



**Our People.
Our Planet.
Our Communities.**

Driven By Our Clearly Covia Values.

2020 CORPORATE RESPONSIBILITY REPORT

About the Company



41

Production Facilities



30.5

Million Tons Sold



2,000+

Customers



2,163

Employees

Covia is a leading provider of diversified mineral solutions to the glass, ceramics, oil and gas, coatings, metals, foundry, polymers, construction, water filtration, sports and recreation markets.

Covia serves its Industrial customers through a broad array of high-quality products, including high-purity silica sand, nepheline syenite, feldspar, clay, kaolin, and coated materials, delivered through its comprehensive distribution network. Covia offers its Energy customers an unparalleled selection of proppant solutions, additives, and coated products to enhance well productivity and to address both surface and down-hole challenges in all well environments.

In our transition to a private company, we enacted changes in our governance structure. Upon emergence from our restructuring, we emerged as a limited liability company with a new, five-member Board of Managers. For more information, please visit <https://www.coviacorp.com/about-us/board-of-managers>.

Although we are no longer publicly traded, we still employ public company behaviors, such as conducting audits, and tracking environmental, health and safety performance indicators to ensure strong governance.

While we introduced a new Code of Business Conduct and Ethics early in 2021, there are no material changes to note regarding the function of the Code.

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Message from Chairman of the Board & Acting CEO



Dear fellow Covia Stakeholders,

2020 will be remembered as the year when the global pandemic changed the way we live and work. I am proud of how our Team Members, led by our Clearly Covia Values, adapted during this period of significant change. Some examples include:

- **Safety First** – Covia quickly created a COVID Response Team (CRT) to implement best practices to operate safely.
- **Deliver on Promise** – Team Members demonstrated great dedication and perseverance in continuing to serve customers with the products they needed throughout the pandemic.
- **Act Responsibly** – We continued to invest in our communities, including pandemic response programs. We also committed a minimum of 10 percent of Covia's annual Community Investment budget to be allocated toward organizations that support Social Equality awareness.
- **Be Different** – Team Members developed creative solutions to help their colleagues, including donating large quantities of masks and respirators to hospitals and medical services experiencing unprecedented supply shortages. Team Members also created distance choirs to bring singing and joy directly to people's homes and many other creative solutions to keep communities and loved ones safe during unprecedented times.

The pandemic also had a significant impact on the markets we serve. In response we took several actions, including a financial restructuring, to create a more sustainable cost and capital structure better aligned with the needs of our customers.

As a result of the restructuring, we are now a privately held company committed to strong governance practices and will maintain many of the functions we had as a public company. This includes a new Board with individuals from diverse backgrounds.

Throughout 2020, we continued building on our track record of environmental, social and governance (ESG) accomplishments. From providing products that support a circular economy to creating an employee-led D&I Council, Covia's Team Members made significant achievements to advance ESG initiatives. We invite you to read more about these in this report.

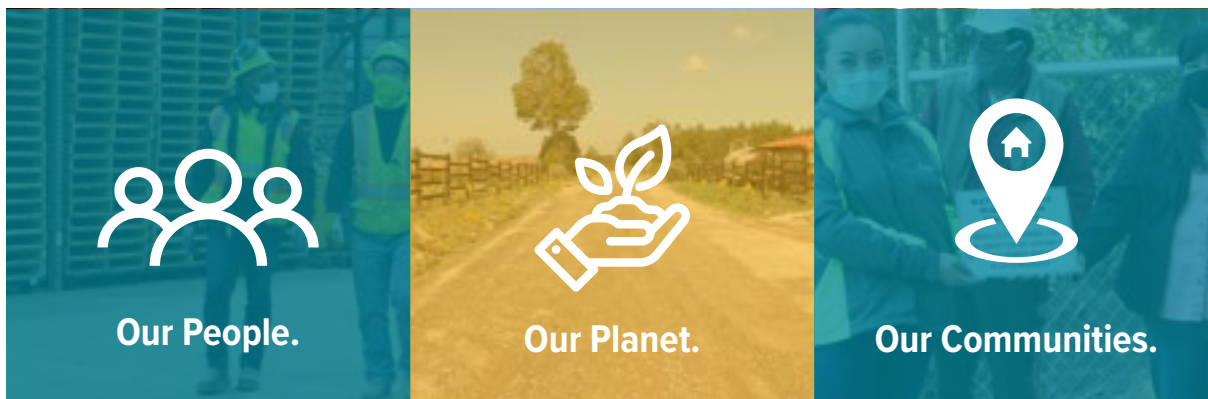
We thank our employees, customers, suppliers, communities, investors and other stakeholders for their help in navigating the challenges of 2020. As a result of working together, we are now a stronger organization and we look forward to achieving great success while living our Clearly Covia Values.

A handwritten signature in dark ink that reads "Shawn D. Williams". The signature is fluid and cursive.

Shawn Williams
Chairman of the Board & Acting CEO

About This Report

Thank you for your interest in Covia's 2020 Corporate Responsibility (CR) report. This report provides an update on our CR journey and shares highlights and milestones from 2020. Our report is built around the three pillars of our CR efforts:



As with our 2019 CR report, we are using the Sustainability Accounting Standards Board (SASB) standard for the Metals & Mining industry to inform our stakeholders about our performance on important topics and measure our progress. The SASB standard aligns well with our internal operating metrics and serves the ESG and sustainability information needs of our key stakeholders including employees, customers, suppliers, communities and investors. We have included a table at the end of the report that discloses our SASB metrics. We also continue to report on our highest-priority topics as defined by our materiality assessment conducted in 2018 and will conduct a materiality assessment refresh.

We hope you find this report informative and inspiring and look forward to providing additional updates in the future. We welcome your feedback, which can be sent to Corporate.Responsibility@CoviaCorp.com.



Photo of a hummingbird taken at our Jaltipan, Mexico facility.

ESG Highlights		
19 Wildlife Habitat Council Certified Sites 	Covia Foundation contributed \$1.5M to Non-Profit Organizations 	24% Electricity Reduction 
28% GHG Emissions Reduction 	Clean Industry Certification 	“Go Big, Stay Local” COVID Relief donations totaled \$150,000 
D&I Council established by Employees 	Recovered 18 turtle nests and released 148 turtle hatchlings back into the environment 	Awarded inaugural President’s Safety Award to Portage Facility 
Total Safety Training per person 77 Hours 	From 2019 Lost Time Incident Rate .45 	Employees volunteered a total of 900 Hours 

Overview of Our Corporate Responsibility Strategy

The focus of our CR initiatives and how we implement our strategy continue to evolve and are influenced both by our journey as an organization and events in the world around us. In 2021, we look forward to furthering our CR efforts as we fully implement an employee-led ESG Working Group and refresh our materiality assessment to better align with the current state of our business. Taking these steps will help us create long-term strategic goals to positively impact Our People, Our Planet and Our Community. We are also specifically focusing on expanding our Diversity & Inclusion (D&I) efforts and remain committed to fostering a culture of respect, tolerance and inclusion. We are determined to be part of the solution by continuing to examine our actions and challenge ourselves to uphold the commitment to treat each other respectfully and equitably. We will continue to be an ambassador for these same principles in the communities where our business and employees reside. Our success in presenting creative solutions in the workplace will be a key focus in 2021 and beyond. More about our D&I efforts can be found on page 12 of this report.

This strategy is all built upon our Clearly Covia Values, which are foundational elements of Covia's culture and behaviors.

