



# Growing with Purpose, Inspired by Possibility

2024 CORPORATE RESPONSIBILITY REPORT



## ABOUT THIS REPORT

## A MESSAGE FROM OUR CEO



Stockpiles in Lampazos (Miguel Reyes)

## Introduction

### About This Report

In 2024, Covia Holdings LLC completed the separation of its Energy and Industrial businesses into two companies. Later in the year, the new Covia Energy company merged with Black Mountain Sand to create Iron Oak Energy Solutions. This report reflects the operations and sustainability commitments of Covia, the legacy Industrial business of Covia Holdings LLC.

The performance data in this report is for the calendar year 2024, unless otherwise stated. This report was prepared in accordance with the Sustainability Accounting Standards Board (SASB) Materials & Mining Industry Standard as well as the United Nations Sustainable Development Goals (UNSDGs).

Throughout this report, we demonstrate the progress we have made toward our company-wide 2030 Goals for corporate responsibility. These goals were formalized in 2021 and refreshed over the past several months to account for the split between the Energy and Industrial business units.

We hope you enjoy learning about our work in support of these goals and welcome your feedback at [Corporate.Responsibility@coviacorp.com](mailto:Corporate.Responsibility@coviacorp.com).

Cover Photo: *A New Day on the Oklahoma Prairie* (Brandon Willson)

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## ABOUT THIS REPORT

## A MESSAGE FROM OUR CEO



## A Message from Our CEO

Dear Stakeholders,

At Covia, we believe that corporate responsibility is an opportunity to create lasting value for our customers, communities, and the environment. This belief has guided us through a transformative year, one that has strengthened our foundation and positioned us to lead with purpose and innovation.

The past year marked a significant milestone for Covia, as 2024 saw the completion of the separation of our Energy and Industrial businesses. This strategic decision has allowed Covia to sharpen our focus on delivering innovative, high-performance mineral solutions to our industrial markets. While this transition represents a new chapter, it also reinforces our dedication to sustainable growth and operational excellence. With renewed purpose, we are well positioned to pursue tailored strategies that align with our customers' needs and the evolving demands of our industry.

Our people play an active and passionate role in Covia's work as a corporate citizen. We recently refreshed our Covia Values, as you'll see on the next page, and these values reflect both our aspirations and our priorities. Safety continues to be our North Star, and our team members are committed to our journey to zero injuries. In that section of this report, you can read about some of the projects we've undertaken, which are a mix of innovations and precautions, all designed to make our work safer. We are proud of the significant decrease in our injury rate since our baseline year, which has put us on track to achieve world-class safety performance, but we have more to do.

You'll also see how our values are demonstrated in our support for our communities. Covia volunteers help hundreds of organizations make the world a better place, and The Covia Foundation ensures support for the causes that are important to our employees and our communities. Ultimately, everything we do is about the people whose lives we touch, from our neighbors to our team members, and our customers to their end-users. Our products are part of everyday life in thousands of ways, and our people are dedicated to our mission of responsibly providing minerals solutions for a better tomorrow.

The achievements outlined in this report are examples of these values in action and underscore our unwavering commitment to environmental stewardship, positive social impact, and responsible governance and ethics. Aligned with our values, we are pleased to reaffirm our commitment to the UNGC and its 10 principles covering human rights, labor, environment, and anti-corruption. In addition to our constant work to reinforce the safety culture that has always been integral to Covia, we also delivered on environmental initiatives and made substantial investments in energy efficiency. In addition, we strengthened our support networks for both team members and our communities through The Covia Foundation and revitalized our governance structures and sustainability responsibilities to ensure accountability and transparency in alignment with our long-term goals.

As we look ahead, innovation and collaboration will remain central to our strategy. From advancing our cybersecurity measures to leveraging cutting-edge technologies, we are committed to staying ahead of industry trends and challenges, ensuring that we deliver solutions that not only meet but exceed expectations.

Along with the progress described in this report, you'll find stories about members of the Covia team who work every day to build our enduring company. Our team members took all the photos you'll see in this document, which help bring those stories to life. I am incredibly proud of what we have accomplished and excited about the opportunities that lie ahead. We are growing with purpose, inspired by possibility. Thank you to our team members, partners, and stakeholders for your continued support and trust. Together, we are building an enduring company with a resilient, sustainable future—one that reflects the values and aspirations of Covia.

Thank you for being part of this journey. We look forward to continuing to share our progress and achievements.

Sincerely,

**Bruno Biasiotta**

President and Chief Executive Officer



Bruno Visiting the Jaltipán Quarry (Carlos Gómez)



## COVIA AT A GLANCE

## HIGHLIGHTS AND ACCOMPLISHMENTS

## AWARDS AND RECOGNITION

## STRATEGY

## 2030 GOALS THAT INSPIRE

## About Covia

Covia responsibly provides minerals solutions for a better tomorrow. As a leading provider of diversified minerals, our products support a variety of industrial markets, including glass, ceramics, coatings, metals, foundry, polymers, construction, water filtration, and sports and recreation. The company serves its customers through a broad array of essential, high-quality products, which are critical in end-products and materials you encounter every day. From clear windows to gleaming white countertops, reflective paint to golf-course sand, Covia is a vital part of the world around you. Long-standing relationships with a broad customer base enable Covia's market-inspired approach to innovation to enhance solutions and customer benefits. Underpinning these strengths is an unwavering commitment to safety and to sustainable development, further enhancing the value that Covia delivers to all its stakeholders.

### Covia at a Glance



COVIA



SAFETY



TEAM



COURAGE



GROWTH



CUSTOMERS

### Who We Are

At the end of 2024, we undertook the important effort of establishing a mission, vision, and core values that align with our evolving business and the opportunities ahead of us. Crafted by our Executive Leadership Team, with input from many others, the words we've chosen describe who we are, where we're going, and what we're made of—the values and behaviors that will help us achieve our vision.

### What Defines Us: Our Mission

*Covia responsibly provides minerals solutions for a better tomorrow.*

As we pursue our mission, we define our responsibility as prioritizing the well-being of our people, communities, and the planet through safe, ethical practices and environmental stewardship. We provide comprehensive solutions based on a range of essential minerals, focusing on the combined benefits for our customers, and we aim to expand our portfolio and market presence. Our commitment is to build an enduring company that contributes to a better tomorrow.

### What Drives Us: Our Vision

*Covia is the leading minerals solutions provider, and through the passion and commitment of our people, we enable our customers' success—ensuring an enduring and sustainable future for our company.*

We are propelled by a vision of being the premier leader in mineral-based solutions, driven by the dedication of our people. Our people work to ensure that the products and services we offer meet the evolving needs of our customers and the markets they serve, making us an essential partner in their success.

### What Inspires Us: Our Values

- *Safety – Live the Life-Saving Rules*
- *Team – Build High-Performing Work Teams*
- *Customers – Focus on Customers*
- *Growth – Demonstrate a Growth Mindset*
- *Courage – Do the Right Thing, Regardless*

Our values are the guiding principles that inspire and drive us every day. These values reflect our commitment to safety, teamwork, customer success, growth, and courage, forming the foundation of our culture and our approach to business. They define who we are and how we operate, ensuring that we consistently deliver excellence and foster a sustainable future for our company and communities.



