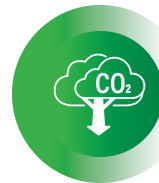




LAND MANAGEMENT & BIODIVERSITY

We are the responsible steward for over 80,000 acres of land across our footprint. Planning for responsible land use is embedded throughout the life cycle of our operations – from our careful approach to early development and operational planning to our production phase, all the way through our collaborative reclamation process aimed at protecting, restoring, and nurturing the land and bio-diversity. Over the decades, we have helped restore a wide variety of ecosystems including wetlands, forests, ranchlands, shorelines, prairies, and more.



Approach

Our work in protecting the natural environment is a company-wide effort, and our approach to responsible land management is highly localized and targeted to the unique needs of our sites' respective communities. Due to the nature of our business, some Covia operations are in high-sensitivity biodiversity areas. We recognize that it is of upmost importance to protect and conserve the natural environments where we operate, and we have multiple initiatives in place to minimize our footprint.

Our initiatives include:

- **Training** – We believe that training team members on local biodiversity and ecosystem topics is crucial to good environmental stewardship. Topics covered under multiple environmental training opportunities include Environmental Onboarding, New Mine Development, Stormwater Best Management Practices, and the National Pollution Discharge Elimination System (NPDES) – Stormwater Pollution Prevention Program (SWPPP).

- **Community Action Plans** – Every Covia site is required to submit a Community Action Plan (CAP) that specifies areas of priority for managing environmental opportunities and upcoming reclamation projects in the neighboring communities. These plans are evaluated on a site-by-site basis to have the greatest impact at a local level.
- **Conservation Plans** – Each Covia site is required to have a site-specific conservation plan by 2030 that represents our dedication to safeguarding biodiversity, mitigating environmental disturbances where possible, and advancing sustainable practices throughout our various activities. These plans are not static documents but rather an evolving framework that will improve over time, guided by ongoing research, technological advancements, and community feedback. Covia is committed to regular assessment, continuous improvement, and the implementation of best practices to ensure that the operation exemplifies the highest standards of environmental responsibilities.
- **Reclamation** – Covia recognizes the importance of biodiversity and reclamation and has integrated both factors into our business strategy. We implement reclamation/restoration plans that promote wildlife and habitat conservation, including for avian species, reptiles, and pollinators, where feasible, on the land under our care. In selecting restoration projects, we choose those that are locally appropriate, ensuring that our strategies align with the unique ecological conditions of each site. When restoring a property or project, we engage local communities, environmental partners, and wildlife experts to understand how the land should be returned to supports both local species and broader environmental goals.
- **Risk Management** – Annually, each Covia site must complete their risk register to help identify any potential concerns and corrective actions for risks associated with their sites. This includes evaluating various biodiversity and ecosystem considerations such as land conversion as well as protected species and landscapes.

2030 GOALS THAT INSPIRE:

1. Implement a conservation biodiversity initiative at all sites, with 50% of our mining and processing sites holding Wildlife Habitat Council (WHC) certification or equivalent.
2. Develop a conservation plan for 100% of our mining and processing sites that have a species-at-risk present.
3. Improve ratio of land rehabilitated to land disturbed.*

SUPPORTING POLICIES:

- Environmental Policy
- Reclamation Policy

*Compared to a 2021 baseline.

We engage with third parties, as necessary, to assess species-at-risk at certain Covia projects. These third parties are helping us standardize our assessments for every site that has a species-at-risk present.

- **Stakeholder Engagement** – We engage neighbors, governments, indigenous groups, and cross-disciplinary experts to fully consider ecological, social, and economic factors in our land use.
- **Biodiversity Partnerships** – Our partnership with Wildlife Habitat Council (WHC) spans more than 30 years, demonstrating Covia's long-standing commitment to conservation. Partnering with WHC continues to help us align our land use and management efforts with best practices for biodiversity and ecological balance.

In addition, we maintain biodiversity partnerships that reflect our sustainability commitments and enable us to make a positive impact on a wider scale. By supporting organizations such as Ducks Unlimited, the Arbor Day Foundation, Monarch Joint Venture, and Pheasants Forever, we are helping to restore and protect a diverse range of ecosystems and habitats throughout the world.



LAND MANAGEMENT AND BIODIVERSITY OVERSIGHT

Covia's land management and biodiversity processes and procedures are monitored and overseen by the following:

VP, Environmental, Health & Safety

Reports to the Chief Operations Officer and oversees compliance with environmental standards for projects and operations and regularly reviews environmental performance risks and strategic issues, including those related to biodiversity and land matters.



Director, Environmental

Reports to the Vice President of Environmental and oversees use, preservation and development of land at Covia.



Environmental Business Partners

Report up to the Vice President of Environmental and are responsible for individual sites compliance with environmental standards and projects for operations; regularly reviews environmental performance and opportunities related to biodiversity and land matters.



Reclamation and Land Rehabilitation Steering Team

Responsible for developing formalized procedures and workflows to more appropriately budget for reclamation and ensuring our sites have the resources they need to prioritize safeguarding local ecosystems.



Biodiversity Steering Team

Responsible for developing formalized procedures and workflows ensuring our sites have a standardized approach to various biodiversity risks and opportunities and provides a continuous improvement environment for sites' conservation programs.