			
Safety First.	Be Different.	Deliver on Promise.	Act Responsibly.
Safety starts with me. Live the lifesaving rules. Bring safety home.	Create a place where bold things happen. Be inclusive and promote diversity. Speak up, listen and challenge the status quo.	Be accountable and trust others. Build collaborative teams and empower them. Exceed expectations. Celebrate success.	Protect our planet. Strengthen our communities. Advance prosperity for all stakeholders.

Our Clearly Covia Values and behaviors – **Safety First, Be Different, Deliver on Promise and Act Responsibly** – are at the heart of our commitment to CR. These Values are embedded at every level across our organization, from our Board of Managers and senior leaders to our employees at all our global sites, and guide what we do every day.

Our CR efforts are centered around three pillars:

Our People – We strive to create a safe and healthy environment for each employee and be an employer of choice to recruit, develop and retain great talent.

Our Planet – We recognize our potential impact on and have a responsibility to protect the natural environment in all the locations where we work and live.

Our Communities – We strive to positively impact the communities where we live and work by investing time, talent and financial resources.

A man with a grey goatee and safety glasses is smiling. He is wearing a bright yellow hard hat with a headlamp and a yellow safety vest over a black shirt. The background shows large piles of sand under a cloudy sky.

Our People

We are committed to being an Employer of Choice by living our Clearly Covia Values and helping our people thrive. This means working to ensure our employees have a safe and healthy work environment across all our global sites. Our commitment is also exemplified by enhancing our diversity and inclusivity, enhancing the skills and education of our employees and offering comprehensive compensation and benefits.

Team Member at our
Best Sand facility in
Chardon, Ohio.

Safety and Health

Safety First is one of the four Clearly Covia Values. In addition, Safety and Health is the highest-ranked priority among all our materiality topics because of its significance to our stakeholders and our fundamental belief that all employees deserve a safe environment – both at work and at home. We take numerous steps to improve safety for our employees and their families.

To follow through on this commitment, we have programs in place to help ensure accountability and responsibility for safety and health. For example, the compensation of our CEO and our entire leadership team depends, in part, on our annual workplace safety performance to drive top management accountability. For these executives, safety is part of their incentive-based compensation. This is consistent with our approach to fostering a performance-driven culture.

As the world faced the COVID-19 pandemic, we placed additional emphasis on improving the safety and health of our employees across all our locations. We assembled a COVID Response Team (CRT) that continues to develop and monitor critical safety and health protocols, enabling our employees to safely serve our customers and

supporting employees and their families at home. We are proud to report that in 2020 we met all leading and lagging indicator targets (which are already favorable to industry averages), a goal that we could only accomplish with the combined commitment of all our employees.

Contractor and Customer Safety

We hold our contractors to the same safety performance standards to which we hold ourselves, which are to meet or exceed applicable federal, state and local regulations. Our independent contractor safety program includes safety pre-qualification and training on hazard warning recognition. This includes site-specific training for visitors, and additional education for contractors working onsite for extended periods of time.

To support customer safety, we update and provide Safety Data Sheets for all our products. This enables our customers to develop safety guidelines and proper handling procedures.

Below is our 2020 company-wide safety and health data for both employees and contractors.

2020 Safety and Health Data*

Worker Type	Injury Rate	Near-Miss Rate	Lost Time Incident	Average Hours of Training
Covia Employee	1.20	6.15	0.45	47
Covia Contractor	0.19	0.00	0.00	30
MHSA Employee Average	1.66	N/A	1.17**	N/A
MHSA Contractor Average	1.02	N/A	0.61**	N/A

Workforce Health & Safety

	MSHA All-Incidence Rate**	Near-Miss Rate**	Average Hours of Training
Employees	1.20	6.15	47
Contractors	0.19	0.00	30

* Rates are based on criteria used by the U.S. Mine Safety and Health Administration. Rates are calculated as the number of cases multiplied by 200,000 divided by the number of work hours.

**U.S. Mine Safety and Health Administration (MSHA) non-fatal days lost incident rate

In 2020, we launched our President's Safety Award, which recognizes operational facilities for significant team achievements that promote a strong safety culture, and that identify, prevent or correct safety-related issues while supporting Covia's **Safety First** value. This award focuses on the achievement of critical key performance indicators, including lost-time incidents, modified duty incidents, safety-related actions on-time, dust sampling on-time, incident investigations completed within 28 days and near-hit incidents – all which help meet production goals in a safe manner. In 2020, our Portage, Wisconsin, plant was the winner of our inaugural President's Safety Award (Please see Page 15 for more information about the Award and winning facility).

Safety and Health Management System

We are committed to implementing, operating and continuously improving our Safety and Health Management System (SHMS) to ensure a healthy and safe work environment. As part of our SHMS, we maintain policies and procedures that align with the Occupational Health and Safety Assessment Specification (OHSAS) 18001 and cover a wide range of topics, which include Mine Safety, Fall Protection and Burner/Flame Safety. We have a set of Lifesaving Rules as well as an Emergency Action Plan that covers a variety of situations.

Our SHMS continues to evolve as we identify and integrate emerging best practices to create a uniform set of requirements, policies and practices across the

company. We also continue to expand our efforts in areas such as hazard identification, training and office safety. For example, in 2020, we implemented an in-field SLAM (Stop, Look, Analyze and Manage) risk audit process requiring our plant and operations managers to perform quality control checks. This process resulted in approximately 1,600 in-field interactions between our managers and front-line workers.

Safety Training

We provide regular training on our safety policies and procedures, including annual emergency action drills. New employees working in logistics and manufacturing receive a minimum of eight hours of safety training, and new employees in our mining operations receive a minimum of 24 and 40 hours of safety training for our surface and underground operations, respectively. We provide additional safety instruction in the field, including task-based training, and require annual safety training for all operations employees. In addition, our intensive, multi-day safety training boot camp is designed for new safety and health employees, front-line supervisors, operations managers and plant managers.

Our commitment to safety training remained steadfast throughout the pandemic in 2020. In prioritizing the safety of our employees, our in-person bootcamps were deferred until 2021. In their place, our team of Safety & Health professionals conducted monthly, regional Safety & Health teleconferences with our plant managers,



Team Members participating in Safety Day 2020.

operations managers and safety & health resources in the field. We retained our commitment to our annual Safety Day while mandating CDC COVID-19 protections (i.e. social distancing, facial coverings and personal hygiene). This program supports our aspirational goal of zero harm and increases awareness and knowledge of safety practices among our employees. Each site chooses the activities most relevant to their operation, with an additional focus on key risks known across the company. More information about our 2020 Safety Day event is included in the feature story in this section.

Incident Investigation

Prevention is our primary focus regarding injuries and illness. Our behavioral approach to safety and health, called “Safety Starts with Me,” focuses on providing positive feedback when safe and healthy behaviors are observed. We feel that by positively reinforcing safe and healthy behaviors, they are embedded into our everyday actions.

We continue to develop situational awareness of our front-line supervisors and workers so they can identify risks or hazards before they become even minor incidents. We are especially focused on hand, shoulder and back health and reducing the potential for slips, trips and falls. We strive to create a culture where reporting concerns, potential risks and hazards and near-misses is expected and valued.

When incidents do occur, we have a robust, systematic approach to determine primary contributing factors. Our Incident Cause Analysis Method (ICAM) focuses investigations on failed or missing defenses and organizational contributing factors. Learnings gleaned from this approach are used to improve processes, procedures and safety training and are shared broadly across the organization.