## Highlights and Accomplishments

### Overall Program Highlights

- **Redefined the baseline associated with our 2030 Goals** to provide an accurate analysis of progress and incorporate business changes after separation from the Energy business
- **Refreshed governance structures and sustainability responsibilities** for Covia team members
- Renewed our **enthusiasm around corporate responsibility** as a priority for Covia

### Environmental Stewardship

- Launched a pilot program to **reduce equipment idling** by installing idle-management systems
- **Invested \$13 million** in energy efficiency-related projects, including equipment replacements and upgrades
- In collaboration with Monarch Joint Venture, began **transforming 12 acres** at the Cleburne, Texas, site into a pollinator garden to support habitat restoration for monarch butterflies
- Recorded an **11% reduction in Scope 1 and 2 greenhouse gas emissions intensity** from the baseline year
- Further improved our **Environmental Management System (EMS)**



Exploring the Guion Monarch Garden (Gordon Bull)



Team Members Building Kind Kits in Independence (Drew Poschner)

### Positive Social Impact

- Completed the second year of our **formal internship program**, hosting 10 students from campuses across the U.S.
- Contributed almost **\$900,000 to local communities** through The Covia Foundation
- Launched the **Immediate Response Program (IRP)**, an extension of the Covia Cares Emergency Relief Fund, in October 2024 to support Covia employees affected by Hurricane Helene
- Recorded **12,000+ volunteer hours** across our employee base
- Completed **regional Safety & Health Bootcamps and Workshops** with more than 100 attendees, representing every Covia site

### Responsible Governance and Ethics

- Submitted our second Communication on Progress (CoP) Report as part of our signatory commitment to the **UN Global Compact**
- Posted **refreshed policies** on our intranet, making them easily accessible to all team members
- Recorded **93% completion of cybersecurity training**
- Leveraged multiple **AI-based tools** to enhance our cybersecurity protections and reduce the risk of cyberattacks



Reclamation of Ejidos in Ahuazotepec with the Minister of the Environment of the State of Puebla (Andrea Camacho Cabrera)



## Awards and Recognition

Covia was honored with the **2024 Environmental/Sustainability Award** at the Peterborough County Community Recognition Awards, highlighting our commitment to environmental conservation and sustainability. The award, supported by nominations from the Ontario Turtle Conservation Centre and the Lake Kashtabog Residents' Association, recognizes Covia's innovative efforts in wildlife protection and community partnerships, including initiatives like pollinator gardens and turtle conservation projects.



Accepting the Peterborough County 2024 Environmental Sustainability Award (Kristin Lewis)

Covia, in collaboration with Soter Analytics, received the **NIOSH Mine Safety and Health Technology Innovations Award** for implementing wearable sensor technology and a video assessment tool to enhance ergonomic risk awareness and prevention. This initiative, deployed across 24 Covia locations with 272 active users, underscores Covia's commitment to exceeding regulatory standards and prioritizing employee safety through innovative technological integration.



Accepting the NIOSH Safety Award (Mona Legin)

Covia's Emmett and Tunnel City sites were recognized with the **Wildlife Habitat Council's Avian Award and Pollinator Project Award**, respectively. These accolades highlight Covia's commitment to biodiversity, with projects that include building habitats for avian species and re-establishing the habitat for the endangered Karner Blue Butterfly. The Tunnel City site is now part of Iron Oak Energy.



Accepting the WHC Avian Project Award for Emmett (Kristin Lewis)

Covia's Ahuazotepec and Tlaxcala Sites received **Industria Limpia recertification approval**, reinforcing the sites' dedication to sustainable practices. Covia voluntarily participates in the Industria Limpia certification process across its sites in Mexico, which involves a comprehensive on-site environmental assessment conducted by an accredited external firm. This certification, endorsed by the federal government, assures stakeholders of Covia's adherence to all applicable environmental regulations.



The Ahuazotepec Team Proudly Displaying the Plant's Industria Limpia Recertification (Carolina Rodriguez)

For the third consecutive year, Covia was honored with the **United Way Torchbearer Award of Cleveland**. This award acknowledges the exceptional contributions of corporations, executives, and volunteer leaders who demonstrate outstanding commitment to United Way and the communities they serve.





## Strategy

### Our Approach to Corporate Responsibility

Our corporate responsibility efforts are centered around the three pillars of environmental stewardship, positive social impact, and responsible governance and ethics.

Through these pillars and associated goals, we are committing to, among other things:

- Reducing greenhouse gas emissions across our operations and safeguarding the environment for future generations through resource conservation and biodiversity protection
- Ensuring a safe, healthy, and inclusive work environment where the professional and personal development of our team members is supported and celebrated
- Investing in the communities where we live and work through volunteer efforts, financial contributions, and regular engagement to identify and address the needs of those we serve

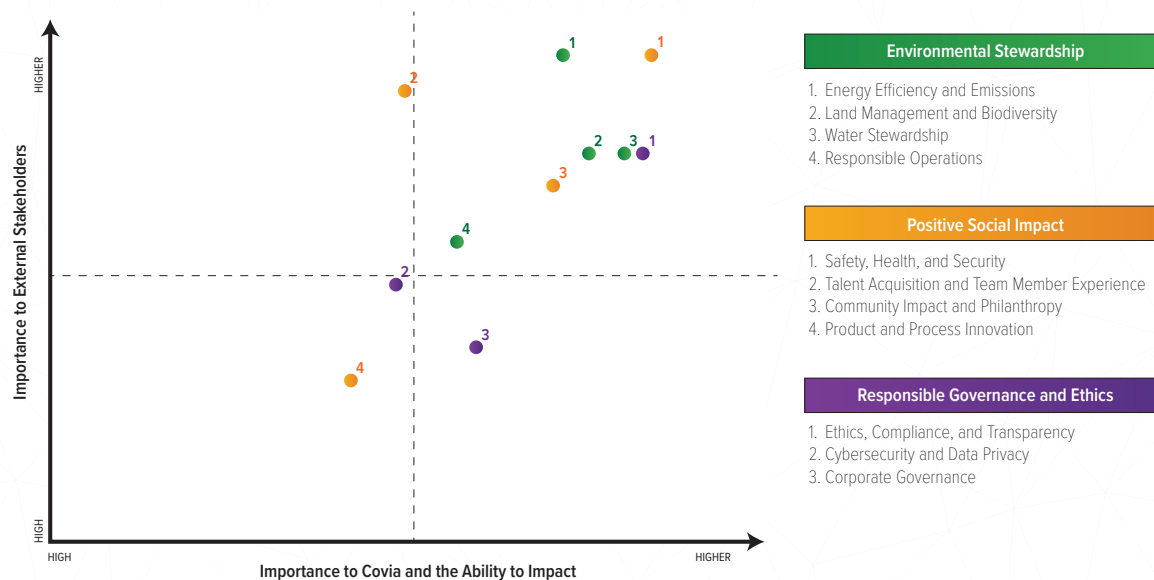
For more information, please visit our [Corporate Responsibility Strategy statement](#).

### Materiality Assessment

The content in this report is aligned with our 2023 Materiality Assessment, which helps us identify and prioritize the corporate responsibility topics most relevant to our business and stakeholders.



### RESULTS OF 2024 MATERIALITY ASSESSMENT





## Corporate Responsibility Oversight

Our commitment to corporate responsibility is far-reaching, starting with the Board of Managers and Executive Leadership Team (ELT) and cascading to team members across our organization. Our Board monitors our corporate responsibility progress and performance and uses this information in close collaboration with our ELT to further refine and enhance the strategic direction of our corporate responsibility programming.

### Corporate Responsibility Steering Teams

Each team identifies and implements strategies to facilitate awareness, action, and progress across our locations and business units. These teams include:

Greenhouse Gas Emissions Reduction

Reclamation and Land Rehabilitation

Biodiversity Conservation

Community Action Plan

Waste Management



*The ELT in Action (Carlos Gómez)*

## About Our 2030 Goals

Covia continues to build on a long legacy of corporate responsibility. We are proud to reaffirm our commitment to our 2030 Goals, which are designed to enhance our environmental stewardship, social impact, and governance practices. Where necessary, we have reestablished the 2021 baseline to reflect the new organizational boundary of Covia.













As part of our stakeholder-driven approach to developing and working toward our goals, we evaluated the UN Sustainable Development Goals and identified 11 that we believe we can directly impact and that align with our own goals.

























