive market and trend research to inform our ongoing research and development investments. We have also developed a product scorecard that assesses a range of factors, including technical feasibility, economic interest, and sustainability criteria.

Additionally, we are actively pursuing opportunities to address the evolving needs of our customers through growth in the solar panel glass market. The initiative aims to improve the efficiency and durability of solar panel glass, reducing energy loss and optimizing performance. By developing lighter, more sustainable, and longer-lasting solutions, we seek to contribute to renewable energy market while meeting the demands of this expanding market.

The Innovation Mindset

At Covia, we believe the best ideas often come from unexpected places, and good ideas can come from anyone, anywhere in our company. In 2025, we implemented a new way to collect ideas for new products, applications, and processes. Submissions are automatically routed to the right team for evaluation.



Scenes from the C.I.C. (Drew Poschner)

Innovative Solutions for Sustainability

For years, we've partnered with customers across industries to solve tough challenges using the unique properties of industrial minerals and our process know-how. From improving product performance to reducing environmental impact, our work has always centered on discovering better ways to serve our customers and their customers.

With the opening of the Covia Innovation Center (CIC) in Concord, North Carolina, in 2025, that commitment has a new home.

This state-of-the-art facility is a physical representation of Covia's approach to innovation: to deliver value through smart, sustainable solutions. While innovation is not limited to a single team or facility, the CIC provides a centralized, purpose-built environment where our team and our customers can accelerate progress together.

The 20,000-square-foot facility includes 13,000 square feet dedicated to product development and 7,000 square feet of office and collaboration space. It's home to specialized rooms for coatings development, mineral processing, polymer applications and more, plus configurable lab space for expanded capabilities as needs evolve.

The facility was designed with flexibility, safety, and efficiency in mind. Utilities drop from the ceiling to enable fast reconfiguration. Benches in the lab are movable, and the space can be expanded or segmented as new opportunities arise. The facility also features 30 open-office workstations, allowing the team to expand and evolve as new talent joins. Several conference rooms and a multi-purpose room foster opportunities for cross-disciplinary discussions, idea generation, and hands-on teamwork.

Rather than conducting theoretical research, the CIC focuses on applied science — processing and modifying minerals, simulating customer applications, and refining formulations to meet specific performance criteria.

Designed for Safety

It takes a lot of careful planning, attention to detail, and expertise to design a 20,000-square-foot facility. Steve Schilling, Director of Technology & Application Development, was instrumental in leading the project. For him, the Covia Innovation Center is not just a building — it's an ecosystem of people, technology, and ideas.

"We designed it to be a world-class research facility, and it's put together in a very thoughtful way," Steve said. "We spent a lot of time making sure we got it right on paper to anticipate future needs."

As with everything else Covia does, safety was the top priority when designing the lab. Everything in the physical environment was carefully chosen to keep people safe and be more environmentally sustainable.

- We opted to exceed OSHA's standards for eye wash stations, which require that eyewash stations be reachable within 10 seconds of travel, no more than 55 feet apart, and unobstructed. Some rooms in our lab have multiple stations, to ensure that there are eye wash/shower stations immediately adjacent to areas with higher hazard exposure.
- Electric forklifts were chosen to reduce emissions.
- Airflow systems were designed to minimize cross-contamination between rooms.

Innovative Products

Our commitment to responsibly providing minerals solutions includes managing the environmental impact of our processes, as described in the Environmental Stewardship section of this report. Our products reflect this commitment as well, and we also consider their impact on the people who are exposed to them, as part of our social responsibility to our customers and their end-users.