Occupational Health

Covia is vigilant in protecting our employees from potential respirable crystalline silica dust exposure and leverages a hierarchy of controls to limit exposure. We regularly conduct dust exposure monitoring via both personal and general area sampling. Job positions or areas are investigated and considered for actions to reduce exposures.

We administer a robust medical surveillance program for plant employees to help protect and reduce the risk of occupational diseases such as silicosis. This program includes biennial chest x-rays, pulmonary function tests and respirator fit testing. We also require a representative sample of workers to wear exposure monitoring devices that collect respirable dust to quantify exposure.

In addition, we incorporate occupational health into our product development. For example, our DST™ (Dust



Dust Suppression Technology is a coating that reduces respirable silica. This innovative offering helps our customers improve employee safety and comply with new OSHA standards.

Suppression Technology) treated sand helps customers reduce respirable silica exposure and comply with OSHA standards for permissible exposure limits. In our foundry business, our Technisand® advanced resin-coated technology allows users to lower hazardous air pollution, free formaldehyde and free phenol levels compared to traditional foundry sands, which creates a safer environment for foundry employees and communities surrounding the foundries.

Employer of Choice

We aspire to be an Employer of Choice guided by our Clearly Covia Values: **Safety First, Be Different, Deliver on Promise and Act Responsibly**. We take this role seriously and proactively work to create a supportive work environment throughout our employees' tenure at Covia.

Diversity & Inclusion

Covia placed an increased focus on its D&I efforts in 2020, led by former CEO and President Richard Navarre's commitment to improving D&I across the organization. He advocated for the need to move forward with both thoughtful insight and speed to make meaningful impact.

Covia's D&I Steering Committee, which is comprised of senior leaders and is the executive sponsor of Covia's D&I efforts, assembled a D&I Council comprised of cross-functional and diverse members from multiple locations. Each member was required to apply for the role and was vetted during a thorough review process. The Council's primary role is to develop the next iteration of Covia's D&I strategy and create an actionable implementation plan. This will include assessing current procedures and documents to ensure they are inclusive while also creating new pathways to enhance D&I. In addition, Covia is working with an external expert to support adoption and implementation of best practices.

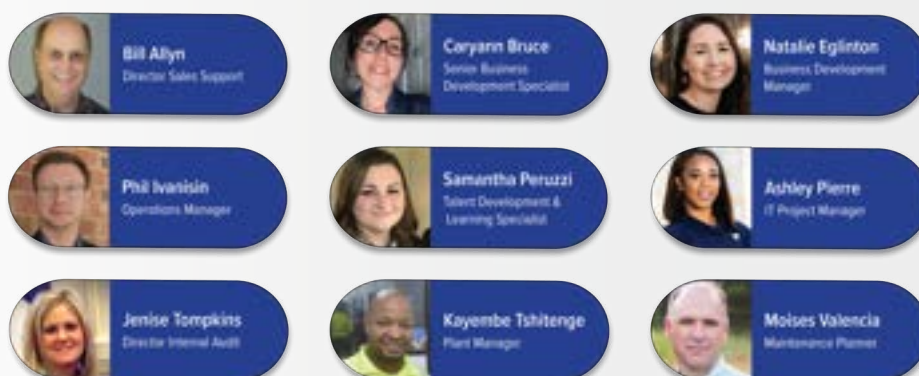
Talent Management

Covia offers employees talent development programs and learning resources that support performance on multiple levels. These programs align to the skill requirements and competencies associated with specific functional and leadership roles.

Our 2019 investment in our e-learning platform proved fruitful as we began offering an increasing number of virtual classes and training in 2020. We fully transitioned all legal and compliance training to the new platform and began incorporating our safety training in the platform as well. In addition, other areas of the organization that have their own training courses are starting to deploy them through our e-learning platform. By using a centralized system, all employees have access to online learning, and we can develop learning plans and track progress more efficiently.

In 2020, we continued to offer the Covia Leadership Experience (CLE). This workshop series supports the growth and development of our leaders at various points in their careers, from first-time functional managers to senior leaders. As part of our succession planning process, our managers and leaders are also better equipped to identify Covia's next generation of leaders.

Meet Covia's Diversity & Inclusion Council



Our performance management program includes a holistic approach to talent growth and development. With a focus on driving a culture of performance and accountability, the process includes formal and informal feedback between manager and employee to reinforce the values, behaviors and responsibilities expected of all Covia employees. Launched in May 2020, our UKG (formerly UltiPro) performance management system enables leaders to work with their employees to set annual objectives aligning with their functional role, which are tracked and measured throughout the year for informal follow-ups as well as formal reviews. Employees also participate in online safety and cybersecurity training which will be transitioned to Polaris, Covia's Learning Management System, to allow for easier access and better tracking.

Engaging Our Employees

Employee engagement has always been important to Covia's success, and in 2020, it became even more critical as the COVID-19 pandemic impacted our organization, our employees and our families. We made a concerted effort to connect with and support our employees at all our locations. We also leveraged the feedback from our 2019 employee engagement survey to make these interactions as meaningful as possible. This included more frequent communications from our CEO and senior leaders and greater use of Covia Go!, an app that provides important company information to all employees, including those who do not have access to a company email account or intranet. In late 2019 and early 2020, more than 180 employees participated in focus groups and the results will be utilized to enhance employee engagement groups, including our D&I Council.

Since we could not gather in groups, much of our traditional employee engagement activity occurred virtually in 2020. We transitioned annual events such as Safety Day and our celebration of World Environment Day to virtual platforms, enabling employees at all our locations to participate. More information about both events is included in the feature stories in this report. Another avenue for employee communication is our Sand Paper newsletter, which is distributed to all employees and highlights employees and groups who embody our Clearly Covia Values.

As we look ahead, we plan to further increase our communications to employees and leverage our e-learning platform to develop and deliver courses for our employees that relate to their functional or job-specific roles. Our goal is to deepen our culture and increase engagement by helping employees better understand how their role supports the customers we serve.

Labor Management

As of December 31, 2020, approximately 38 percent of our employees were parties to collective bargaining contracts in the U.S., Canada and Mexico. We continue to have strong relationships with union representatives and have historically been able to successfully extend and renegotiate collective bargaining agreements as they expire. We have not experienced a significant work stoppage or strike at any of our facilities in nearly 20 years. We do not employ child labor or forced labor in our operations in any country where we operate. We also will not knowingly engage with a supplier that directly or indirectly does engage in child or forced labor.

Compensation and Benefits

To recruit and retain talented employees, Covia offers competitive compensation and benefits packages.

At the end of 2020, 62 percent of our 2,163 employees were based in the U.S. While specific compensation and benefits vary globally and are based on regional practices, our U.S. full-time salaried and hourly employees receive a comprehensive benefits package that includes:

- Comprehensive medical, dental and vision benefits for employees, spouses and dependents, which includes free preventive care
- 401(k) retirement savings program with company matching contributions
- Short-term and long-term disability benefits
- Flexible Spending Accounts for both healthcare and dependent care
- Health Savings Account with company contribution
- Employee life and AD&D insurance benefits

Supporting Our Employees During a Pandemic

As the COVID-19 pandemic spread across the globe, supporting employees quickly became a top priority. Covia assembled a cross-functional COVID Response Team (CRT) that is responsible for developing and implementing policies and procedures to keep employees safe and healthy both at work and at home. Together, the CRT:

- Developed standards for all facilities to implement locally such as social distancing, facial coverings, personal hygiene and appropriate surface and equipment disinfecting practices.
- Increased communications with employees via both company-wide and site-specific messages.
- Educated our workforce with science-based information about COVID-19 and how to stay safe and healthy.
- Provided additional paid time off (PTO) to employees who were recovering from COVID-19, assisting family members who were infected, needing to quarantine or needing time off for childcare needs.