## Steady Progress Toward Our 2030 Goals

We're proud to report that the Covia team continued to make steady progress across our slate of goals. This table provides an overview of our targets and our 2024 progress, which is discussed in more detail in the body of this report.

Goals	UNSDG Alignment	Targets	2024 Progress
ENVIRONMENTAL STEWARDSHIP			
Ensure Responsible Operations	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>	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	<div> We reached our goal of having CAPs at 100% of our facilities. These plans provide each facility with a site-specific plan for engaging the community. This approach not only fosters strong community relationships but also enhances our environmental stewardship efforts, allowing us to respond effectively to local needs and share successful strategies company wide.</div>
		Implement Covia's in-house Environmental Management System (EMS) at every site	<div> Our EMS program is fully implemented at 9 sites, and we are working to finalize implementation across our network.</div>
Reduce Greenhouse Gas Emissions	<div><div>13 CLIMATE ACTION</div><div></div></div>	Reduce Scope 1 and 2 GHG emissions by 20% from our 2021 baseline, on a per-ton basis	<div> In 2024, we reduced our Scope 1 and 2 emissions intensity by 10% compared to 2023, and by 11% compared to the baseline.</div>
Protect Essential Water Supply	<div><div>6 CLEAN WATER AND SANITATION</div><div></div></div>	Recycle at least 90% of water at sites in water-stressed areas and expand reporting on consumption at all facilities	<div> Comprehensive reporting is a critical part of our water management approach, and last year we expanded water reporting efforts at 100% of our sites in water-stressed areas. We remain committed to expanding these efforts across all remaining sites.</div>
Preserve, Restore, and Improve Biodiversity	<div><div>15 LIFE ON LAND</div><div></div></div>	Improve ratio of land rehabilitated to land restored	<div><div> At the end of 2024, our ratio of land rehabilitated to land disturbed was 1:2, compared to 1:6 in 2023. We increased land reclamation investment across many sites, most notably Menomonie, Hephzibah, and Junction City.</div></div>
		Implement conservation and biodiversity initiatives at all sites, with 50% of mining and processing sites achieving WHC certification	<div><div> Of our 45 sites, 20 are certified by the Wildlife Habitat Council (WHC), bringing our total percentage to 44%. In 2024 we expanded implementation of conservation plans, so that 49% of our sites now have a plan in place.</div></div>
		Develop a Species-at-Risk (SAR) Plan at 100% of our mining and processing sites where at-risk species are present	<div><div> We developed 5 new SAR Plans in 2024, bringing our total percentage to 24%. We will continue to adopt these plans across the remaining sites in the coming years.</div></div>
POSITIVE SOCIAL IMPACT			
Ensure Safety and Health of Our Team Members	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div></div></div>	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	<div><div> We continued to emphasize our commitment to safety through structured training and programs in 2024. Our all-incidence rate was 0.89 in 2024. We compare this to the industry definition of anything below 1.0 being world-class safety performance.</div></div>



Goals	UNSDG Alignment	Targets	2024 Progress
		Achieve year-over-year reduction in the number of job positions potentially overexposed <sup>1</sup> to respirable crystalline silica, through the Hierarchy of Controls	 We continued to invest in measures and capital projects focused on improving dust control at our mining and processing sites. In 2024, the number of job positions potentially overexposed to respirable crystalline silica was 13, compared to 9 in 2023. Please see Safety, Health, and Security section of the report for more information.
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	 We launched our first Leadership EXCEleration Program, which took place in October 2024.   Training hours per team member increased and we provided new content in our professional development library each month.
		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	 Engagement in our biennial Employee Engagement survey increased from the 2022 baseline.   We enhanced formal recognition of milestone service anniversaries by publishing feature interviews of long-tenured employees on corporate communication channels.
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	 Through The Covia Foundation, we donated almost \$900,000 across our communities in 2024. In total, our donations since our baseline represent 42% of our goal of \$10 million in contributions by 2030.
		Contribute 50,000 paid or personal volunteer hours in communities where we live and work	 Our team members collectively volunteered 12,420 hours in 2024. In total, employee volunteer hours since our baseline year represent 84% of our goal of 50,000 hours by 2030.
Expand Sustainable Product Offerings		Expand the number and reach of our products that have environmental and social benefits	 We began construction of our new Innovation Center in Concord, North Carolina, which will open in 2025. This Center will be home to our product development and innovation activities and will enhance our ability to explore, design and test new products.
RESPONSIBLE GOVERNANCE AND ETHICS			
Focus on Cybersecurity and Data Management		Ensure 100% of our team members complete annual and continual cybersecurity training	 We recorded a 93% completion rate of cybersecurity training across our team in 2024.   We issued monthly cybersecurity messages to further a culture of cybersecurity mindfulness among our team members.
Increase Corporate Transparency		Become a signatory to the UN Global Compact (UNGC) and annually report on alignment with its principles	 We disclosed our annual progress report through the UN Global Compact's Communication on Progress (CoP) platform. Our 2024 report was our second CoP report since becoming a signatory to the UNGC in September 2022.
		Continue to enhance transparency through the alignment of reporting with prevailing frameworks or standards	 We maintained our commitment to align with prevailing frameworks or standards by aligning this report with the Sustainability Accounting Standards (SASB) framework and aligning with the UN Global Compact. We updated our Task Force on Climate-related Financial (TCFD) Report to reflect changes following the separation of our Energy business.

 Good Progress

 Goal Achieved

<sup>1</sup>We define "potentially overexposed" as having greater than 25% probability of exceeding our internal respirable silica exposure limit, which is more stringent than regulatory requirements.

# Environmental Stewardship

We believe protecting the planet and preserving its resources are part of being a responsible corporate citizen. Our dedication to operating sustainably is firmly embedded in our company culture, and we leverage best practices in environmental management to safeguard the communities where we operate.





## Responsible Operations

We are committed to meeting or exceeding environmental compliance requirements by creating environmental awareness, proactively managing environmental risks, promoting more efficient use of resources, encouraging wildlife and habitat conservation, maintaining strong stakeholder relationships, and responsibly managing the land under our care.

We seek to be good neighbors by:

- Protecting air quality
- Improving waste management
- Reducing noise pollution, vibration, and light
- Limiting road congestion
- Implementing Community Action Plans
- Protecting indigenous communities



*The Nursery at Jaltipan (Miguel Reyes)*

Our Environmental Policy establishes a framework by which we set specific goals and objectives to improve our environmental performance, which we regularly evaluate to ensure we are operating in alignment with our environmental stewardship objectives through our comprehensive Environmental Management System (EMS).

For more information on our approach to environmental stewardship, please see our [Responsible Operations Statement](#).

## Cultivating a Responsible Supply Chain

**Supply Chain Management:** Covia is committed to responsible operations that extend beyond our own facilities to include our suppliers, vendors, and business partners. We prioritize partnerships that align with our values and corporate responsibility priorities. Our Supplier Code of Conduct outlines expectations for maintaining a safe, harassment-free workplace, respecting human rights, supporting equal opportunities, complying with laws, and conducting business with integrity.

In 2024, 99% of our new suppliers signed the Code, with the remainder demonstrating compliance with equivalent standards. Our procurement team diligently assesses suppliers on safety and health, human rights, and environmental responsibility, and Covia seeks partners who excel in safety practices, adhere to fair labor standards, and actively work to minimize environmental impacts.

**Looking Ahead:** Cultivating a responsible supply chain requires a multifaceted approach. The formula for success includes ethical sourcing, sustainable practices, and transparent operations while working closely with our suppliers to maintain high standards.

