



CORPORATE RESPONSIBILITY

Covia responsibly provides minerals solutions for a better tomorrow. As a leading provider of diversified mineral solutions, we are committed to making a positive difference in the world by meeting the needs of our stakeholders today and ensuring a sustainable future for generations to come. This commitment is what drives our corporate responsibility strategy and continued progress against our stated objectives.



Our corporate responsibility strategy is built upon our Covia Values – Safety, Team, Courage, Customers, and Growth – the foundational elements of our culture and behaviors. These values are embedded at every level across our organization, from our Board of Managers and Senior Leaders to our team members at all our sites, and guide what we do every day.

Approach

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



Through these pillars and associated goals, we are committing to, among other things: 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; and investing in the communities where we live and work through volunteer efforts, financial contributions, and regular engagement to identify and address the needs of those we serve.

Accountability

We are building on our long legacy of corporate responsibility through ambitious goals aimed at inspiring and accelerating our corporate responsibility progress and performance through 2030.

GOALS THAT INSPIRE: Environmental Stewardship



Implement an EMS and a robust Community Action Plan at 100% of our locations.



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



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



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

GOALS THAT INSPIRE: Positive Social Impact



Ensure the safety and health of our team members by reducing our all-incidence rate and reducing potential exposures to respirable silica.



Foster an inclusive culture where everyone feels valued and engaged by ensuring all employees have access to tailored learning resources and continuously evaluating and improving existing programs to meet evolving needs.



Support our communities through \$10 million in donations and 50,000 team member volunteer hours.



Expand the number and reach of our products that have environmental and social benefits.

GOALS THAT INSPIRE: Responsible Governance & Ethics



Focus on cybersecurity and data management.



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

The United Nations Sustainability Goals (UN SDGs)

Covia has evaluated the 17 UN SDGs and identified 11 that we believe we can directly impact and that align with our “Goals That Inspire,” demonstrating our thoughtful, stakeholder-driven approach to developing and working toward our corporate responsibility aspirations.



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.

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:

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| Greenhouse Gas Emissions Reduction | Reclamation and Land Rehabilitation |
| Biodiversity Conservation | Community Action Plan |
| Waste Management | |

