

# Goals that Inspire: ESG 2030 Index

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

● Good Progress   ● Slow Progress   ● Goal Achieved