



Our People.
Our Planet.
Our Communities.

Driven By Our Clearly Covia Values.

2019 Corporate Responsibility Report



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Message from CEO



As they have been for most, recent times have been turbulent for Covia and required many changes to better align our organization with the evolving markets we serve. However, one thing that has remained constant is Covia's long-term dedication to enhance our sustainability-focused culture. In our 2019 Corporate Responsibility Report, we share our commitments and progress consistent with our Clearly Covia Values.

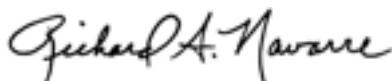
We believe that sustainable business practices add value for all our stakeholders and help us navigate challenges more successfully. As a recent example, the focus on and commitment to our **Safety First** Value enabled us to quickly adapt our operations to reduce health and safety risks created by the COVID-19 pandemic, while continuing to reliably serve our customers with the high-quality products they expect.

Some other examples of our accomplishments from 2019 that you will find in our Corporate Responsibility Report include:

- Receiving the nation's highest award for mining safety - the Sentinels of Safety Award – at our Roff, Oklahoma facility;
- Achieving a company-wide safety record with a lost-time incident rate nearly 60 percent better than the industry average;
- Continuing our 30-year partnership with the Wildlife Habitat Council (WHC), including receiving WHC certifications for 29 of our North American facilities;
- Winning the Forest Project Award at our San Juan, Mexico facility for our environmental restoration project;
- Collaborating with Ducks Unlimited to improve wetlands preservation in North America;
- Conducting our second-annual company-wide Safety Day to raise safety awareness and enhance safe operations; and
- Supporting our local communities through The Covia Foundation.

Recently, we have taken significant actions across the organization to improve our financial sustainability and continue to contribute toward our ESG goals. These initiatives will position Covia to be an even stronger partner to our stakeholders in the future. We remain committed to enhancing stakeholder value by improving Our People, Our Planet and Our Communities.

In closing, I would like to thank our employees, customers, vendors, community partners, investors and other stakeholders for their support of our sustainability culture. Together, we have achieved many important accomplishments, and we look forward to building a better Covia for the future.

A handwritten signature in black ink that reads "Richard A. Navarre". The signature is written in a cursive, flowing style.

Richard A. Navarre
Chairman, President and Chief Executive Officer

About This Report

Thank you for your interest in Covia's 2019 Corporate Responsibility report. We are pleased to share our commitments, progress and aspirations on topics that matter most to the Company and our stakeholders.

This 2019 Corporate Responsibility Report represents a significant change in our approach to ESG reporting. For the first time, we are reporting to the Sustainability Accounting Standards Board (SASB) standard for the Metals & Mining Industry. As part of this report, we are providing a table disclosing our SASB accounting metrics. We also continue to report on our highest-priority topics as defined by our materiality assessment conducted in 2018.

The decisions to report pursuant to the SASB standard and streamline our reporting overall are based on several key factors:

- We are integrating our sustainability and corporate responsibility priorities into the way we work every day, and we believe a targeted approach to reporting will be more effective.
- We are focused on serving the sustainability and ESG information needs of our key stakeholders including investors, customers, vendors, employees and communities.
- We believe that the SASB industry-specific reporting framework aligns well with our internal operational metrics.

This report is built around three sections:

- **Our People**
- **Our Planet**
- **Our Communities**

We hope you are informed and inspired by our new approach, and we welcome your feedback, which can be sent to Corporate.Responsibility@CoviaCorp.com.

Overview of Our Corporate Responsibility Strategy

The Covia Team's commitment to Corporate Responsibility stems from our Clearly Covia Values and Behaviors: **Safety First; Be Different; Deliver on Promise; and Do Good – Do Well – Act Responsibly.** We embed our commitment to Our People, Our Planet and Our Communities within every layer of our Company, starting with our Board of Directors and our executive leadership team. We are committed to sound corporate governance practices and conducting business activities according to the highest ethical standards. Covia's Corporate Code of Business Conduct and Ethics applies to directors, officers and employees. Compliance with the Code is a condition of employment for all officers and other employees, regardless of level. Our corporate governance policies are publicly available on our website.