The CRT continues to monitor the pandemic and update policies and procedures as needed. For example, with the rollout of the COVID-19 vaccine(s), Covia is providing additional scientific updates on the vaccine and PTO to employees who receive the vaccination.



Plexiglass was installed in breakrooms so Team Members can safely have lunch.

Portage Site Wins Inaugural President's Safety Award

2020 marked the launch of the President's Safety Award, which recognizes a site for its exemplary achievements in protecting the safety and health of its employees. The inaugural award was presented to the Portage facility in Wisconsin.

One of the ways we live our **Safety First** value is by recognizing our Covia Team Members and facilities who exceed expectations with their dedication to safety. Thank you to the Team Members at the Portage facility for leading the way in our safety journey. This award is one way we express our appreciation for their dedication to **Safety First**.

Through their collective efforts, the Portage site achieved the following results:

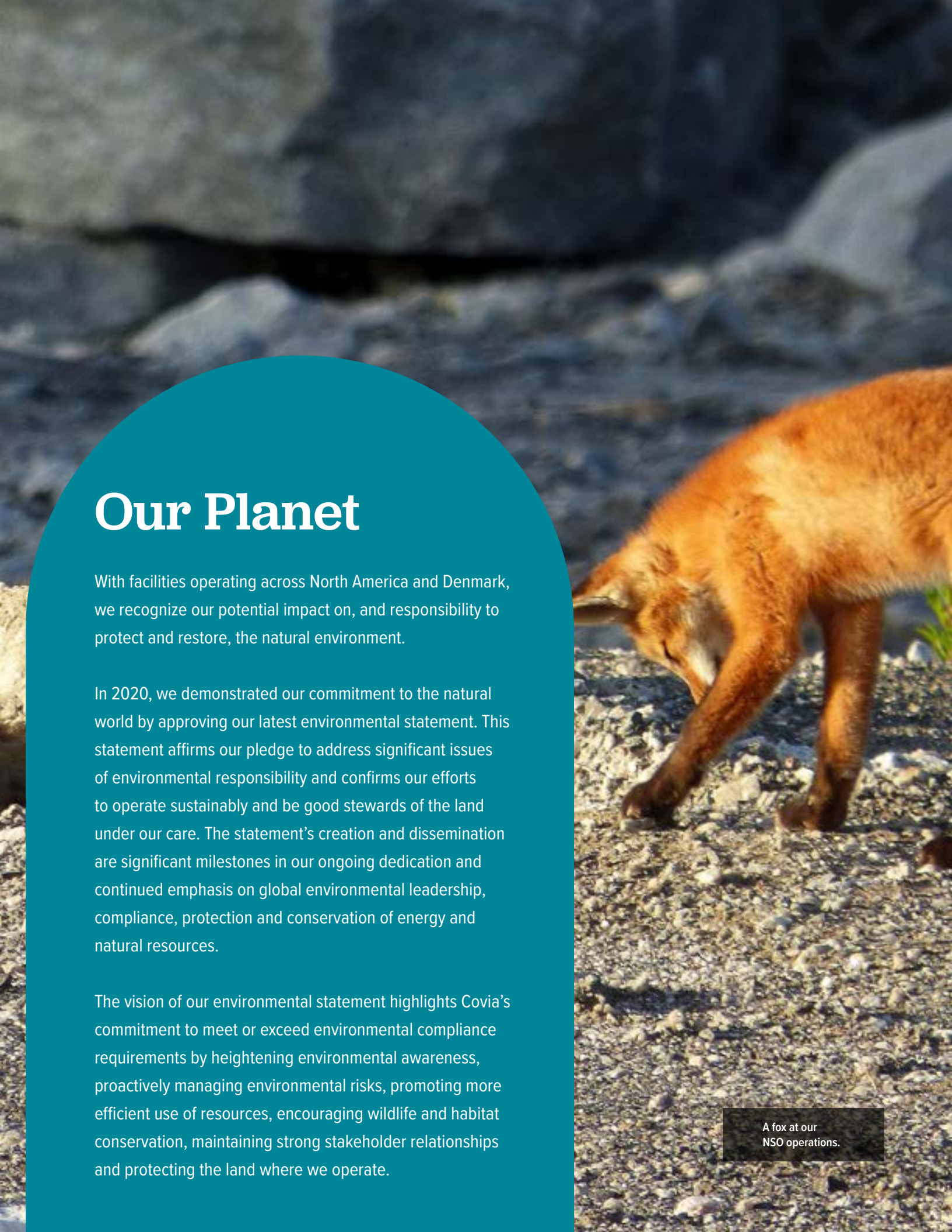
- Zero lost time incidents
- Zero modified duty incidents
- 100 percent of safety-related actions completed on-time
- 100 percent of dust sampling completed on-time
- 100 percent of incident investigations completed within 28-days
- Recorded the most favorable of near-hit incidents within Covia



In recognition of this achievement, Portage team members received a monetary award, a Covia jacket and will have a celebratory event with Covia Leadership (once travel restrictions are eased). In addition, the President's Award Trophy will remain onsite at Portage as a reminder of the team's dedication and commitment to **Safety First**.



Portage facility Team Members.

A photograph of a red fox walking across a gravelly surface. The fox is in the lower right portion of the frame, moving towards the left. The background consists of dark, jagged rocks. A large teal semi-circle is overlaid on the left side of the image, containing the text.

Our Planet

With facilities operating across North America and Denmark, we recognize our potential impact on, and responsibility to protect and restore, the natural environment.

In 2020, we demonstrated our commitment to the natural world by approving our latest environmental statement. This statement affirms our pledge to address significant issues of environmental responsibility and confirms our efforts to operate sustainably and be good stewards of the land under our care. The statement's creation and dissemination are significant milestones in our ongoing dedication and continued emphasis on global environmental leadership, compliance, protection and conservation of energy and natural resources.

The vision of our environmental statement highlights Covia's commitment to meet or exceed environmental compliance requirements by heightening environmental awareness, proactively managing environmental risks, promoting more efficient use of resources, encouraging wildlife and habitat conservation, maintaining strong stakeholder relationships and protecting the land where we operate.

A fox at our
NSO operations.

Environmental Responsibility

Our updated environmental statement codifies our comprehensive approach to protecting our environment. Covia will conduct business as a responsible corporate citizen by striving to:

- Conform with applicable environmental requirements and industry standards
- Understand potential impacts to the environment and minimize risks and liabilities
- Operate sustainably
- Be good stewards of the land under our care

Covia facilities across our footprint produce a variety of products and solutions to foster a better planet, including glass-grade sand for sustainable packaging, micronized silica for fiber glass that reduces energy consumption and sand for water filtration. Throughout our product development process, we target new offerings that promote a circular economy and improved efficiency of natural resources. Our commitments to clean air and water, limited waste, low energy use, safe usage and sustainable land use are embedded throughout our operations.

Waste

Proper management of our mineral and operational waste extends beyond complying with regulations to ensuring we keep our employees and communities safe while simultaneously protecting our natural environment. We annually review our mineral waste disposal plans that track and account for waste generated across our mines.

Site-specific recycling programs at various facilities are benefitting our local communities. These and similar local initiatives empower employees to protect our shared natural environment by making impactful changes to their daily routine.