Product	Unique Attribute	Environmental	Social	Impact	End-User Applications
ACCEL®	Dust-preventing polymeric sand	●	●	<ul style="list-style-type: none"> • Safer work environment • Improved air quality on construction sites 	<ul style="list-style-type: none"> • Hardscaping
CRISTOBALEX®	Ultrawhite filler	●	●	<ul style="list-style-type: none"> • Energy efficiency • Can offset TiO₂ usage • Zero contribution to protective paint emissions 	<ul style="list-style-type: none"> • Cool roofing • High-visibility road markings
DST®	Dust suppression		●	<ul style="list-style-type: none"> • Safer product • Reduced silicosis risk 	<ul style="list-style-type: none"> • Glass products • Roof shingles • Roads
FILTERSIL®	Cleaner silica and gravel	●		<ul style="list-style-type: none"> • Cleaner water 	<ul style="list-style-type: none"> • Water filtration systems
GLASSIL®	Silica as a core structure	●		<ul style="list-style-type: none"> • Recycling • Energy conservation 	<ul style="list-style-type: none"> • Bottles • Glassware • Insulation
LUMINEX®	Domestic production	●		<ul style="list-style-type: none"> • Less importing (reduction in GHG emissions) 	<ul style="list-style-type: none"> • Countertops
MINBLOC®	Silica-free	●	●	<ul style="list-style-type: none"> • Safer work environment • Reduced silicosis risk for compounders • Increases durability 	<ul style="list-style-type: none"> • Clear protective film for greenhouses
MINEX®	Silica-free		●	<ul style="list-style-type: none"> • Safer work environment • Reduced silicosis risk 	<ul style="list-style-type: none"> • Paints • Coatings • Sealants • Dinnerware
NATURECORE®	Naturally derived wax coating	●		<ul style="list-style-type: none"> • Contains no microplastic, synthetic polymers, or detectable heavy metals 	<ul style="list-style-type: none"> • Artificial turf
NEOZIEN®	Odor elimination		●	<ul style="list-style-type: none"> • Improved working conditions • Reduced impact on local community 	<ul style="list-style-type: none"> • Resin-coated sand for molds and cores
PURESIL®	Extra-low iron silica	●	●	<ul style="list-style-type: none"> • Supports clean energy and a healthy life 	<ul style="list-style-type: none"> • Glass covers for solar panels • Pharmaceutical containers
SPECTRAQUARTZ®	Non-slip surfaces		●	<ul style="list-style-type: none"> • Safer work environment 	<ul style="list-style-type: none"> • Commercial and residential flooring
SPECTRUM®	Silica-free	●	●	<ul style="list-style-type: none"> • Safer work environment • Reduced silicosis risk • Increases durability 	<ul style="list-style-type: none"> • Ceramicware
TECHNISAND TRUCOAT® LE	Low emissions, reduced VOCs		●	<ul style="list-style-type: none"> • Safer work environment 	<ul style="list-style-type: none"> • Castings/molds for various products

*Naturecore® is produced by Minovate, a subsidiary of Covia Holdings based in Denmark.

RESPONSIBLE GOVERNANCE & ETHICS

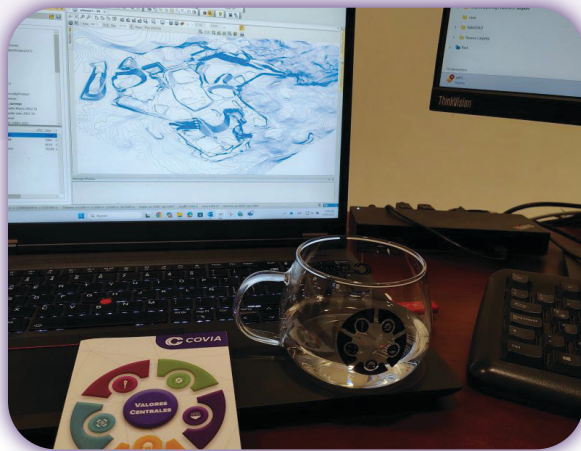
We conduct our business and operations on the bedrock of strong corporate governance practices, ethical conduct, and compliance measures. Covia has long held this commitment to operating responsibly, and we readily engage with our stakeholders to strengthen our partnerships while promoting transparency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



“SMP NSO TEAM”
RAVI KONDURU

CORPORATE GOVERNANCE

ETHICS, COMPLIANCE, AND TRANSPARENCY



Our Covia Values (Bernardo Camacho)

Corporate Governance

The diverse experience, qualifications, attributes, and expertise of our Board and Executive Leadership Team enhance their overall capability to deliver effective leadership and oversight, ensuring our operations align with the best interests of our stakeholders. Covia's Board of Managers convenes regularly to assess our performance, monitor progress against strategic plans, and oversee key initiatives.