Our People

We believe our people are key to a thriving business and community. We are committed to ensuring our employees have a safe and healthy work environment. To attract and retain employees, we strive to offer a unique culture, growth opportunities and a comprehensive compensation and benefits program.



Safety First is one of the four Clearly Covia Values, as our dedication to safety extends to all employees. We take steps to ensure our employees are safe and healthy in the workplace and at home. Safety and Health is the highest-ranked priority among all our Corporate Responsibility topics for its significance to our stakeholders and our company.

To follow through on this commitment, we have programs in place to help ensure accountability and responsibility for safety and health. For example, in 2019 the compensation of our CEO and other executives depended, in part, on our annual workplace safety performance to drive top management accountability. For these executives, safety and individual achievement goals accounted for 20 percent of their incentive-based compensation. This is consistent with our approach to fostering a performance-driven culture overall.

Safety and Health Management System

We are committed to implementing, operating and continuously improving our Safety and Health Management System (SHMS) to ensure a healthy and safe work environment. As part of our SHMS, we maintain policies and procedures that align with the Occupational Health and Safety Assessment Specification (OHSAS) 18001 and cover a wide range of topics, which include Mine Safety, Fall Protection and Burner/Flame Safety. We have a set of Lifesaving Rules as well as an Emergency Action Plan (EAP) that covers a variety of situations.

Our SHMS has continued to evolve as we have identified and integrated best practices to create a uniform set of requirements, policies and practices across all our locations. We have also continued to expand our efforts in areas such as hazard identification, training and office safety.

Safety Training

We provide regular training on our safety policies and procedures, including annual emergency action drills, with an emphasis on **Safety First**. New employees working in logistics and manufacturing receive a minimum of 8 hours of safety training, and new employees in our mining operations receive a minimum of 24 and 40 hours of safety training for our surface and underground operations, respectively. We provide additional safety instruction in the field, including task-based training, and require annual safety training for all operations employees. In addition, our intensive, multi-day safety training boot camp is designed for new safety and health employees, front-line supervisors, operations managers, plant managers and safety committee members.

Incident Investigation

While our primary focus is on injury and illness prevention, when incidents do occur, we have a robust and systematic approach to determining primary contributing factors called ICAM (Incident Cause Analysis Method). ICAM is a system that focuses investigators on failed or missing defenses and organizational contributing factors. Our behavioral approach to safety and health, called “Safety Starts with Me,” focuses on providing positive feedback when safe and healthy behaviors are observed. We feel that by positively reinforcing safe and healthy behaviors, they are embedded and reinforced.

We have continued to develop the situational awareness of our front-line supervisors and workers to be able to identify risks or hazards before they become even minor incidents. We are especially focused on hand, shoulder and back health, and reducing the potential for slips, trips and falls. We strive to create an environment where the reporting of concerns, potential risks and hazards, and near-misses is expected and valued – so that we can prevent incidents from occurring.

Occupational Health

Covia is vigilant in helping protect our employees from potential respirable crystalline silica (RCS) dust exposure. As a first line of defense, we rely on a hierarchy of controls to limit employee exposure to RCS dust. We regularly conduct dust exposure monitoring via both personal and general area sampling. Job positions or areas are investigated and considered for actions to reduce exposures.

We administer a robust medical surveillance program for all plant employees to help protect and reduce the risk of occupational diseases such as silicosis. This program includes biennial chest x-rays, pulmonary function tests and respirator fit testing. We also require a representative sample of workers to wear exposure monitoring devices that collect respirable dust in order to quantify exposure.

We also incorporate occupational health into our product development. Our DST™ (Dust Suppression Technology) treated sand was developed to help customers reduce respirable silica exposure and comply with OSHA standards for permissible exposure limits (PEL).

Contractor / Customer Safety

Our independent contractor safety program includes safety pre-qualification and training on hazard warning recognition. This includes site-specific training for visitors, and additional education for contractors working on-site for extended periods of time.

We hold our contractors to the same safety performance standards to which we hold ourselves, which are to meet or exceed applicable federal, state and local regulations.

We update and provide Safety Data Sheets for all our products, which help our customers develop safety guidelines and proper handling procedures.

Below is a breakout of our 2019 safety and health data company-wide for both employees and contractors.

