

Goals That Inspire: ESG 2030 Index

	Goals	Targets	UNSDG Alignment
ENVIRONMENTAL STEWARDSHIP	Ensure Responsible Operations	 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	   
		 Implement Covia's in-house Environmental Management System (EMS) at every site	
	Reduce Greenhouse Gas Emissions	 Reduce Scope 1 and 2 GHG emissions by 20% from our 2021 baseline, on a per-ton basis	
	Protect Essential Water Supply	 Recycle at least 90% of water at sites in water-stressed areas and expand reporting on consumption at all facilities	
ENVIRONMENTAL STEWARDSHIP	Preserve, Restore, and Improve Biodiversity	 Improve ratio of land rehabilitated to land restored	
		 Implement conservation and biodiversity initiatives at all sites, with 50% of mining and processing sites achieving WHC certification	
		 Develop a Species-at-Risk (SAR) Plan at 100% of our mining and processing sites where at-risk species are present	
POSITIVE SOCIAL IMPACT	Ensure Safety and Health of Our Team Members	 Achieve year-over-year improvement in all-incidence rate for team members in support of our Safety value and priorities; the ultimate goal is zero injuries	
		 Achieve year-over-year reduction in the number of job positions potentially overexposed ¹ to respirable crystalline silica, through the Hierarchy of Controls	
	Foster an Inclusive Culture Where Everyone Feels Valued and Engaged	 Ensure 100% of employees have access to tailored learning resources by offering structured development programs for specific roles, expanding leadership development for current and future leaders, and providing personalized learning opportunities to meet employees where they are in their developmental journey and assist them in getting where they aspire to be in the future	
		 Enhance employee engagement by continuously evaluating and improving existing programs to meet evolving needs, while introducing new initiatives as necessary to foster a dynamic and supportive work environment	
POSITIVE SOCIAL IMPACT	Support Our Communities	 Donate \$10 million in funds through The Covia Foundation, which focuses on improving education, the environment, health and wellness, and social equality by supporting initiatives in the communities in which we operate	   
		 Contribute 50,000 paid or personal volunteer hours in communities where we live and work	
POSITIVE SOCIAL IMPACT	Expand Sustainable Product Offerings	 Expand the number and reach of our products that have environmental and social benefits	
RESPONSIBLE GOVERNANCE AND ETHICS	Focus on Cybersecurity and Data Management	 Ensure 100% of our team members complete annual and continual cybersecurity training	
	Increase Corporate Transparency	 Become a signatory to the UN Global Compact (UNGC) and annually report on alignment with its principles	
 Continue to enhance transparency through the alignment of reporting with prevailing frameworks or standards			

 Good Progress

 Goal Achieved