

Index of Covia's Goals that Inspire: ESG 2030

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