2019 Safety & Health Data*				
Worker Type	Injury Rate	Near-Miss Rate	Lost Time Incident Rate	Avg. Hrs. of Training
Covia Employees	1.38	6.61	0.54	47
Covia Contractors	0.73	0.00	N/A	30
MSHA Employee Average (Sand and Gravel sector)	1.46	N/A	1.02**	N/A
MSHA Contractor Average (Sand and Gravel sector)	1.15	N/A	N/A	N/A

* Rates are based on criteria used by the U.S. Mine Safety and Health Administration. Rates are calculated as the number of cases multiplied by 200,000 divided by the number of work hours.

**U.S. Mine Safety and Health Administration non-fatal days lost incident rate



Featured Story

Fostering a Culture of Safety First

Each year, Covia sites participate in a company-wide Safety Day. Held annually in September, this program supports our aspirational goal of achieving zero harm and increases awareness and knowledge of safety practices among our employees. Each site chooses the activities that are most relevant to their operation with an additional focus on key risks known across the company.

- Personal protective equipment training
- Fire drill scenarios
- Diesel spill kit usage
- Seat belt safety
- Work safety around lift trucks
- CPR/defibrillator/first aid scenarios
- Hazard recognition training
- Active shooter training and drills
- Environmental education on snakes
- Stretcher training
- Fall protection
- Mock rescues



Featured Story

Roff, Oklahoma Site Receives High Honor in Safety

During 2018, our Roff, Oklahoma facility completed 101,785 work hours without experiencing an MSHA reportable injury. The site's performance earned the team the Sentinels of Safety Award for the Small Quarry Group from the National Mining Association. The Sentinels of Safety are awarded annually to the nation's safest mines with a minimum of 4,000 injury-free hours.

The Roff mine provides high-quality glass sands to Oklahoma industries and is a major supplier of sand to the Oklahoma energy sector.

In April 2019, the plant celebrated 33 years without a lost-time incident.



We aspire to be an Employer of Choice guided by our Clearly Covia Values: **Safety First, Be Different, Deliver on Promise and Do Good – Do Well – Act Responsibly**. To support this aspiration, we provide employees with impactful training, personal and career development opportunities and competitive employee benefits.

Talent Management

Covia offers employees formal talent development programs and informal learning resources that support performance achievement on multiple levels. These programs align to the skill requirements and competencies associated with specific functional and leadership roles.

To drive efficiency and in light of the increasing adoption of remote work, we have been building our in-house library of online learning modules, including onboarding courses, management training, safety courses and more. We are also focused on enhancing the leadership skills of managers through the Covia Leadership Experience. This series of workshops aids in the growth and development of our leaders at various points in their careers, from first-time functional managers to senior leaders. As part of our succession planning process, our managers and leaders are also better equipped to identify Covia's next generation of leaders.

Our performance management program evolved to enable a more holistic approach to talent growth and development. With a focus on driving a culture of performance and accountability, the process includes formal and informal feedback between manager and employee to reinforce the values, behaviors and responsibilities expected of all Covia employees. Utilizing our new performance management system UltiPro, which launched in May 2020, leaders work with their employees to set annual objectives aligning with their functional role, which are tracked and measured throughout the year for informal follow-up and formal reviews.

Engaging Our Employees

Employee engagement is key to our success as a company. We conducted a company-wide engagement survey. Employees were able to share honest, transparent feedback about their experiences at Covia. In addition, we held 20 focus groups, comprising nearly 200 employees in total, to discuss the results of the survey and dive deeper into insights. As a result of the feedback, we are addressing the initial findings to better engage employees.

To enhance engagement and increase communication, particularly among our employees at our mining and production facilities, we launched the Covia Go! employee app. The app is an additional way to keep employees informed of important company information, especially those who do not have access to a corporate e-mail account.

Labor Management

As of December 31, 2019, approximately 35 percent of our employees were parties to collective bargaining contracts covered under approximately 25 union agreements in the U.S., Canada and Mexico. We believe we have strong relationships and maintain an active dialogue with union representatives. We have historically been able to successfully extend and renegotiate collective bargaining agreements as they expire. We have not experienced a significant work stoppage or strike at any of our facilities in nearly 20 years.