Water

Efficiently managing water use and protecting water quality at discharge protects our communities and prevents business interruptions. Each of our sites follow a unique surface water management plan designed to meet local, state and federal regulatory requirements. All sites also complete water risk assessments to ensure business continuity, and where applicable, identify and evaluate operational impacts.

Our sustained efforts are making a tangible difference in the communities in which we operate.

In Mexico, for example, we have reduced our water consumption as part of an intentional community investment plan and advanced in voluntary environmental audits promoted by the federal government, which has granted three clean industry certifications at three plants, demonstrating Covia's commitment to be responsible environmental stewards for residents. Additional details about this initiative are shared in the Communities section of this report.

In Canada, we are undertaking a multi-year modernization project at our nepheline syenite operations. In addition to improved worker safety and expanded capacity to meet growing demand for this mineral, the modernization will have multiple environmental benefits including improved energy efficiency, improved storm water retention and an upgraded septic system. We expect to complete this project at the end of 2021 or in early 2022.

Covia offers customers nepheline syenite, a unique mineral that provides multiple benefits:

- **Worker Safety** – free from respirable silica
- **Customer Safety** – reduces the need for volatile organics in paints
- **Environmental Impact** – lowers melting point for glass, which reduces energy composition for our glass customers

Climate Change

Mining is an energy-intensive business. Reducing our energy consumption and managing risk are vital to operating efficiently, reducing costs and decreasing greenhouse gas (GHG) emissions. We monitor and collect Scope 1 and Scope 2 GHG emissions and energy use data at our mines and processing facilities.

Our efforts in 2020 included increasing the use of cleaner fuels, driving operational efficiencies and electing to participate in a U.S. carbon tax program that provides the dual benefits of reduced fuel emissions and cost savings.

We thoroughly reviewed our logistics process to optimize all opportunities and further streamline the customer experience. Our consolidated production has led to higher and more efficient utilization at our plants, resulting in reduced energy consumption. Looking ahead, we are exploring automating logistics processes

to improve speed, further reduce energy use and lower our paper usage. By fostering increased collaboration and coordination between departments across Covia and regularly executing simulation models, we are better positioned to protect the natural environment while continuing to **Deliver on Promise**.

We continue to track and quantify air emissions, including GHG, at each of our operations, setting baselines against which to measure our future progress. We monitor fugitive dust, particulate and other types of air emissions related to the mining, processing and transportation of our products, especially respirable crystalline silica (RCS) dust. Following advanced control mechanisms, such as the use of belt controls, dust collectors and wet sprays, helps to mitigate our impact. In addition, we require safe handling practices across our footprint.

Total Energy Usage

	2019*	2020	
Energy Source	Amount Consumed	Amount Consumed	Change 2020 vs. 2019
Electricity	634.0 million kWh	478 million kWh	-156
Natural Gas	62.9 million therms	38.5 million therms	-24.4
Propane	5.2 million gallons	5.2 million gallons	0
Diesel / Used Oil	7.5 million gallons	8.1 million gallons	0.6
Gasoline	0.4 million gallons	0.3 million gallons	-0.1
Tons sold	30.5 million	23 million	-7.5

GHG Emissions

	2019*	2020	Change 2020 vs. 2019
Scope	Metric Tons CO ₂ e	Metric Tons CO ₂ e	
Scope 1	438.8 thousand	314.9 thousand	-123.9
Scope 2	446.7 thousand	297.8 thousand	-148.9

Scope 1, or direct emissions, and Scope 2, or indirect emissions, are determined using measured facility inputs (fuels), and established US EPA emission factors for CO₂ and CO₂e.

*Data excludes our Calera, Alabama facility and the Winchester & Western Railroad, which were divested in Q3 of 2019.



Covia's Karner Blue Butterfly Habitat located in Tunnel City, Wisconsin.

Biodiversity Impacts

At Covia, responsible land management is a core element of our environmental policy. We recognize the importance of our role in the long-term viability of these shared lands and their impact on the broader community.

Sound reclamation practices are threaded throughout the life cycle of our mining operations, including pre-mine development, operation, rehabilitation and beyond. Recognizing the communities in which we operate are as unique as our custom-tailored solutions, we pride ourselves on being responsive to the needs of our neighbors and local communities. Preserving and supporting biodiversity is an important part of our sustainable practices.

Throughout Covia's history, our local teams have been empowered to implement biodiversity initiatives specific to their location and to forge local partnerships to expand our impact. Two such examples include the ongoing efforts of our Tunnel City, Wisconsin, team to support habitat restoration work at a Karner blue butterfly recovery site and the conservation efforts of our Dividing Creek facility in southern New Jersey to create a foraging and nesting habitat for quail communities.

Our long-standing partnership with the Wildlife Habitat Council (WHC), which has spanned over three decades, continues to help us align our biodiversity and land management standards with best practices. Our Huntersville, North Carolina, property, which is highlighted in a feature story in this section, is our first company office to achieve WHC certification.

2020 marked the third year of our five-year, \$1 million partnership with Ducks Unlimited, a leader in wetlands and waterfowl conservation. Covia has provided financial support and thought leadership through board service to the grassroots, volunteer-based organization to further the conservation of landscapes, enhance wetland environments, and increase education on the importance of wetland systems for waterfowl and the surrounding ecosystem.

Celebrating World Environment Day

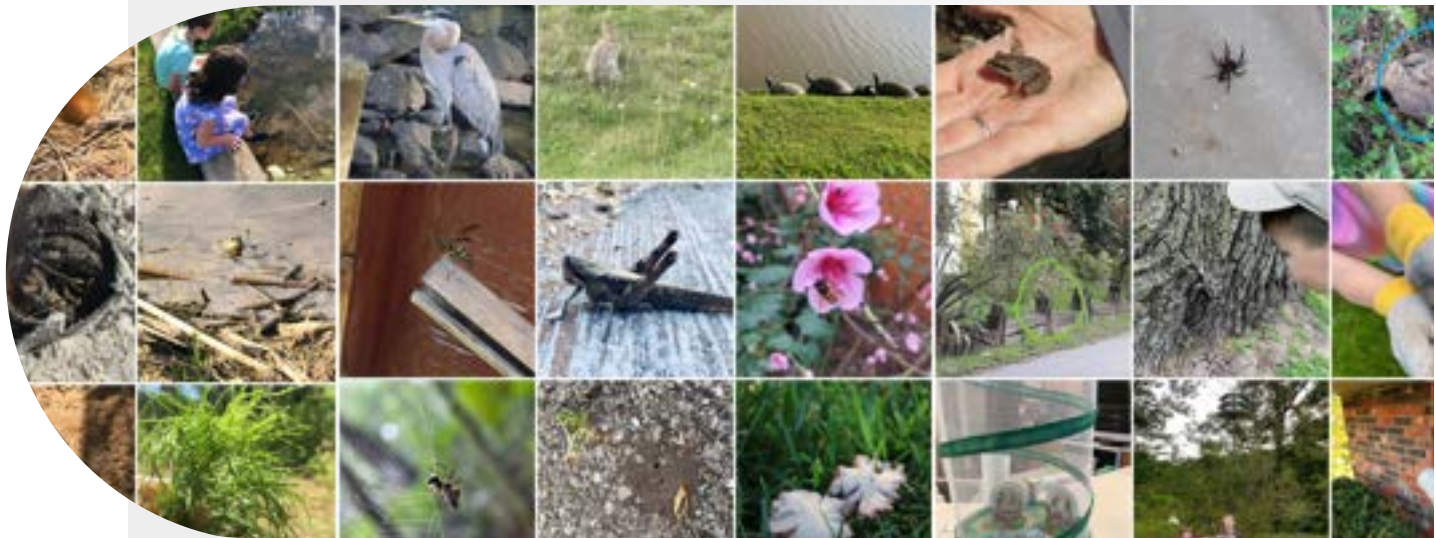
In celebration of World Environment Day, Covia's environmental team partnered with the Wildlife Habitat Council (WHC) to create a series of interactive challenges to encourage employees and their families to get outside, safely explore and document their natural environment. In weekly biodiversity-themed scavenger hunts, employees and their families searched for evidence of native fauna and foliage, snapping photos to share with fellow Covia naturalists.