To strengthen our supply chain management, we are working to implement comprehensive processes and procedures in 2025, including a new supplier evaluation and management process. We are exploring the introduction of a structured supplier auditing and outreach program to enhance oversight and risk mitigation and address potential negative social impacts in the supply chain. We are also evaluating the establishment of a formal supplier relationship management program, which would include incorporating supplier scorecards and quarterly business reviews to foster strategic partnerships. Through initiatives like these, we aim to build a more sustainable and responsible supply chain.

## Highlights That Inspire

### Reducing Dust Emissions

To proactively tackle the persistent issue of dust emissions when filling large flexible intermediate bulk containers in our industrial mineral operations, we installed a sealing sleeve at the discharge point at our **Lampazos site**. This sealing sleeve effectively secures the neck of the bulk bag under pressure, significantly reducing dust emissions and enhancing the safety and cleanliness of the work environment.

### Improving Waste Management

This past year, we implemented a hopper system, a versatile steel dumpster used in conjunction with a forklift, in our warehouse in **Canoitas, Mexico**. This system allows us to group four types of waste through a smart management plan and has led to a significant reduction in waste volumes, smoother waste-storage operations, savings on containers, lower transportation and disposal costs, and a reduction of safety risks.



*A New Day, Standing Strong in Portage (Stacy Smith)*

## Energy Efficiency and Emissions

We are committed to reducing greenhouse gas (GHG) emissions and increasing energy efficiency across our operations. In recent years, we have integrated data-driven analysis into our strategy, utilizing comprehensive GHG emissions assessments to pinpoint significant climate-related opportunities and risks.

Since 2021, we have implemented several solutions and undertaken initiatives to reduce emissions, including:

- Piloting high-efficiency burners and installing new dryers
- Participating in voluntary curtailment programs
- Housing equipment in heated areas to limit fuel usage by minimizing temperature fluctuations
- Upgrading lighting to high-efficiency LED bulbs that run on timers
- Replacing aging and inefficient compressors
- Insulating maintenance buildings to reduce the amount of energy required for heating and cooling
- Participating in power purchase agreements and using renewable energy, where possible

In addition to these initiatives, in 2023 we engaged a consultant to help us establish a decarbonization roadmap. We are implementing the highest-potential strategies to meet our emissions reduction goals.

As a result of this assessment, identified strategies we are pursuing include:

- Building carbon integration into capital planning to activate site-level decarbonization activities
- Considering on-site renewable energy at strategic sites
- Evaluating fuel switching for lower-carbon alternatives at key sites

### Greenhouse Gas Emissions by Year (Metric Tons, CO<sub>2</sub>e)



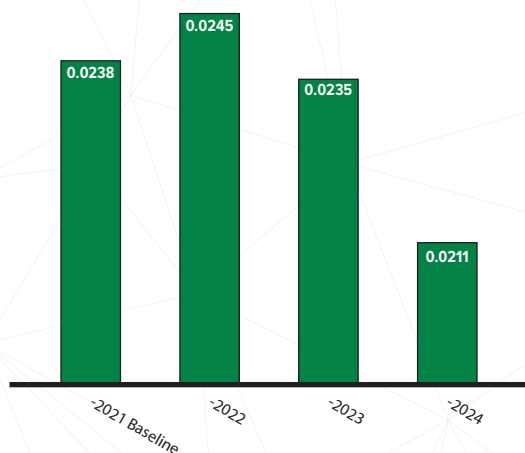
- Leveraging advanced process-control systems to maximize efficiency in each phase of the mining process Upgrading and replacing energy-intensive equipment with low-carbon alternatives
- Improving transportation efficiencies for raw materials and finished goods

For more information on our approach, roadmap, and governance of energy efficiency, please visit our [Energy Efficiency & Emissions Statement](#). Our [Climate Risk and Opportunities Report](#) is also available on our website.

**Combined Scope 1 and Scope 2  
absolute emissions decreased by  
18% since the baseline year, 2021.**



## GHG Intensity Per Ton



**Total intensity decreased by 11% since baseline year**

In 2024, we saw a year-over-year decrease in Scope 1 and Scope 2 intensity of approximately 10%, primarily driven by our focus on enhancing operational efficiency. This progress was further supported by various capital projects aimed at reducing our environmental impact. Following our strategic separation from the Energy business, we redefined our emissions baseline to reflect our current business structure, as reported above.

## Highlights That Inspire

### Fleet Optimization

This emissions-reduction initiative focuses on refining routes, distances, and cycle times to enhance efficiency. This reduces the number of miles traveled and lowers our fleet's contribution to our overall carbon footprint. By collaborating with Original Equipment Manufacturer (OEM) vendors, such as Caterpillar Job Site Solutions, we have conducted comprehensive fleet productivity analyses across multiple sites, including Marston, Junction City, and NSO. These studies use proprietary software to assess variables like road conditions and equipment suitability, enabling us to determine optimal operational parameters.

### Reduction of Equipment Idling

In 2024, we acted to combat equipment idling, a major driver of fuel consumption and emissions. Idling not only wastes fuel and accelerates equipment wear but also releases methane, a greenhouse gas with a global warming potential up to 80 times that of carbon dioxide over 20 years. To tackle these challenges, we launched a pilot program focused on enhancing our payload management system and utilizing overhead volumetric scanners. The payload management system improves efficiency by ensuring vehicles are loaded to their optimal capacity, while overhead volumetric scanners provide real-time, accurate measurements of load volumes. In 2025, we plan to implement these technologies across our operations, ensuring that all new mobile equipment has advanced payload-management capabilities. This initiative is expected to reduce idle time, improve load efficiency, and support our sustainability goals by lowering emissions and operational costs.

In addition to program-wide energy efficiency and emissions reduction initiatives, we continue to maintain a strong focus on continuous improvement through our Operations Management System. As part of this system, Covia team members submitted 137 continuous improvement projects in 2024, many of which related to energy efficiency, including:

### Eolic Heat Extractor Installation at our Ahuazotepec Site

We addressed ongoing issues with electric extractors in our finished-product warehouses, which were not functioning optimally and consumed high amounts of electricity. We replaced these extractors with an eolic system, a wind-energy system designed to harness wind power for generation, eliminating the need for electric generation. This change led to a significant reduction in energy consumption, as three electric extractors (1 hp each) were replaced by the new eolic system. As a result, each month we are saving approximately 1,343 kW, equivalent to approximately 0.582 t CO<sub>2</sub>e.

### Discharge Temperature Transmitter Installation at our Lampazos Site

To manage fluctuating discharge temperatures at our Lampazos site, which increases fuel oil consumption, we installed a device used to monitor and transmit the temperature of materials as they exit a dryer. This implementation has resulted in significant reduction in fuel oil and corresponding savings.

## Water Stewardship

Managing water responsibly is integral to the operation of our mining and processing facilities. We invest in advanced technologies and develop innovative strategies to reduce consumption, enhance water quality, and preserve local water supplies. Our approach emphasizes optimizing water efficiency in production and increasing reuse through an aggressive water recycling program, supported by various water stewardship initiatives.

Our water stewardship initiatives include:

- Water management and efficiency
- Surface water and groundwater management/conservation plans
- Water risks and opportunities assessments

- Water quality compliance
- Water-stressed area monitoring
- Site-level training
- Local partnerships

For more information on our approach, please see our [Water Stewardship Statement](#).

We have seen year-over-year improvement in water performance, including decreases in water withdrawn and water consumed, unrelated to the spin-off of our Energy business. While many factors contribute to this improvement, the effort to expand our water reporting has led to heightened awareness of water use. The reporting process enhances stewardship and helps our plant teams identify new opportunities to improve our performance.