Our Board-level committees include:

- **Audit Committee:** Oversees the integrity of our financial statements and financial reporting controls, and adherence to policies, standards, and regulations
- **Compensation Committee:** Oversees the policies and procedures that govern compensation programs, including our incentive-based compensation model

- **Executive Leadership Team:** Develops and executes our business strategy and objectives. The ELT ensures we are making progress and sets the tone for fostering a culture of safety, performance, and reliability.

Cybersecurity

We are dedicated to safeguarding our team members, assets, and operations from cyber threats by proactively managing risks and performance. Our commitment includes investing in advanced security measures to protect our hybrid workforce and implementing automation tools to enhance and streamline our remediation capabilities. A comprehensive, multilayered defense strategy with robust cybersecurity standards and policies enables us to mitigate security risks and ensure consistency across our international operations, bolstering resilience against global threats.

Our efforts are focused on several critical areas, including:

- Team member awareness
- Technology solutions
- Continuous monitoring
- Incident response
- Limited data access
- Confidential information protections
- Third-party risk management
- Whistleblower procedures

For more information, please visit our [Cybersecurity and Data Privacy Statement](#).

Strengthening Our Security Measures

As part of proactively managing and assessing risk within our organization, we have embarked on several new initiatives to advance our cybersecurity program. These efforts underscore our dedication to implementing cutting-edge tools and strategies to enhance our security capabilities, ensuring the protection of our assets and the trust of our stakeholders.

In 2025, we continued expanding our cybersecurity program. The results have been encouraging:

- 90% drop in reactive security tickets due to improvements in our proactive automations and response
- 89% reduction in data-loss risk in the second half of 2025
- 207% increase in training hours for higher-risk users, based on our new tailored training

A few of the initiatives that enabled these results are listed below.

Awareness & Training

Risk-Based Cybersecurity Training: To enhance awareness, we launched a personalized training program that is based on the individual's risk profile.

Increased Communications for Awareness:

Cybersecurity tips and updates are posted on our intranet several times a month, with topics including how to spot phishing attempts, policy reminders, and password management tips.

Tools

Unified Cybersecurity Platform: By deploying sensors across company computers, we consolidated multiple security tools into one platform, enhancing our ability to detect and respond to cyber threats effectively.

Phishing Attempt Reporting: We implemented a “Phish Alert” button that makes it easy for employees to report suspicious emails to our cybersecurity team. These alerts are also part of our awareness tool, as users respond to decoy phishing attempts that help us rate and monitor employees’ ability to identify phishing techniques.

Supporting Policies

USB Lockdown: To help prevent unauthorized data transfers, we implemented access restrictions for external devices such as USB drives.

Sensitivity Labels: To help classify and protect data based on its level of confidentiality, we implemented a tool that enables automatic enforcement of protection policies (like encryption, access restrictions, and watermarking). By assigning labels such as *General*, *Confidential – Internal*, or *Restricted*, we also support data governance by providing visibility into how data is used and shared.

Ethics, Compliance, and Transparency

At Covia, we are committed to the highest standards of ethics, compliance, and transparency, which are integral to our identity and operations. Our Executive Leadership Team and Board of Managers emphasize the importance of ethical conduct across the organization.

We have developed a comprehensive suite of policies that underscore our commitment to ethics and compliance. These policies apply to all leaders, team members, and board members, and provide clear guidelines on various topics, including conflicts of interest, fair dealing, non-discrimination, non-harassment, and adherence to safety, health, and environmental regulations. This fosters a transparent, accountable, and performance-driven culture that aligns with our organizational values. We regularly evaluate and update these codes to promote ethical behavior and ensure compliance with applicable laws. All policies are accessible through our intranet, along with contact information for specific inquiries.