The celebration culminated on June 5, 2020 – World Environment Day – with a live, virtual discussion between Covia Chief Operating Officer Campbell Jones and WHC President Margaret O'Gorman. This discussion focused on the importance of our environmental programs and how Covia has leveraged its partnership with WHC to promote ecological stewardship.

The webcast celebrated the final participation winners of our Biodiversity Scavenger Hunt as well as the grand prize winner of our 27th Annual WHC Calendar Photo Contest.



2020 WHC Photo of the Year taken by Team Member Roberto Castillos from Covia's Lampazos, Mexico Facility.



Photos from the World Environment Day scavenger hunts.

Huntersville Office Earns WHC Certification

In 2020, our Huntersville, North Carolina, office became Covia's first administrative location to be certified by the Wildlife Habitat Council (WHC). This is in addition to 19 other Covia facilities that have been certified by WHC.

North Carolina is home to 36 different snake species; of those, four are protected. Our local WHC team created a unique, engaging project designed to educate fellow Covia employees about local flora and fauna, including snakes.

Inspired by a nearby walking trail and pond that is home to several species of snakes, the WHC team sought to share information about the area's biodiversity and how to identify different species. Partnering with a local reptile expert, the WHC team offered a hands-on learning session to improve understanding of the benefits and protection of snakes.



Huntersville, North Carolina Safety Day presentation.



Covia Team Members learning about local snake species.



Our Communities

We believe that when our communities thrive, we all benefit. Our Company and employees strive to make a powerful impact on the communities where we live and work by investing time, talent and financial resources. By living our Clearly Covia Value of **Act Responsibly**, we help improve the communities we call home.

Natalie King, Covia Team Member, volunteering at the Angels and Sparrows holiday party in Huntersville, North Carolina.

Community Investment

Covia's Community Investment Policy supports community investment through cash grants, in-kind donations and volunteer efforts, including: 24 hours of annual paid volunteer time, a 1:1 matching gift up to \$1,000 annually, and a dollars for grants for volunteers, which provides grants to tax-exempt organizations where Covia employees voluntarily share their personal time and talent.

Additionally, as part of the Community Investment Policy, we have included a Disaster and Hardship Relief and Employee Relief Fund. We know that natural disasters and other personal tragedies occur, and many people do not know what to do next or where they can get help. So, we created a fund that helps our Covia Team Members if they experience a personal tragedy due to a federally declared disaster. This portion of the policy also helps Team Members actively support their Covia peers in need.

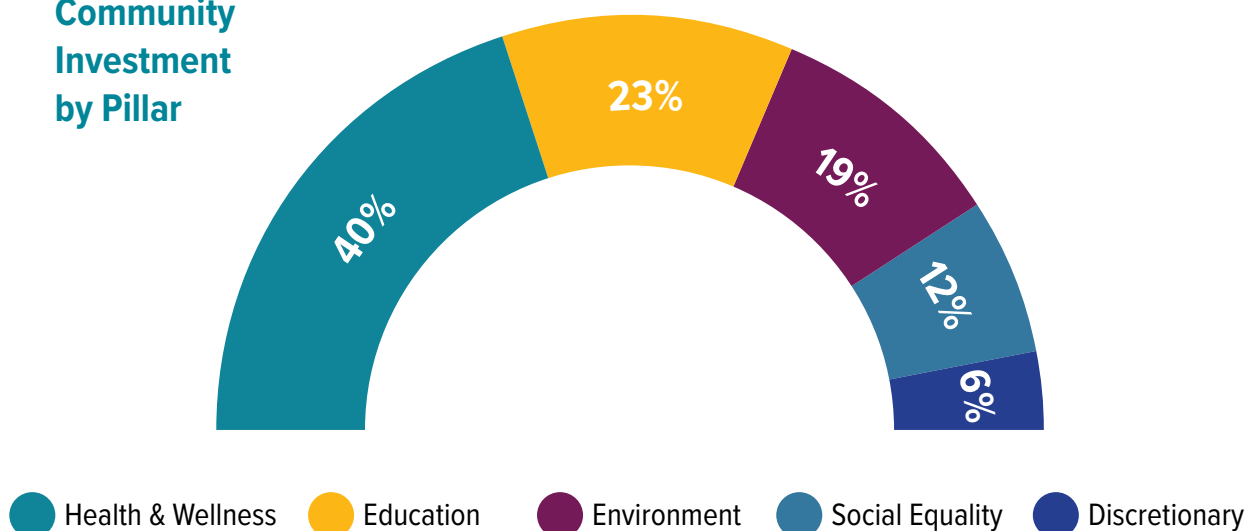
As with all parts of our business, our community investment strategy was impacted by the COVID-19 pandemic. In 2020, we modified our volunteering to adhere to social distancing restrictions and increased financial donations to drive impact. In total, we invested over **\$1.5 million** into our communities. As a Company, we also gave over **900 hours** of paid and personal

volunteer time in 2020. In 2021, we plan to create Covia Cares Action Days to mobilize employees behind the concept of giving back and supporting our local communities.

Our investments are aligned around four pillars – Environment, Health & Wellness, Education and Social Equality. The latter was added in 2020 given our increased Company focus on improving D&I. Additionally, we committed to allocate at least 10 percent of Covia's annual Community Investment budget toward organizations that support Social Equality awareness. In 2020, we exceeded this goal, despite implementing the Social Equality pillar mid-year.

We are proud to empower our employees at facilities to direct their investments toward local projects to maximize our impact in our communities. Each facility created a team of employees passionate about giving back and that led efforts to organize outreach in their communities. Using a designated budget, each team determined which financial gifts and volunteer opportunities would best meet the needs of their local community. More than 150 employees across all our facilities were involved in these efforts.

Community Investment by Pillar



Global Community Investment Highlights

In 2020, in addition to our traditional community investment approach, we enhanced our strategy to help those impacted by the COVID-19 pandemic and increase conversations around diversity, inclusion and social equality. We supported organizations and causes spanning four countries in a variety of ways that reflect both our presence in specific countries and the unique needs of the communities there.

United States

Throughout the United States, Covia is committed to being a strong community partner and supporting the local needs at each site. Much of our community investment in 2020 was focused on supporting social equality, first responders, food banks and parks and other outdoor activities/organizations.

 Social Equality Demonstrating our commitment to improve social equality in the U.S., we made a \$25,000 investment in support of the Equal Justice Initiative (EJI), an organization whose mission is to end mass incarceration and excessive punishment to protect the basic rights of at-risk Americans. In addition to our commitment to EJI, in 2020 Covia contributed more than \$82,000 to local United Ways across our footprint to combat systemic racism and inequity. Moving forward, we will commit 10 percent of our community investment budget to social equality initiatives, a threshold we exceeded in 2020.		
 First Responders Covia contributed to more than 20 organizations with financial gifts as well as volunteer time to support first responders and their ability to keep the communities where we live and work safe.	 Food Banks Many communities and individuals who never needed the help of a food bank or meal service before the pandemic suddenly found themselves unable to afford these essential resources. In 2020, we supported more than 20 food banks with financial and in-kind gifts.	 Parks and Outdoor Activities With the increased use of parks, trails and other outdoor activities during the pandemic, Covia enhanced its funding in support of these areas that provided a much-needed sanctuary to so many.