*Going for a Swim at Tuscaloosa (Blane Jackson)*



*Placing the Dredge in the Waters at Dividing Creek (Brian Lenhart)*

**27,440**  
Thousand Cubic Meters  
Withdrawn Fresh Water

**7,636**  
Thousand Cubic Meters  
Consumed Fresh Water

**100%**  
Sites Reporting Water Withdrawn

**87%**  
Sites Reporting Water Consumed





*The Beauty of Our Roff Site (Travis Smith)*

## Highlights That Inspire

### Water Efficiencies at our Dividing Creek Site

This site optimized water efficiency for the vibrating screen VS-102 spray bars, which is equipment used to separate and clean materials by utilizing water sprays to maintain efficient operation. By repurposing one of the sumps, along with the existing pump and approximately 200 feet of repurposed 6-inch piping, the project avoided the need to drill wells for new water extraction. This approach has minimized costs associated with new equipment and materials and led to drastic reduction in water use.

### Reducing Strain on the Aquifer at our Roff Site

Each Eastern Red Cedar tree at Roff draws approximately 50 gallons of water from the Arbuckle Simpson Aquifer every day, which adds up to over 18,200 gallons per tree each year. While these trees are native to the area, fire suppression and a state-wide planting initiative in the 1930s (intended to reduce soil erosion) dramatically increased the trees' spread, and they are now considered invasive. Our team at Roff has made a concentrated effort since 2022 to remove these trees from the property and re-establish the natural grassland. In 2024, almost 1,000 trees were removed, reducing the draw on the aquifer by over 18 million gallons for the year. So far, in total, the site's management of the trees has saved well over 23.6 million gallons, and the team plans to continue eliminating Eastern Red Cedars.



## Land Management and Biodiversity

We manage over 80,000 acres of land with sustainable practices, from development to reclamation, successfully rehabilitating environments like wetlands and forests. Due to the nature of our business, some operations are in high-sensitivity biodiversity areas. We recognize the utmost importance of protecting these natural environments and have initiatives in place to minimize our footprint, tailoring efforts to the unique needs of each community.

Our initiatives include:

- Comprehensive biodiversity training for team members
- Community Action Plan development for all Covia sites
- Site-specific conservation plans
- Reclamation activities focused on promoting wildlife and habitat conservation
- Biodiversity-specific risk management efforts
- Proactive stakeholder engagement
- Biodiversity partnerships with organizations such as the Wildlife Habitat Council (WHC), now known as Tandem Global

For more information, please visit our [Land Management and Biodiversity Statement](#).

## From the Field

Across Covia, the people who work at our plants are passionate about biodiversity and environmental stewardship. Here are a few examples of the projects they've undertaken to support healthy ecosystems.

### Covia and Monarch Joint Venture: United to Protect and Enhance Pollinator Populations

Our partnership with Monarch Joint Venture (MJV) supports efforts to enhance biodiversity by safeguarding the habitat of the migratory monarch butterfly and other pollinators. This collaboration focuses on habitat conservation, education, and scientific efforts across the monarch's range, addressing critical challenges such as habitat loss and climate change that threaten the butterflies' migration. As part of this initiative, we have distributed nearly 5,000 milkweed plugs to employees in key states within the "Monarch Central Flyway," using various native milkweed species essential for monarch breeding.



Additionally, our Cleburne, Texas, site is working with MJV on a multi-year project to create a multi-acre pollinator habitat, benefiting from MJV's expertise in site preparation and native plant selection. This partnership not only supports monarch conservation but also aligns with Covia's broader commitment to biodiversity and ecosystem restoration. By enhancing habitats for monarchs and other pollinators, we contribute to the sustainability of vital ecosystems. Building on this success, we are excited to further our partnership by expanding the pollinator garden project to our Roff, Oklahoma, site, extending our efforts to provide critical habitats for pollinators across the Monarch Central Flyway.



“It's been really rewarding to see the pollinator project take shape here in Cleburne. Working with Monarch Joint Venture has helped us make sure we're doing it right—from prepping the site to planting the right native species. Our team's proud to be part of something that supports monarchs and helps the environment right here in our own backyard.”

*-Mike Foster, Plant Manager (Cleburne)*



*A Future Monarch Butterfly in the Guion Garden (Gordon Bull)*





### Protecting Turtles in Ontario

Four species of turtle, including species at risk, nest and live on our property in the adjacent wetlands. For over a decade, Cale Reeder and the team at the NSO site have helped protect these turtles by monitoring nests and protecting the turtles. They move turtles from dangerous high traffic areas, and if necessary, they take vulnerable eggs inside to incubate. Over the past five years, they have collected more than 900 eggs, with a 70% hatch rate!

“Covia’s Nepheline Syenite Operation Turtle Survey is beneficial in so many ways, from maintaining and studying local turtle population and biodiversity to educating employees and local cottagers on turtle life cycle. The program is a success all around.”

-Cale Reeder, Environmental Specialist (NSO)

### Supporting Quail Populations in New Jersey

The Northern Bobwhite Quail is a ground-dwelling bird that lives in grassland areas, and the population has declined in New Jersey due to changes in agricultural practices, loss of farmland, and young forest habitat. Covia’s Dividing Creek team has partnered with the South Jersey Quail Project for many years to improve deteriorated grasslands by planting protective cover and releasing quail on the property.

“Our property is perfect for the release of adult quail, which is part of the plan to save this native species. Birds are released here twice a year, in spring and fall, and we enjoy seeing them head off into the undergrowth to enjoy a better habitat.”

-Brian Lenhart, Plant Manager (Dividing Creek)



### Helping Bluebirds Thrive in Georgia

For 22 years, the team at our Hephzibah plant has provided special support for Eastern Bluebirds. There are currently 12 nesting boxes on site, and during the nesting season each box will be checked once a week—and a second time if there is nesting activity. This allows the team to more accurately record the dates when eggs are laid and when the fledglings leave the nest. This information is reported to the Cornell Lab of Ornithology.

“I believe it is important in our field of work to be good stewards of the land and environment and the Bluebird Box Project is a way that I get to contribute to that. I have really enjoyed being a part of it since 2019, and am proud that our program has been successful at providing nesting places for not only Eastern Bluebirds, but other native species such as Carolina Chickadees and Carolina Wrens.”

-Sara Alden, Quality Control Supervisor (Hephzibah)

### Donating Trees All Around Ahuazotepec

Covia's Ahuazotepec, Mexico, site exemplifies a strong commitment to environmental, social, and community responsibility, as demonstrated by its Community Action Plan. The facility's outstanding programs have fostered partnerships and initiatives to enhance local biodiversity and conservation efforts. As part of a multi-year collaboration with the Zacatlán Municipal Government, the State Government of Puebla, the National Forestry Commission, and the Drinking Water Operating System, the site has donated 30,000 trees to local communities and participated in 60 reforestation events.

“Donating trees means a lot to the team at Planta Ahuazotepec, and we see the difference it makes in the community. For me, it's a special way that we give back to help the environment and the people around us.”

-Andrea Camacho, Environmental Coordinator (Ahuazotepec)



### Aquatic Habitat Improvements in Oklahoma

There is a substantial population of largemouth bass in one of the ponds on site, but the pond (formerly a sand mine) has minimal aquatic structure to support the health of these fish. In 2024, the team at our Roff site used materials they had on-site to construct four artificial habitats that provide shelter for bait fish that the bass feed on.

“With a new fish scale and measuring board now installed, the team looks forward to seeing bigger, healthier bass in the pond.”

-Travis Smith, Operations Manager (Roff)



### Restoring Native Trees in North Carolina

Since 1995, our Marston plant has worked with the NC Department of Natural Resources to plant native longleaf pine seedlings on reclaimed land. This project aids in the restoration of the dominate ecosystem of the Sandhills region, besides wetlands. Along with the trees, the team plants grass to mitigate erosion and provide cover for wildlife, monitors the survival rate and growth of the longleaf seedlings, and clears competitive growth from the planning area. The plant earned a Silver certification from the Wildlife Habitat Council (now Tandem Global) for their work.