We do not employ child labor or forced labor in our operations in any country where we operate. We also will not knowingly engage with a supplier that directly or indirectly does.

Compensation and Benefits

As part of our commitment to being an employer of choice, Covia offers competitive compensation and benefits packages that vary by region/country. At the end of 2019, more than 68 percent of our approximately 2,600 employees were based in the U.S. Our U.S. full-time salaried and hourly employees receive a comprehensive benefits package that includes:



Medical, dental and vision benefits for employees, spouses and dependents, which includes free preventive care



401(k) retirement savings program with company matching contributions



Short-term and long-term disability benefits



Flexible Spending Accounts for both healthcare and dependent care



Paid vacation and holidays



Employee life and AD&D insurance benefits



Our Planet

With facilities operating across North America, we recognize our potential impact on, and responsibility to protect, the natural environment. We produce products and solutions to foster a better planet, including glass-grade sand for sustainable packaging and sand for water filtration. Our commitments to clean air and water, limited waste, low energy use, and sustainable land use remain an ongoing focus that we strive to improve each day.



Environmental Responsibility

Understanding our environmental impact ensures we keep our values of **Safety First** and **Do Good — Do Well — Act Responsibly** at the forefront of our daily operations. Our environmental vision focuses on conserving and recycling resources, applying precise environmental technologies, promoting wildlife and habitat conservation, maintaining strong relationships with stakeholders, and creating a high level of environmental awareness.

Key areas of our environmental focus include:

- **Air Quality.** As part of our compliance requirements, we monitor fugitive dust, particulate and other types of air emissions related to the mining, processing and transportation of our products, especially respirable crystalline silica (RCS) dust. We follow advanced control mechanisms and require safe handling practices across our footprint.
- **Waste.** Proper management of our mineral and operational waste throughout our production processes is essential to comply with permits and keep our employees and communities safe. We annually review our mineral waste disposal plans that track and account for mineral waste generated across our mines.
- **Water.** Efficiently managing water use and discharge protects our communities and prevents business interruptions. Each site is required to have its own surface water management plan, which is designed to meet applicable local, state and federal regulatory requirements. All sites also complete water risk assessments to ensure business continuity, and where applicable, identify and evaluate operational impacts.
- **Reclamation Planning.** We have the privilege of being responsible for land management across many acres. We take this responsibility seriously and recognize the important role we have in the long-term future of these lands and the communities in which they reside. Reclamation is an active and ongoing part of the life cycle of our mining operations. Covia is actively committed to utilize mineral resources in ways that enhance the value of our lands through sound reclamation practices during pre-mine development, operation, rehabilitation and beyond. Although land restoration requirements vary by location, we remain dedicated and flexible in our response to the needs of our neighbors and local communities and believe preserving and supporting biodiversity is a critical element of our sustainable practices.

Mining is an energy-intensive business. Reducing our energy consumption is vital to operating efficiently, reducing costs and decreasing greenhouse gas (GHG) emissions. We monitor and collect Scope 1 and Scope 2 GHG emissions and energy use data at all mines and processing facilities.

Covia consistently looks for ways to decrease energy use in our operations. For example, drying sand is an energy-intensive process. We optimize energy usage by installing heat exchangers and balancing temperature controls on dryers. We also invest in process improvements that decrease maintenance, rental and energy costs, which typically also reduce GHG emissions.

We continue to explore opportunities to use renewable energy sources. For example, solar panels at our Menomonie, Wisconsin site help reduce energy consumed through nonrenewable sources.

Total Energy Usage			
	2018	2019*	
Energy Source	Amount Consumed	Amount Consumed	Change 2019 vs. 2018
Electricity	819.7 million kWh	634.0 million kWh	-23%
Natural Gas	84.5 million therms	62.9 million therms	-26%
Propane	4.7 million gallons	5.2 million gallons	+11%
Diesel / Used Oil	13.9 million gallons	7.5 million gallons	-46%
Gasoline	1.5 million gallons	0.4 million gallons	-73%
Coal	62.6 million kg	0 kg	-100%
Tons sold	35.2 million	30.5 million	-13%

GHG Emissions			
	2018	2019*	Change 2019 vs. 2018
Scope	Metric Tons CO ₂ e	Metric Tons CO ₂ e	
Scope 1	1,063.9 thousand	438.8 thousand	-58%
Scope 2	556.6 thousand	446.7 thousand	-20%

Scope 1, or direct emissions, and Scope 2, or indirect emissions, are determined using measured facility inputs (fuels), and established US EPA emission factors for CO₂ and CO₂e.