Other Notable Contributions:

Community support: ADA Jenkins, United Way of Greater Cleveland, Crawford Sebastian Community Development Council, Fort Bend Cares, United Way of Dunn	Organizations on a mission to creating a healthier society: Alzheimer's Association, A Family Cancer Foundation, Cops for Cancer, American Cancer Society, St. Jude Children's Research Hospital, Prayers for Maria, Courtney Jones Care and Cure Foundation	Improving the lives of children: Together We Rise, Dallas DASA, Johnson County Children's Advocacy Center, Angel Reach, Child and Family Advocates of Cuyahoga County
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Mexico

Across our Mexican sites, we continue to be a strong community partner and work closely with national and local governments as well as community groups to have broad and intentional impact. In 2020, more than \$245,000 was invested back into local communities in Mexico. Examples include:

 Planted more than 69,000 trees, including 12,750 trees grown in Covia nurseries	 Helped five schools plant trees and paint	 Paved and watered roads in Ahuazotepec and Jaltipan to reduce dust and improve quality of life in the community	 Received the Clean Industry Certification from the Mexican Federal Environmental Agency government at our Lampazos, Tlaxcala and Ahuazotepec sites for demonstrating compliance with all applicable environmental regulations
 Celebrated the third year of a scholarship program in Ahuazotepec that enables plant employees to receive computer training and earn their high school degree	 Worked with the World Habitat Council to certify six sites in Mexico	 Worked with the local government in Veracruz to help women develop business expertise and develop and support small businesses	 Donated sand from Jaltipan to support a government reclamation project to close a landfill in Veracruz and protect the local environment

In addition, the Lampazos Plant continued its program to conserve native bees in the area. Activities focused on training and awareness, construction and maintenance of bee hotels, planting flowering shrubs and monitoring bee populations. At the end of 2020, a total of 132 species of native bees were identified at the site. Employees are actively engaged in the project and enlisted their families and local elementary school students to join the program.

Canada

Across our Canadian facilities, our team fosters strong relationships with the local Indigenous population. We also continue our work with school and community groups to provide education on mining practices and how we support local habitats. Although the global pandemic caused several events we traditionally sponsor to pause their 2020 activities, we supported the community through other ways including:

 Engaging seamstresses to sew masks to donate to the community	 Donating masks and hand sanitizer to a children's fishing derby	 Providing financial support to several organizations	 Contributing PPE to front-line healthcare workers	 Volunteering to assist in building outdoor sheds at a local school where children store their winter sports equipment
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Denmark

During the pandemic, our facility in Denmark produced hand sanitizer to help keep the local community healthy and safe. As part of the site's ongoing outreach efforts, we supported a week-long local festival that fosters a spirit of community. Covia also sponsors the local sports stadium near the facility, giving both adults and children access to green space to support health and wellness.



Covia's Denmark facility.



Team Members in Mexico present local Rotary Club with donation.

Community Impacts and Partner of Choice

Covia believes in being a responsible corporate citizen and welcomed neighbor. We take steps to actively address public interests early in the permitting process, participate in community dialogue, demonstrate transparency and determine ways to meet our communities' needs. Maintaining good relationships with the communities where we live and work is a natural part of our social license to operate and allows us to recruit and retain talent.

- Covia maintains strong partnerships with local communities near our operations, and we develop community action plans to meet each community's unique needs.
- Plant managers focus on community engagement, responding to inquiries, opportunities and concerns and determining solutions.
- Regular communication occurs via open houses, public meetings, community reports and newsletters, telephone calls, local media and community events. Some of these actions were paused in 2020 to abide by social distancing recommendations.
- We evaluate local traffic patterns and aim to reduce traffic associated with our operations during peak hours, such as school or work rush hours.

“Go Big, Stay Local” Campaign

Our community investment strategy has always been about meeting the needs of our communities. When the pandemic began, we supported our communities through personal protective equipment (PPE) donations and financial gifts.

PPE

After learning about the respirator shortages that many hospitals were facing due to the pandemic, Covia employees began collecting excess N95 and N100 masks from their sites to donate to local hospital workers and first responders. Team members from our Tunnel City, Wisconsin, site donated a total of 100 respirators to the Tomah Police Department. The Menomonie, Wisconsin, team donated half facepiece respirators and accompanying cartridges, face shields, and N95 masks to Mayo Clinic Health System – Red Cedar. In addition, the Ottawa, Minnesota, team donated respirators to the nearby Ridgeview Medical Center. Our facility in Kermit, Texas, provided N95 respiratory masks to Midland Memorial Hospital.

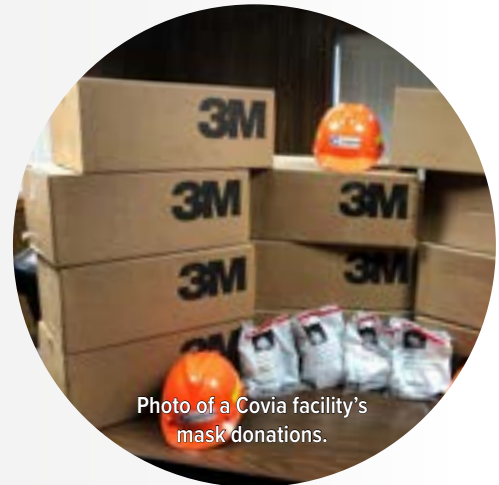


Photo of a Covia facility's mask donations.

Financial Gifts

Covia contributed \$150,000 to support local efforts for front-line workers. Our team also made donations to hospitals, first responders and food banks across our footprint. One facility was able to provide the funds to replace a refrigerator for a food bank to ensure no food went to waste.

DEAR JAN,

YOU AND YOUR COMPANY ARE WONDERFUL – THANK YOU! THESE ARE CRAZY TIMES FOR ALL OF US, BUT TRULY ALIGHTENING FOR OUR CLIENTS WHO HAVE LITTLE OR NO RESOURCES. PARENTS WITH CHILDREN WERE ABLE TO RELY ON SCHOOLS PROVIDING TWO MEALS – BREAKFAST AND LUNCH – BEFORE THE PANDEMIC. WITH EVERYONE AT HOME, MORE FOOD WAS NEEDED. THAT IS WHERE WE ARE ABLE TO HELP. THIS IS ONLY POSSIBLE BECAUSE OF OUR GIVING COMMUNITY – PEOPLE LIKE YOU.

TO ADD MEAT TO MIXER, WE HAVE A FREEZER

GO DOWN AND USE ALL OF THE MEAT STORED IN IT. TO REPLACE IT WOULD TAKE FROM THE FUNDS WE USE TO PURCHASE FOOD. BECAUSE OF TROY BRODE AND WEDRON, WE WERE ABLE TO REPLACE THE FREEZER AND USE OUR FUNDS TO BUY MORE MEAT. WHAT A BLESSING! I HAVE ORDERED A “DONATED BY TECHNISAND TROY BRODE AND WEDRON SLOICA” SIGN.

THANK YOU – JAN

A thank-you card sent to our facility for their donation of a freezer to Project Success.

