

# 2024 SASB Index

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

| Topic                                  | Accounting Metric   | Code          | 2024 Result  |
|--|---|---------------|--|
| Greenhouse Gas Emissions               | Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations   | EM-MM-110a.1  | 118,076 t CO <sub>2</sub> e  |
|  | Gross global Scope 2 emissions  |               | 115,812 t CO <sub>2</sub> 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 <sub>x</sub> (excluding N <sub>2</sub> O), (3) SO <sub>x</sub> , (4) particulate matter (PM <sub>10</sub> ), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs) | EM-MM-120a.1  | (1) CO = 339.6 tons<br>(2) NO <sub>x</sub> = 1,228.7 tons<br>(3) SO <sub>x</sub> = 113.3 tons<br>(7) VOC = 117.0 tons  |
| Energy Management                      | (1) Total energy consumed<br>(2) Percentage grid electricity<br>(3) Percentage renewable  | EM-MM-130a.1  | (1) Natural gas = 21.7 million therms<br>Diesel/used oil = 4.8 million gallons<br>Gasoline = 0.2 million gallons<br>Propane = 3.7 million gallons<br>Total energy = 5.4 million GJ<br>(2) Percentage grid usage: approximately 100% of 560 million kWh<br>(3) Percentage of renewable: approximately 1%  |
| Water Management                       | (1) Total fresh water withdrawn<br>(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percentage of each in regions with High or Extremely High Baseline Water-Stress  | EM-MM-140a.1  | We track fresh water withdrawn and consumed at 87% of our sites, including 100% of our water-stressed sites. 13% (six sites) of our total mining and processing sites are in regions of high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 4% 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.<br>(1) 27,440 thousand cubic meters, 5% in regions of high water-stress<br>(2) 7,636 thousand cubic meters, 21% in regions of high water-stress |
|  | Number of incidents of non-compliance associated with water quality permits, standards, and regulations   | EM-MM-140a.2  | 8  |
| Waste & Hazardous Materials Management | Total weight of non-mineral waste generated   | EM-MM-150a.4  | As a mineral and material solutions provider, the bulk of the waste that we generate is mineral waste – through tailings, overburden, or waste rock. As a result of our waste team's analysis of our byproducts, the amount of non-mineral waste generated was deemed not material, thus we do not plan to report on this metric at this time.   |
|  | Total weight of tailings produced   | EM-MM-150a.5  | 6.9 MM metric tons. The majority of our tailings waste is reprocessed as backfill.   |
|  | Total weight of waste rock generated  | EM-MM-150a.6  | 2.9 MM metric 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.   |
|  | 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.   |
|  | 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.   |

# 2024 SASB Index

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| Biodiversity Impacts                                  | Description of environmental management policies and practices for active sites   | EM-MM-160a.1 | Please see the Land Management and Biodiversity section of this 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%<br>(2) 4%<br>(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) Proved: 46%<br>(2) Probable: 29%   |
| 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) Proved: 0%<br>(2) Probable: 0%   |
|   | Percentage of (1) proved and (2) probable reserves in or near indigenous land   | EM-MM-210a.2 | (1) Proved: 15%<br>(2) Probable: 5%  |
|   | Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict  | EM-MM-210a.3 | <p>Covia has long-standing alignment to the United Nations Universal Declaration of Human Rights, which outlines fundamental human rights to be universally protected. Covia's Nepheline Syenite Operation (NSO) in 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. Covia has no sites in areas of conflict.</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 Goals That Inspire. Please see the Responsible Operations section for more information.  |
|   | Number and duration of non-technical delays   | EM-MM-210b.2 | 0  |
| Labor Practices                                       | Percentage of active workforce employed under collective agreements   |              | Overall: 41%<br>Canada: 73%<br>Mexico: 65%<br>United States: 19%   |
|   | Number and duration of strikes and lockouts   | EM-MM-310a.2 | 0  |
| Workforce Health & Safety                             | (1) 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) All-Incidence Rate: 0.95*<br/>(2) Fatality Rate: 0*<br/>(3) Near Miss-Frequency Rate: 21.67*<br/>(4a) (4b) Training: 52.5 Hours*</p> <p>*All information is a combined rate between both employees and contractors. Given how this information is reported and collected, the two cannot be separated.</p>  |

# 2024 SASB Index

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|--|---|--------------|--|
| 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 Responsible Governance & Ethics section of this report.   |
|  | Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index  | EM-MM-510a.2 | NA   |
| Tailings Storage Facilities Management | Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP | EM-MM-540a.1 | Most 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 approach, with frequency depending on the associated risk rating. The Level 1 inspection is a 12-point inspection and is conducted more frequently. The Level 2 inspection is a 30-point detailed inspection. All impoundments are on their own inspection frequency (varying 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.<br>Covia has 205 impoundments:<br>153 - Low Risk<br>53 - Medium Risk<br>Our impoundment list includes all active, inactive, and reclaimed impoundments, including but not limited to tailings storage, stormwater retention ponds, freshwater ponds, and process water ponds. Several impoundments on the list are incised, with a natural rock barrier leading to a very low risk rating. Regardless, we believe all impoundments require close monitoring and they are only removed from the list when there is no longer a failure threat. |
|  | Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities   | EM-MM-540a.2 | Our tailings management systems are governed by our Impoundment Management Corporate Policy and our Engineering Standard 1330: Impoundment Design, Construction & Inspection Guidance. These documents outline all 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; and applicable regulations.  |

## Activity Metrics

| Activity Metric  | Code        | Metric     |
|--|-------------|------------|
| Production of (1) metal ores and (2) finished metal products | EM-MM-000.A | 0          |
| Total number of employees, percentage contractors            | EM-MM-000.B | 2007, 0.3% |