*Data excludes our Calera, Alabama facility and the Winchester & Western Railroad, which were divested in Q3 of 2019

Biodiversity Impacts

Our sites have the autonomy to implement biodiversity initiatives that are most relevant to their location and go beyond what is required.

We have a strong partnership with the Wildlife Habitat Council (WHC) that spans over three decades, and this has aided us as we created our own standards for biodiversity and land management. As of December 31, 2019, we have 29 certified sites in accordance with WHC standards.

2019 also marked the completion of year two of our five-year, \$1 million partnership with Ducks Unlimited (DU) — a nonprofit organization dedicated to conserving wetland and waterfowl habitats. Through the partnership, Covia and DU are positively conserving more landscapes, enhancing more wetland environments, and educating more individuals and corporations on the importance of wetland systems for waterfowl and the surrounding ecosystem.



Featured Story

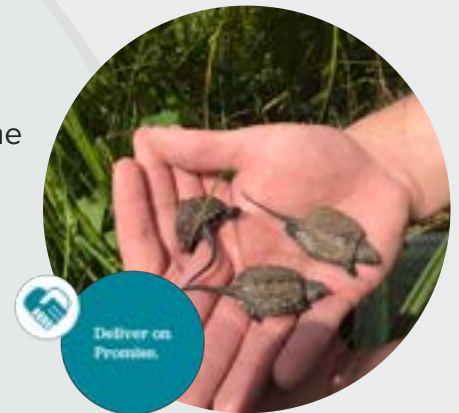
Protecting Turtles in Blue Mountain, Nephton

Aligned with our value of **Deliver on Promise**, we conduct our mining practices with respect and care for local species. Since 2013, Covia's Blue Mountain and Nephton sites in Ontario, Canada have worked to protect local turtle species, including species at risk, living in their wetlands.

Over the years, Covia has conducted weekly turtle surveys as part of a WHC Conservation Certification program. Through the program, employees monitor species and maintain weekly counts of turtles to track the population. In partnership with the local Ontario Ministry of Natural Resources and Forestry office, Covia employees have

received annual Turtle Training on the importance of turtles in the ecosystem and promoting turtle species locally.

In 2017, staff started turtle nesting surveys with the goal of protecting nests from predation, and in 2018, the sites were approved for a permit to incubate turtle eggs to help increase the at-risk turtle populations. In 2019, 245 turtle hatchlings, an increase of 64 percent from 2018, were successfully released back into the environment – a clear demonstration of how this initiative has grown over time.



Featured Story

San Juan Facility Earns Recognition for Environmental Restoration

In 2019, Covia's San Juan facility in Mexico earned the Wildlife Habitat Council Forest Project Award for its work on environmental restoration. In partnership with the Instituto de Ecología, A.C. (INECOL), a leading public research institute in Mexico, the team transformed a 22-acre tract of land (formerly an impoundment for inert sand mining tailings and process waste) into an ecological habitat comprised of over 9,000 native trees. An onsite composting program converted local cow manure and crushed leaves into a nutrient-rich soil amendment. The team also established an on-site nursery to grow native plant species. Perching features and burrows were added to the project area to encourage the return of wildlife.





Our Communities

Covia believes that when our communities thrive, everyone benefits. Our Company and employees strive to make a powerful impact on the communities where we live and work by investing time, talent and financial resources. Guided by our Clearly Covia Value of **Do Good – Do Well – Act Responsibly**, we do so to ensure our communities succeed and out of care for the communities we call home.



Community Investment

In 2019, Covia developed a comprehensive approach and policy related to community giving and volunteering. Covia's Community Investment Policy supports community investment through cash grants, in-kind donations and volunteer efforts, including: 24 hours of annual paid volunteer time, a 1:1 matching gift up to \$1,000 annually and a dollars for doers program, which provides grants to tax-exempt organizations where Covia employees voluntarily share their personal time and talent. Our giving pillars include Education, Environment, Health & Wellness and Social Equality. In 2019, \$1.2 million was invested in the communities where we operate and our employees call home.