Core Policies

- Code of Business Conduct and Ethics
- Anti-Corruption and Sanctions Policy
- Policy for Concerns Regarding Accounting and Compliance Matters
- Employee Handbook



New and Improved Machinery in Oregon (Asia Smalley)

Protecting Human Rights and Guarding Against Modern Slavery

At Covia, we are committed to the highest standards of ethics and business conduct, aligning our practices with the United Nations Universal Declaration of Human Rights and the United Nations Global Compact. Our Code of Conduct, which applies to all employees, board members, officers, vendors, suppliers, contractors, and other stakeholders, supports these principles. As the producer of raw minerals that go into our customers' products, our supply chain includes goods and services that support our operations and the packaging of the final products. We ensure that our operations and supply chains are free from forced and child labor, and we do not engage with suppliers who violate these standards.

For more information, please visit our [Human Rights Policy](#) and [Modern Slavery Statement](#).

Compliance Training, Education, and Awareness Efforts

We ensure every team member understands their role in responsible business operations through our compliance training program, a key element in managing ethics and compliance risks. Our training includes real-life scenarios and interactive examples to enhance understanding.

We strive for 100% training completion annually at our North American sites. In 2025, we used our new digital kiosks to provide easier access to training for our front-line team members. As a result, we reached 100% participation and completion of our legal compliance training within our learning management system. Compliance training includes topics such as discrimination, harassment, bribery, and our whistleblower hotline.

As regulations evolve, we proactively identify and assess relevant developments and are committed to meeting and exceeding ethical and legal standards.

Prohibiting Bribery

Covia strictly forbids bribery and improper payments to gain business advantages and, as a policy, refrains from conducting business with any country or territory under comprehensive U.S. sanctions. We recognize the vital role our team members play in identifying potentially fraudulent behavior, leveraging their firsthand experience and in-depth knowledge gained from their daily operations.



Health and Safety Commission (Estefani Leon)



Records Retention Policy

In 2025, we updated Covia's Records Retention Policy to clarify guidelines for managing our records, ensuring compliance with legal, financial, and business requirements, and promoting efficient operations. The updated policy and retention schedule are available for all employees on our intranet, providing a single resource that details what information needs to be retained and for how long. Guidance specific to department and location responsibilities for record review and retention are also available.

To assess these risks and find improvement opportunities, we conduct periodic, anonymous fraud-risk surveys. We also visit our facilities to enhance team member preparedness and gather direct feedback on ethics, compliance, and risk topics. We continually evaluate our strengths and seek further opportunities to mitigate risks to Covia's business and reputation.

Risk Management

Building upon our commitment to ethics, compliance, and transparency, we have strengthened our risk management framework to support our sustainability initiatives.

In 2025, we completed the implementation of our Environmental Management System, built on ISO 14001 principles, at every site. This system helps us manage environmental risk through a standardized Risk Register process that identifies, assesses, and monitors significant environmental aspects across operations. The framework evaluates potential impacts related to regulatory requirements, operating conditions, and community stakeholders using consistent criteria for occurrence, impact, and significance. Risk registers are reviewed annually at every site, resulting in 100% of sites completing an annual risk register review to help identify changing risk levels and continuous improvement opportunities. Findings are used to prioritize mitigation actions, support operational accountability, and elevate key issues to environmental, operational, and legal leadership as needed. This structured approach strengthens environmental compliance and reinforces Covia's commitment to responsible operations and stakeholder responsiveness.

Empowering Team Members to Speak Up

In order for us to uphold the highest standards of ethical behavior, it is crucial for our team members to report any concerns about violations freely and without fear of retaliation. Our "See Something, Say Something" approach encourages them to share their concerns with management, whether it's their direct supervisor, another member of management, or human resources. Team members can report concerns or suspected violations through our Whistleblower Hotline, available 24/7. This secure, third-party hotline allows complaints to be submitted online or by phone, with the option to remain anonymous.



Puesta de Sol en vertedor (Lenin Granados)

Appendix

Featured Photographers

The photos in this report were taken by Covia team members and submitted through a contest. Special thanks to these photographers, whose work appears throughout the report.