“Restoring longleaf pines is about bringing back a unique, fire-adapted ecosystem that used to cover much of the Southeast. Choosing longleaf over loblolly means we're honoring the area's natural history while investing in a stronger, more sustainable future.”

-Matt Wilkins, Plant Manager (Marston)





# Positive Social Impact

Through the dedication of Covia Team Members across our global operations, we have built a determined organization that is guided by our values and united under our shared belief in the power of long-term partnerships. Every day, we strive to foster a culture of performance and accountability — one in which we all understand the important role we play in ensuring a bright and sustainable future for our company, our customers, and the communities we serve.



*Sowing Today, Breathing Tomorrow: Ahuazatepec (Areli Florencio)*

# Safety, Health, and Security

Safety is a core value at Covia, embedded in every aspect of our operations—from worksites to offices—to protect the well-being of our team members, customers, partners, communities, and the environment. Our safety and health management system provides a comprehensive framework that includes policy statements, legal compliance, safety programs, training, and contractor safety. The management system addresses critical areas such as chemical, process, mine, rail, and workplace safety. We also enforce Covia’s Life-Saving Rules and maintain an Emergency Response Plan, continually integrating emerging standards to strengthen risk management, enhance safety awareness, and promote a culture of safety across all environments.

Through our management systems, we:

- Track safety performance
- Assess and manage risk
- Ensure proper training
- Host mandatory, company-wide safety reinforcement events
- Embrace change
- Set partner expectations
- Support product safety

In 2024, we saw a slight increase in our recordable injury rate but experienced improvement in our lost time and near-miss incident rates in comparison to 2023.

Performance and Training Data						
Year	Recordable Injury Rate	Near-Miss	Average Hours of Annual Safety Training	Lost-Time Incident Rate	Fatalities	Potential Respirable Silica Exposures (Job Positions)
2024	0.89	21.67	52.5	0.15	0	13
2023*	0.74	21.27	46	0.28	0	9

\*2023 data represents only the industrial business. Previous reports included Energy business data as well.

Controlling exposure to respirable crystalline silica is an important focus of our safety program. Because of the nature of our operations and the health risks associated with exposure, Covia has long used an exposure limit that is considerably stricter than regulatory standards. In addition, Covia uses a measurement called the “exceedance fraction” to monitor and control miner exposure to respirable crystalline silica. This approach uses statistical probability methods to help us proactively manage exposure. Our exceedance fraction limit is set at 25%, meaning that if the exposure levels for any of our 400+ operational job positions get close to or go over this limit, we take corrective steps. Because we constantly track and update exposure data, these levels may rise or fall over time, and we adjust our actions accordingly.



Jaltipan’s Administrative and Human Social Competencies Training (Diego Armando Reyes)

In 2024, we saw an increase in the number of job positions with an exceedance fraction greater than our action limit of 25%. This increase was driven by an acquisition completed in 2024, and focusing our exposure measurements on job positions with suspected exposure challenges in preparation for the new MSHA Silica PEL in 2026.

For 2025, Covia has committed to significant investment in dust control improvements at these facilities, including new equipment and upgrades.

We prioritize the health of our team members through comprehensive occupational health and industrial hygiene programs, focusing on reducing risks from respirable crystalline silica dust. Adhering to the NIOSH Hierarchy of Controls, we strive to eliminate hazards, use engineering controls, and apply administrative measures, with PPE as a last resort.

Our efforts include, but are not limited to:

- Employing three certified industrial hygienists conducting regular exposure monitoring for a myriad of physical and chemical agents
- Maintaining a medical surveillance program with biennial health assessments
- Investing in projects to mitigate health risks

## Highlights That Inspire

### Reducing Dust Exposure

To address the issue of dust accumulation on flat surfaces in control rooms, we installed two HEPA air scrubbers in the Plant Lab and the Ground Silica Lab at our Marston site. While lab control samples were never overexposed, area samples with the air scrubber consistently showed low dust levels, compared to higher values without it. With this initiative, we have been able to reduce the need for frequent cleaning and to minimize potential dust exposure for employees, and we are working to equip all control rooms with additional air scrubbers.



## Safety and Health Workshops

In 2024, we completed a series of regional safety and health workshops. These workshops, held in Charlotte, North Carolina; Dallas, Texas; and Utica, Illinois, brought together 108 team members from various levels of our organization, including vice presidents and front-line employees. Notably, 23% of the attendees were front-line workers, with representation from all production sites across the United States, Canada, and Mexico.

The workshops focused on enhancing our safety culture and introducing innovative technologies. Participants discussed incorporating tools such as real-time dust monitoring, end-of-shift silica analysis, wearable sensors, and exoskeletons, all designed to maintain a safe work environment and improve worker ergonomics. Additionally, the adoption of tablets for pre-use inspections, workplace surveys, and risk assessments was explored, in an effort to promote a safer workplace. These sessions were not only informative but also instrumental in shaping our future safety initiatives.

## Celebrating Outstanding Safety Performance

Every Covia facility is responsible for upholding our high standards of safety, health, and security performance. Each year, we recognize plants that demonstrate exemplary performance and dedication to these standards. This year, we have 19 plants that have not had a Lost-Time Incident for at least 5 years.

- Tuscaloosa, Alabama, USA – 40 Years
- Roff, Oklahoma, USA – 39 Years
- Emmett, Idaho, USA – 30 Years
- Huntingburg, Indiana, USA – 25 Years
- San José, Veracruz, Mexico – 25 Years
- Hephzibah, Georgia, USA – 21 Years
- Tlaxcala, Tlaxcala, Mexico – 21 Years

- Menomonie, Wisconsin, USA – 18 Years
- Elco, Illinois, USA – 11 Years
- Lugoff, South Carolina, USA – 10 Year
- Technisand Troy Grove, Illinois, USA – 9 Years
- Marston, North Carolina, USA – 9 Years
- NSO, Ontario, Canada – 7 Years
- Pevely, Missouri, USA – 7 Years
- Technisand Wedron, Illinois, USA – 7 Years
- Benito Juárez, Nuevo Leon, Mexico – 5 Years
- Black Lab Serena, Illinois, USA – 5 Years
- Jáltipan, Veracruz, Mexico – 5 Years
- Macintyre, Georgia, USA – 5 Years



St. Canut Celebrates One Year Accident Free (Daphnée Arcand)



Safety Day in Monterrey Mexico (Miguel Reyes)

## Highlights That Inspire

### Ergonomic Improvements in 2024

At our **Guion site**, we added a vibrator to the surge-bin area to address the issue of sand blockages in the dryer feed bin, which can occur when the sand is particularly damp. This problem previously required the loader-operator to climb a ladder and manually clear the blockage with a hammer, leading to potential spillage and dryer downtime. With the new vibrator system, we've improved safety and ergonomics by eliminating the need for ladder access and awkward postures. This solution also enhances efficiency and reduces potential downtime by quickly loosening blockages.

At our **Oregon, Illinois**, site, we tackled the issue of excess sand spillage, which required operators to manually shovel sand multiple times per shift. By installing a rotary brush and chute to redirect sand, we eliminated the spills, improving ergonomic benefits by reducing the amount of waste operators clean up each week.

We replaced the forklift at the **Huntingburg, Indiana**, site, focusing on ergonomic improvements during the selection process, particularly for the liquid propane gas tank replacement. The old tanks, weighing over 50 pounds, required frequent lifting above the waistline, posing a risk of muscular strain. By choosing a new forklift with an LP tank swing-down bracket, we eliminated the need to lift the tank over the engine compartment.



Showcasing Covia's Exoskeleton Study at the Regional Safety & Health Workshop (Mona Legin)

## Talent Acquisition and Team Member Experience

We cultivate a culture of respect, engagement, and inclusion by bringing together diverse team members to leverage their unique skills and perspectives in achieving our strategic goals. We offer equal employment opportunities, regardless of personal characteristics or backgrounds.