2019 marked completion of year two of our five-year partnership with Ducks Unlimited (DU). Other notable recent commitments include:

- **Say Yes to Cleveland** in support of educational initiatives
- **NAACP** in support of political, educational, social and economic equality
- **United Way** to help break the cycle of poverty and eliminate racism
- **Covia Meals with Love** in LaSalle County, Illinois to address child hunger
- **Alzheimer's Association** in support of research for Alzheimer's and dementia
- **The Turn** in support of health and wellness programs for adults, children and veterans living with a physical disability
- **Houston Food Bank** in support of providing free or reduced-priced lunches
- **Paso del Norte Community Foundation** and **Odessa Community Foundation** in support of the progress, healing and restoration of the El Paso and Odessa communities following the fatal shooting at a local retail center in August 2019
- **Foundry Education Foundation** in support of strengthening the metal casting industry and its unique partnership among students, educators and industry
- **Dallas CASA** in support of advocates in the community and the courtroom for children in protective care
- In light of the COVID-19 pandemic, Covia launched the **Go Big. Stay Local. Campaign** in 2020. Through the campaign, Covia sites nominated local organizations in urgent need of support, which was rapidly deployed to over 30 organizations across our communities
- Covia has committed to a grant to the **Equal Justice Initiative**, whose mission includes ending mass incarceration and excessive punishment in the United States, challenging racial and economic injustice, and protecting basic human rights for the most vulnerable people in American society

Examples of local initiatives our facilities support include:

- Aiding local schools in a variety of ways, including packing food for students in need, updating school facilities, and providing supplies and new technology
- Aiding local and national parks to improve and protect green space
- Supporting efforts of local food banks to store and distribute food and other supplies
- Supporting a variety of youth wellness activities, including funding the construction of a baseball diamond
- Improving local infrastructure such as roads and utilities
- Supporting first responders such as local fire departments and hospitals

**Examples of volunteer projects included:**

- Volunteering at local homeless shelters and food banks
- Hosting events for veterans
- Participating in Adopt-a-Team programs and sponsoring foster children by donating needed items throughout the year and gifts during the holidays
- Volunteering or participating in multiple community events, including St. Jude Rides, National Multiple Sclerosis Society and American Cancer Society
- Supporting schools and mentoring programs
- Ecosystem improvements such as river cleanups, native plant gardens, local wildlife habitat protection, tree planting and more



The Community Investment Policy also supports our Disaster and Hardship Relief and Employee Relief Fund – a fund created to help Covia employees who have experienced or are experiencing personal property loss or other personal tragedies due to a federally declared disaster. Along with contributions from The Covia Foundation, the fund enables Covia employees to support their peers through financial contributions if a disaster occurs.

Community Impacts and Partner of Choice

Covia is dedicated to being a responsible corporate citizen and welcomed neighbor. We strive to actively address public interests early in the permitting process, engage in community dialogue, embrace transparency and determine ways to meet our communities' needs. Maintaining good relationships with the communities where we live and work enables us to recruit and retain talent as well as maintain our social license to operate.

Covia maintains strong partnerships with local communities near our operations, and we customize community action plans to fit each community's unique needs.

- Plant managers focus on community engagement, responding to inquiries, opportunities and concerns, and determining solutions.
- Regular communication occurs via open houses, public meetings, community reports and newsletters, telephone calls, local media and community events.
- We evaluate local traffic patterns and aim to reduce traffic associated with our operations during peak hours, such as school or work rush hours.



Featured Story

Engaging Youth in the Community through Nature

Several years ago, the team at our Tunnel City, Wisconsin site constructed a nature trail to increase our connection to the community and provide educational opportunities. More recently, nearly 30 children from the Boys and Girls Club of Tomah were invited to take a tour of the nature trail led by Covia employees. During the tour, participants learned about the Tunnel City reclamation, and how sand helps filter water. All the children on the tour also made rain gauges to help them track water that would be naturally filtered by underground layers, including our sand.