Adrianna Ateh



Alfonso Avila



Allen Russell



Andrea Camacho Cabrera



Asia Smalley



Baldemar Salinas



Ben Billingsley



Bernardo Camacho



Blevé Willoughby



Brandon Wilson



Carrie Boyer



Charlynn Hinson



Coleman Rajahn



Cynthia Rodriguez



David Dorantes



David Krystofiak



Diego Armando Reyes



Eber Cortez



Eric Ludwig



Estefani Leon



Gabriel Blouin



Gina Laney



Jenna Kaplan



Karina Hernandez



Karla Corral



Kellie Salerno



Lenin Granados



Mary Gallo



Monica Abarca



Prashant Dave



Raul Esteban Rojas



Ravi Konduru



Ron Atherton



Ruben Peña



Skylar Messina



Stacy Smith



Steven Sternberger



Theresa Cunningham



Travis Smith

Not Pictured: John Buse, Bernardo Juarez, Ethan Kmiecik, Ezekiel Hinsaw, Mike France, Laura Rynders, Jennifer Perry, and Drew Poschner

Stakeholder Engagement Summary

Stakeholder Group	How We Engage with Them
Covia Employees	Company-wide town halls and ad hoc sessions with executives; Covia TV (digital signage) and our intranet; e-learning opportunities; performance reviews; social media; Team Member Engagement Survey; topical workshops and initiatives; and training sessions, including annual compliance training that covers our approach to reporting ethics concerns
Customers	Customer events and tradeshow; EcoVadis and other corporate responsibility assessments; press releases; pricing and product communications; social media; and website updates
Investors	Active outreach through conferences, in-person meetings, email communication and video/phone calls; earnings calls and presentations; press releases; social media; and website updates
Community Partners	Community Action Plans (CAPs); The Covia Foundation; social media; website updates; and volunteer opportunities
Suppliers	Annual/quarterly reviews; Business Partner Code of Conduct; email communications; social media; and website updates
Memberships and Associations	We actively engage with multiple professional associations and hold memberships in notable organizations to foster collaboration and drive innovation within the mineral and mining industries. These collaborations enable us to stay at the forefront of industry advancements, ensuring that our solutions are both innovative and environmentally and socially responsible.

Partnerships that Support Positive Change

Covia is proud to foster meaningful partnerships and collaborate with more than 300 organizations in our local communities. Here is a sample of a few of the organizations we supported in 2025:

Education

Boy Scouts and/or Girl Scouts
Child and Family Advocates of
Cuyahoga County
Covia Aspire Scholarship
Folds of Honor
Foundry Educational Foundation
Multiple local schools
Westben Centre

Environment

Carolina Wildlife Conservation
Charlotte Wildlife Stewards
Ducks Unlimited
LAND Studio
Monarch Joint Venture
Mountain View Iris Festival
Pheasants Forever
South Jersey Quail Project, Inc
Tandem Global (formerly WHC)

Health and Wellness

9/11 Day
American Cancer Society
Campbellford Memorial Hospital
Foundation Camp Tuckabatchee
Golden Harvest Food Bank
The Leukemia and Lymphoma
Society
The Turn
Multiple local fire departments

Social Equality

Angels & Sparrows
ADA Jenkins
Bags of Hope
Harriet Tubman Movement
Possibilities Intl. Project Helping
United Way
Veterans Bridge
Multiple local food banks

2025 SASB Metrics

Topic	Accounting Metric	Code	2025 Result
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	214,156 t CO ₂ e
	Scope 2	EM-MM-110a.1	109,859 t 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 Energy Efficiency and Emissions section of the 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 = 331.9 tons (2) NO _x = 1,195.9 tons (3) SO _x = 202.1 tons (7) VOC = 113.7 tons
Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	EM-MM-130a.1	(1) Natural gas = 21.1 million therms Diesel/used oil = 7.2 million gallons Gasoline = 0.2 million gallons Propane = 4.1 million gallons Total energy = 4.9 million GJ (2) Percentage grid usage: approximately 100% of 325 million kWh (3) Percentage of renewable: approximately 2%
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	We track fresh water withdrawn and consumed at 93% of our sites, including 100% of our water-stressed sites. 13% (six sites) of our total mining and processing sites are in regions of high water-stress. Of the six sites, water is used in the process at only two sites, making up 5% of our mining and processing sites. Please see the Water Stewardship section of this report for our long-term strategy on how we're addressing this. (1) 34,547 thousand cubic meters, 2% in regions of high water-stress (2) 17,741 thousand cubic meters, 9% in regions of high water-stress
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	4