Long-Term Commitment to Protecting Mexico's Waterways

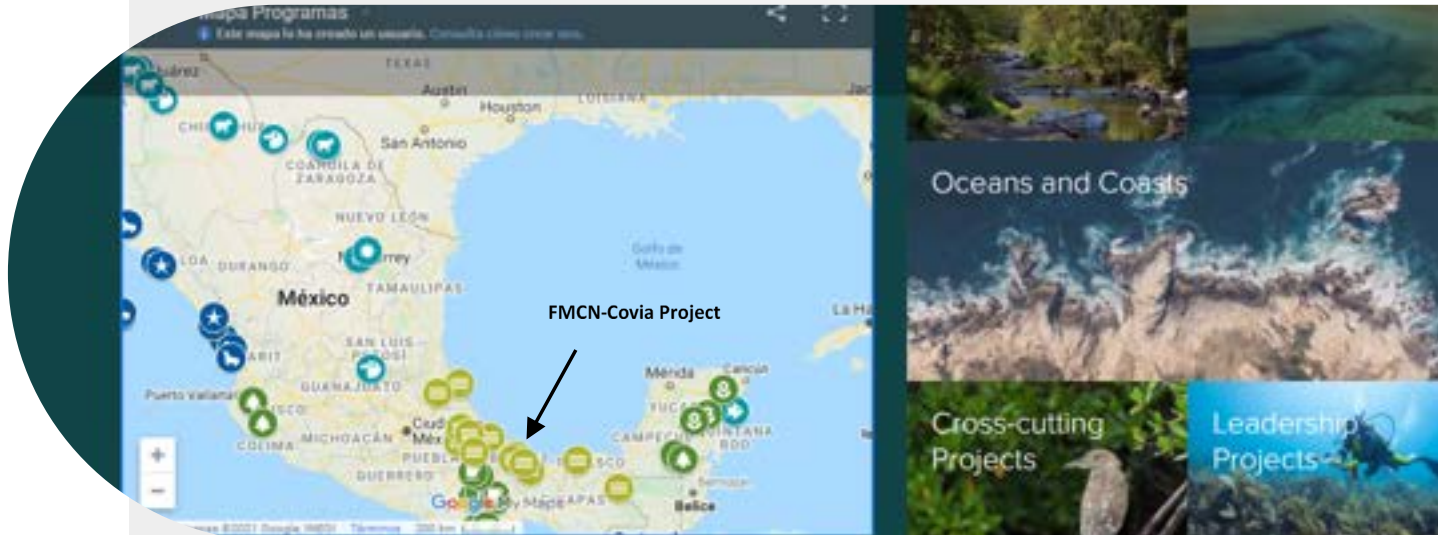
As part of our commitment to **Act Responsibly**, we continue to work with the government and communities in Mexico to be a strong partner – which includes being an employer of choice, investing in local projects that benefit residents and protecting the environment.

As we began to explore expanding our Jaltipan and San Juan facilities, we worked with the Mexican government and the state government of Veracruz to do so while also being an environmentally responsible partner. As a result, Covia began a long-term alliance with the Mexican Fund for the Conservation of Nature (FMCN), a nonprofit that protects biodiversity throughout the country. Our investment of \$554,000 to the FMCN will be allocated over 30 years with \$38,500 annually during the first five years and \$25,000 annually for the remaining 25 years.

These funds support the Conservation of Coastal Watersheds in the Context of Climate Change (C6) project. C6 benefits 14 low-income communities in the upper area of the Coatzacoalcos and Papaloapan basin and approximately 90 families in extreme poverty. Residents learn sustainable farming and planting practices and stream beds and rivers are restored in 150 hectares in the region.



Seed collection for sustainable coastal agricultural production.



Location of Covia's community project in Veracruz, Mexico.



Our Material Topics

Shortly after the creation of Covia in mid-2018, we conducted a materiality assessment. Our process included benchmarking; an internal survey, interviews and workshops; external stakeholder interviews; and Board member interviews. We used these findings to create the materiality matrix and as an input into developing this report.

Photo of our Fort Smith, Arkansas facility.

Materiality Matrix





SASB Index

This SASB Index reflects the metrics and other disclosures that are included in the SASB Standard for the Metals and Mining Industry and that Covia tracks and are relevant for our business, which operates in a sub-segment of the industry. Metrics and disclosures that we do not track and/or are not relevant are not included in this SASB Index.

Photo of flowers taken at our
Huntersville, NC office.

Topic	Accounting Metric	Code	Metric/Discussion
Our Planet			
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	314.9 thousand metric tons *Data only includes production facilities that operated for all or some portion of 2020
Greenhouse Gas Emissions	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	See the Climate Change section of Our Planet
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	(1) CO - 484 tons (2) NOx - 1,644.3 tons (3) SOx - 97.4 tons (4) Particulate matter *We do not track annually at all plants, but track as required by EPA (7) VOCs - 161 tons
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-MM-130a.1	(1) Total Energy Consumed Natural Gas Usage: 38.5 million therms Diesel Usage: 4.7 million gallons Gasoline Usage: 0.3 million gallons Propane Usage: 5.2 million gallons Used Oil Usage: 3.4 million gallons (2) Percentage Grid Usage Approximately 100% of 478 million kWh (3) Percentage Renewable <1%
Water Management	(1) Total fresh water withdrawn, (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 at 73% of our sites, including 100% of sites with high or extremely high baseline water stress. We are developing a multi-phased approach and long-term strategy to measure the effectiveness and efficiency of water management in areas of water stress.
Water Management	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	2 agency exceptions and 0 formal enforcement actions
Waste & Hazardous Materials Management	Total weight of tailings waste, percentage recycled	EM-MM-150a.1	3.4 million tons. Essentially all our tailings waste is reprocessed or used as backfill.

Waste & Hazardous Materials Management	Total weight of mineral processing waste, percentage recycled	EM-MM-150a.2	6.1 million tons. Essentially all our mineral waste is eventually reused as backfill.
Waste & Hazardous Materials Management	Number of tailings impoundments, broken down by MSHA hazard potential	EM-MM-150a.3	142 total tailings impoundments • 65 - low risk • 71 - low to medium risk • 6 - medium risk
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	See the Biodiversity Impacts section of Our Planet
Biodiversity Impacts	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) There are 2 sites (or 4% of sites) where acid rock drainage is predicted to occur (2) 1 site (or 2% of sites) is actively mitigating and (3) 1 site (or 2% of sites) is under treatment
Biodiversity Impacts	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Locations with known species at risk located at the site: Proven 41%; Probable reserves 40%

Our Communities

Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	0%
Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	Proven 1% Probable reserves 5%
Security, Human Rights and Rights of Indigenous Peoples	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	We consult with First Nations and demonstrate our commitment to be good stewards of the land through the Wildlife Habitat Council and other programs.

Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	See the Community Impacts and Partner of Choice section of Our Communities
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Community Relations	Number and duration of non-technical delays	EM-MM-210b.2	0 days
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Our People

Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	21% U.S. 67% International 38% Overall
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Labor Relations	Number and duration of strikes and lockouts (note below)	EM-MM-310a.2	0
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Workforce Health & Safety	(1) MSHA all-incidence rate, (2) near miss frequency rate (NMFR) and (3) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	MSHA All-Incidence Rate* (1) Employees 1.20 Contractors 0.19 (2) Near-Miss Rate* Employees 6.15 Contractors 0.00 (3) Average Hours of Training Employees 47 Contractors 30
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Governance

Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	See the About the Company section
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Activity Metric	Code	Metric
Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	0
Total number of employees	EM-MM-000.B	2,163 employees***

***As of December 31, 2020.