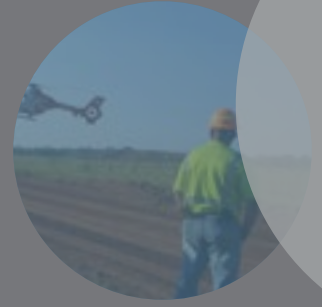
Featured Story

Supporting Schools in our Communities

In preparation for the start of the school year, a group of Covia Team Members from the Huntersville, North Carolina office volunteered to help teachers at the Hornets Nest Elementary School in Charlotte by assisting with classroom setup and the creation of hallway billboards. To further support Hornets Nest Elementary, Covia agreed to financially support the MOMS on a Mission and Dynamic Dads family engagement programs with a \$10,000 donation. The goal of these programs is to empower, enrich, encourage, inspire, educate and support all adults connected to Hornets Nest students. Covia's financial donation enabled the groups to hold monthly events, which consistently have between 50 and 70 participants.

This donation of time and financial resources from the Huntersville team is a prime example of Covia's strong commitment to improving the communities where we live and work.





Materiality and SASB Index



Our Material Topics

Shortly after the creation of Covia in mid-2018, we conducted a materiality assessment. Our process included benchmarking; an internal survey, interviews and workshops; external stakeholder interviews; and Board member interviews. We used these findings to create the materiality matrix below and as an input into developing this report.

Materiality Matrix



SASB Index

This SASB Index reflects the metrics and other disclosures that are included in the SASB Standard for the Metals and Mining Industry and that Covia tracks and are relevant for our business, which operates in a sub-segment of the industry.

Topic	Accounting Metric	Code	Metric/Discussion
Our Planet			
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	438.9 thousand metric tons*
Greenhouse Gas Emissions	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	See the Climate Change section of Our Planet on page 15
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 - 601 tons (2) NO _x - 1,827 tons (3) SO _x 102 tons (4) Particulate matter - we do not track annually at all plants, but track as required by EPA (5) Mercury (Hg) - 0 tons (6) Lead (Pb) - 0 tons (7) VOCs - 183 tons
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-MM-130a.1	(1) Total Energy Consumed* Natural Gas usage: 62.9 million therms Diesel / Used Oil usage: 7.5 million gallons Gasoline usage: 0.4 million gallons Propane usage: 5.2 million gallons (2) Percentage grid usage: Approximately 100% of 634.0 million kWh (3) Percentage Renewable: <1%

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 at 73% of our sites, including 100% of sites with high or extremely high baseline water stress. We are working on standardizing monitoring at these sites in order to report total fresh water withdrawn in areas of water stress.
Water Management	Number of incidents of non- compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	8 agency exceptions with no formal enforcement actions
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	See the Biodiversity Impacts section of Our Planet on page 16
Biodiversity Impacts	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	0% for all
Biodiversity Impacts	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Locations with known species at risk located at the site: Proven 42% Probable reserves 47%
Our Communities			
Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	0%
Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	Proven 1% Probable reserves 5%
Security, Human Rights and Rights of Indigenous Peoples	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	We consult with First Nations and demonstrate our commitment to be good stewards of the land through the Wildlife Habitat Council and other programs.
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	See the Community Impacts and Partner of Choice section of Our Communities on page 21

Community Relations	Number and duration of non-technical delays	EM-MM-210b.2	0 days
Our People			
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	23% U.S. 56% International 35% Overall
Labor Relations	Number and duration of strikes and lockouts (note below)	EM-MM-310a.2	0
Workforce Health & Safety	(1) MSHA all-incidence rate, (2) near miss frequency rate (NMFR) and (3) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	MSHA All-Incidence Rate** Employees 1.38 Contractors 0.73 Near-Miss Rate** Employees 6.61 Contractors 0.00 Average Hours of Training Employees 47 Contractors 30
Governance			
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	See the Corporate Governance section of our website, including our Code of Business Conduct and Anti-Corruption Policy at www.CoviaCorp.com
Business Ethics & Transparency	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	0

*Data excludes our Calera, Alabama facility and the Winchester & Western Railroad, which were divested in the third quarter of 2019.

**Calculated as the number of incidents multiplied by 200,000 divided by the number of work hours.

Activity Metric	Code	Metric
Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	0
Total number of employees	EM-MM-000.B	2,633 employees***