Topic	Accounting Metric	Code	2025 Result
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	EM-MM-15a.4	As a mineral and material solutions provider, the bulk of the waste that we generate is mineral waste – through either tailings, overburden, or waste rock. Because we generate very little non-mineral waste, at this time, we do not plan to report on this metric.
	Total weight of tailings produced	EM-MM-150a.5	6.9 MM short tons. Essentially all of our tailings waste is reprocessed as backfill.
	Total weight of waste rock generated	EM-MM-150a.6	1.4 MM tons
	Total weight of hazardous waste generated	EM-MM-150a.7	In 2023, we developed a roadmap for reporting on our hazardous waste generated and recycled by 2025. Due to resource constraints, we have pushed this deadline out to 2028.
	Total weight of hazardous waste recycled	EM-MM-150a.8	In 2023, we developed a roadmap for reporting on our hazardous waste generated and recycled by 2025. Due to resource constraints, we have pushed this deadline out to 2028.
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	0
	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 they relate 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	See Land Management & Biodiversity section of 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) 7% (2) 5% (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) 38% (2) 26%
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) 15% (2) 9%

Topic	Accounting Metric	Code	2025 Result
Security, Human Rights & Rights of Indigenous Peoples (Cont.)	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict		<p>Covia has long standing alignment to the United Nations Universal Declaration of Human Rights, which outlines fundamental human rights to be universally protected.</p> <p>Covia's Nepheline Syenite Operation (NSO) in Canada 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 notifications 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 have been affected by the new legislation.</p> <p>Covia has no sites in areas of conflict.</p> <p>For additional information, please see the Ethics and Compliance section of 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 Covia 2030 Goal Plan. Please see the Corporate Governance section of this report for more information.
	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-310a.1	Overall: 29.5% Canada: 71.2% Mexico: 74.7% USA: 19.2%
	Number and duration of strikes and lockouts	EM-MM-310a.2	0

Topic	Accounting Metric	Code	2025 Result
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: 1.52* (2) Fatality Rate: 0 (3) Near Miss-Frequency Rate: 22.25** (4) (a) Employee Training - 47 Hours (4) (b) Contractor Training - 28 Hours</p> <p>*The MSHA all-incidence rate does not include any of our sites in Mexico, Canada, or any OSHA sites in the U.S. Our All Company Incident Rate is 0.78</p> <p>**Near-Miss Frequency Rate is a combined rate between both employees and contractors. Given how this information is reported and collected, the two cannot be separated.</p>
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 and Compliance section of 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	<p>Tailings storage facility inventory table:</p> <p>(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 ERRP</p>	EM-MM-540a.1	<p>The majority of Covia's tailings storage facilities are ponds; however, 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 varies from N/A, daily, weekly, monthly, quarterly, or annually depending on classification. Both Level 1 and Level 2 Inspections are noted on the "Tailings Storage Inventory" Chart.</p> <p>Covia has 210 impoundments: 160 - Low Risk 50 - Medium Risk</p> <p>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, fresh water ponds, and process water ponds. Several impoundments on the list are incised and have 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.</p>

Topic	Accounting Metric	Code	2025 Result
Tailings Storage Facilities Management (Cont.)	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Our tailings management systems are governed by our Impoundment Management Corporate Policy and our Engineering Standard 1330: Impoundment Design, Construction & Inspection Guidance. 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	Tailings storage facilities and related plans are guided by our Impoundment Management Corporate Policy, our Engineering Standard 1330: Impoundment Design, Construction and Inspection Standard as well as regulation.

Activity Metrics

Activity Metric	Unit of Measure	Current With	2025 Result
Production of (1) metal ores and (2) finished metal products	Metric tons (t) saleable	Completed	0
Total number of employees, percentage contractors	Number Percentage (%)	Completed	1,920; 0.3%