### Team Member Engagement

We make efforts to connect with and support employees across our footprint through regular town halls, digital signage, our intranet, and social media, among other channels.

- **Employee Engagement Survey:** In addition to regular team member engagement activities, we also deploy a biennial Team Member Engagement Survey that allows participants to provide candid and confidential feedback on our performance in areas such as team member development, organizational culture, leadership, supervision, safety and health, and inclusion.
- **2024 Survey Results**
  - » Overall engagement increased from our 2022 baseline.
  - » Safety is our top engagement area, improved by 3% from 2022. 91% of team members note that Covia delivers on its safety-first mindset.
  - » The lowest areas from 2022, Communication and Recognition and Appreciation, also improved by 3%, with respondents noting improvements in open communication and recognizing team members for their contributions at work.

We received **additional positive feedback** on several key topics:

- » Relationships with coworkers and a strong team atmosphere are significant drivers of engagement.
- » Employees appreciate the flexibility in scheduling and the variety in their daily duties, which many find exciting.
- » The work environment, experiences, and dedication to safety at Covia are sources of satisfaction.
- » There is a strong sense of respect and care among coworkers.
- » Direct managers and supervisors are seen as effective leaders, with many employees expressing satisfaction in working under their current management.

### Career Development

Our performance management system helps foster a results-driven culture by enabling leaders to collaborate with their teams to set annual goals aligned with business objectives and their functional roles. 100% of eligible salaried team members were offered the opportunity for year-end performance reviews, with regular, quarterly check-ins.

- **Providing Continuing Learning Opportunities for our Employees' Dependents:** In 2013, we created Covia's Aspire Scholarship program, designed to support the dependents of Covia employees in pursuing higher education. In collaboration with CollegeNow and the Cleveland Foundation, the program has awarded nearly 30 scholarships to date. In 2024, five students were selected to receive financial assistance for their academic pursuits. In our commitment to social responsibility and future talent within the workforce, we will also be partnering with ScholarTree in 2025 to help award scholarships for dependents in Canada.



## Learning Opportunities

We encourage team members to explore our expanding library of online professional development resources that are accessible anytime, anywhere from an internet-enabled device. There was an average of 12 hours of learning per team member in our learning management system in 2024—an increase of 220% from 2023, driven in part by new course offerings.

- **Leadership EXCEleration Experience:** In 2024, 29 team members took part in our inaugural Leadership EXCEleration Experience (LEE). This program is a cross-functional and collaborative learning experience, including classroom learning modules and peer-to-peer and Senior Leadership Team networking opportunities, aimed at accelerating alignment in the organization by creating ambassadors of Covia's new strategic initiatives and directions. Participants are mid-career high-potential and high-performing team members identified through Covia's annual Organizational Talent Planning process and selected by the Senior Leadership Team.



Team Members Learning about the Process at Chardon (Drew Poschner)



- **Internship Program:** Covia's 2024 summer interns worked, learned, and made their mark at multiple sites, broadening their professional journeys by discovering new talents. Interns were involved in projects and included in meetings best suited to their career paths, enhancing their development in technical and operational skills. The program not only aided in the interns' growth but also provided Covia's leadership with moments of inspiration and the opportunity to listen and learn from the next generation.

“My experience as an intern at Covia has been exceptional—this company is made up of so many talented people who have gone above and beyond in welcoming, supporting, and teaching me.”

— Cayleigh Ana Kruse, Intern 2024

- » **Looking Ahead:** In 2025, we plan to launch the Internship Link-Up initiative, enabling interns to connect with peers across locations to share project insights, ask questions, and build professional relationships. This program is designed to foster a collaborative and innovative environment for future leaders.

## Benefits

We offer competitive salaries, advancement opportunities, and a full range of benefits to attract and retain team members.

## Work/Life Flexibility

We monitor workplace trends and adjust our policies, as appropriate, to promote flexibility for our team members while maintaining business continuity.



A Little Office Visit at St. Canut (Daphnée Archand)

## Recognition

We believe in recognizing the many contributions of our team members through our corporate awards program and internal communication channels. See the next page for our 2024 Covia Excellence Award recipients.

## Collective Bargaining

We recognize the importance of partnering with local unions to protect the interests of our front-line workforce. A full list of our collective bargaining agreements can be found on our website.

## 2024 Covia Excellence Awards

At our Covia Leadership Bootcamp in February 2025, we were pleased to recognize our 2024 winners in person at a special event. The winners of our annual awards represent the high standards and strong values of our Covia team.



**2024 Prism Award**  
**Monica Abarca, Inside Sales**

Recognized for cultivating a workplace environment where everyone feels valued and appreciated

**2024 Volunteer of the Year**  
**David Morris, Maintenance**

Recognized for commitment and dedication to community through consistent volunteer efforts



**2024 Operations Impact Award**  
**Kevin Traun, Senior Engineer**

Recognized for his exceptional support and problem-solving at our plants

**2024 Commercial Impact Award**  
**Caryann Bruce, Sales Manager**

Recognized for her leadership, business growth, and all-around commercial excellence



**2024 Support Impact Award**  
**LeeAnn Banas, Controller; Andrea Keck, Manager, Legal Operations;  
and Chris Rundell, Senior Manager, ERP & IT Project Management**

Recognized for dedication and excellent results leading to the successful separation of the Energy and Industrial businesses



*Celebrating the Ahuazotepec Plant's Achievement (Drew Poschner)*

**2024 Plant of the Year**

**Ahuazotepec Plant (Mexico)**

Recognized for excellence in plant efficiency and effectiveness, safety performance, environmental leadership, and community involvement (Second Consecutive Year)

**2024 President's Safety Award**

**Oregon Plant (Illinois)**

Recognized for achieving the highest level of safety performance in all categories, exemplifying our Safety culture

**2024 Leaf Award for Environmental Excellence**

**Huntingburg Plant (Indiana)**

Recognized for exceptional teamwork and achievements in environmental compliance, environmental projects, and community involvement



## Community Impact and Philanthropy

We believe that thriving communities lead to a brighter, more prosperous future for all. With the support of our dedicated team members, we invest time, talent, and financial resources to give back to our communities. Our efforts focus on four key pillars: Health and Wellness, Education, Environment, and Social Equality. These areas are vital to our communities, team members, and stakeholders. We collaborate with over 300 local organizations to enhance our community engagement, primarily through in-kind contributions, charitable donations to 501(c)3 organizations, and disaster and hardship relief.

### The Covia Foundation

Our comprehensive community engagement and philanthropic initiatives are overseen by **The Covia Foundation**, which was established to formalize our approach to operating as a responsible corporate citizen. The Foundation governs our Community Investment Policy, which guides our charitable contributions, volunteerism, scholarships for dependents, and emergency relief efforts. We regularly review the policy and revise its provisions as necessary to better enable site-level investments in local communities.

As part of this initiative, we empower our team members to actively engage in their communities with a commitment to volunteerism through several offerings, including:

- Offering 24 hours of paid volunteer time each year
- Dedicating a workday to an effort or cause that is important to each facility through our Covia Cares Action Days program
- Matching an individual team member's donations 1:1, up to \$1,000 on an annual basis
- Providing grants to tax-exempt organizations where team members volunteer at least 20 hours of their personal time and talent

## Highlights That Inspire

### Bags of Hope: Huntersville, North Carolina, Office

Covia team members demonstrated their support for Bags of Hope, an organization that provides weekend food supplies to school children in Lake Norman, North Carolina, who experience food insecurity. Our team assembled over 140 food bags for children in the local community.

These bags include nutritious items for breakfast, lunch, dinner, snacks, and beverages.



Back Again: Year Three of Partnering with Bags of Hope (Natalie King)

### The Covia Cares Emergency Relief Fund

In 2023, we launched the Covia Cares Emergency Relief Fund, a pivotal initiative designed to provide immediate financial assistance to our team members across the U.S., Canada, and Mexico. This fund exemplifies our commitment to supporting employees through unforeseen personal hardships, reinforcing our dedication to their well-being and resilience.



The Portage Team and Family Helping Highway 51 (Stacy Smith)

### Wisconsin Department of Transportation Adopt-A-Highway Program

Employees at our Portage site were given the opportunity to clean up an area along highway 51. In this year's cleanup, they filled a total of 18 trash bags with collected trash and debris. Additionally, they safely disposed of larger items like tires, pallets, hub caps, and wood pieces. The volunteers witnessed firsthand the impact of littering, and they experienced the satisfaction of making a positive change by cleaning up their local area.

### Disaster Response and Recovery

The fund has played a crucial role in supporting employees affected by natural disasters, such as Hurricane Helene. Torrential rain and 100-mile-per-hour winds from the hurricane ravaged the Southeastern U.S., leaving communities without food and power. Covia responded by creating the Immediate Response Program, which provided \$500 payments within 24 hours to more than 40 employees affected by the hurricane. This support allowed them to focus on recovery and caring for their families.

In partnership with the Emergency Assistance Foundation, in 2024 the Covia Foundation granted \$39,080 and assisted 57 employees who were impacted by natural disasters, serious illness, loss of property, or death.

## Covia Cares Action Days

Covia facilities mobilized for 35 Action Days in 2024, with combined initiatives resulting in more than 12,000 volunteer hours. Efforts ranged from providing support when disasters strike to helping reduce food insecurity in local communities.

For more information, please visit our [Community Impact & Philanthropy Statement](#).

## Covia's Commitment to Veterans

Covia is dedicated to supporting organizations that help veterans in our communities. Many of our team members actively support veterans' organizations, and at the company level, we engage with the veteran community through events like the annual Stars, Stripes & Links golf outing. This event, held in October, was designed for injured combat veterans and allows us to express our gratitude for their service.



Volunteers and Veterans take to the Green (Drew Poschner)

## Product and Process Innovation

Following the strategic separation of our Energy business, Covia is excited to explore innovative avenues for diversifying and expanding our Industrial market presence. Our extensive product portfolio serves a wide range of everyday applications, and we are committed to delivering high-quality, high-performance, innovative solutions across various sectors, including foundry, building products, ceramics, coatings and polymers, water filtration, glass, and sports and recreation.

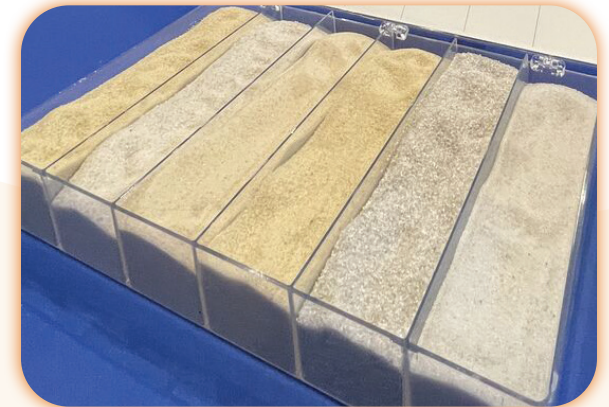


XRF Fusion (Ethan Kmiecik)

## Integrating Sustainability into our Products

A crucial element of our research and development strategy is collaboration with our customers. This partnership allows us to understand their needs for sustainable products and solutions that benefit their business and end-use applications. Through small-batch testing and trials, we work together to enhance product performance and sustainability features. To support this process and anticipate future demands, we conduct comprehensive market and trend research to inform our ongoing research and development investments. We have also developed a product scorecard that assesses a range of factors, including technical feasibility, economic interest, and sustainability criteria.

This approach has been instrumental in our product development achievement, particularly with the creation of our Cristobalex™ ultrawhite reflective filler. Cristobalex™ offers numerous sustainability-related advantages that were identified as market needs through our process, and we continue to explore applications for this exciting product. Additionally, we are actively pursuing opportunities to address the evolving needs of our customers through growth in the solar panel glass market. The initiative aims to improve the efficiency and durability of solar panel glass, reducing energy loss and optimizing performance. By developing lighter, more sustainable, and longer-lasting solutions, we seek to contribute to renewable energy while meeting the demands of this expanding market.



High-Performance Product Samples (Eric Ludewig)

## Innovative Solutions for Sustainability

We are currently establishing a state-of-the-art Innovation Center in Concord, North Carolina, due to open in 2025. The Concord facility will become an integral part of our network of laboratories. The new center will include significant laboratory space, along with office space for our technology team. Adding this lab will allow us to further our development of products serving key areas such as polymers, engineered stone, coatings, and building products.



## Innovative Products

Our commitment to responsibly providing minerals solutions includes managing the environmental impact of our processes, as described in the Environmental section of this report. Our products reflect this commitment as well, and we also consider their impact on the people who are exposed to them, as part of our social responsibility to our customers and their end-users.

Product	Unique Attribute	Environmental	Social	Impact	End-User Applications
ACCEL®	Dust-preventing polymetric sand			<ul style="list-style-type: none"> <li>• Safer work environment</li> <li>• Improved air quality on construction sites</li> </ul>	<ul style="list-style-type: none"> <li>• Landscaping</li> </ul>
BIOFLEX™	Coated hydrophobic sand			<ul style="list-style-type: none"> <li>• Durability &amp; wear resistance</li> <li>• Minimizes bacteria growth</li> <li>• Requires less water and fewer chemicals to treat field</li> </ul>	<ul style="list-style-type: none"> <li>• Artificial turf</li> </ul>
CRISTOBALEX®	Ultrawhite filler			<ul style="list-style-type: none"> <li>• Energy efficiency</li> <li>• Can replace TiO<sub>2</sub></li> <li>• Zero contribution to protective paint emissions</li> </ul>	<ul style="list-style-type: none"> <li>• Cool roofing</li> <li>• Road markings</li> </ul>
DST®	Dust suppression			<ul style="list-style-type: none"> <li>• Safer product</li> <li>• Reduced silicosis risk</li> </ul>	<ul style="list-style-type: none"> <li>• Glass products</li> <li>• Roof shingles</li> <li>• Roads</li> </ul>
FILTERSIL®	Cleaner silica and gravel			<ul style="list-style-type: none"> <li>• Cleaner water</li> </ul>	<ul style="list-style-type: none"> <li>• Water filtration systems</li> </ul>
GLASSIL®	Silica as a core structure			<ul style="list-style-type: none"> <li>• Recycling</li> <li>• Energy conservation</li> </ul>	<ul style="list-style-type: none"> <li>• Bottles</li> <li>• Glassware</li> <li>• Insulation</li> </ul>
LUMINEX®	Domestic production			<ul style="list-style-type: none"> <li>• Less importing (reduction in GHG emissions)</li> </ul>	<ul style="list-style-type: none"> <li>• Countertops</li> </ul>
MINBLOC®	Silica-free			<ul style="list-style-type: none"> <li>• Safer work environment</li> <li>• Reduced silicosis risk</li> <li>• Increases durability and coating life</li> </ul>	<ul style="list-style-type: none"> <li>• Clear protective film for greenhouses</li> </ul>
MINEX®	Silica-free			<ul style="list-style-type: none"> <li>• Safer work environment</li> <li>• Reduced silicosis risk</li> </ul>	<ul style="list-style-type: none"> <li>• Paints</li> <li>• Coatings</li> <li>• Sealants</li> <li>• Dinnerware</li> </ul>
NEOZIEN®	Odor elimination			<ul style="list-style-type: none"> <li>• Improved working conditions</li> <li>• Reduced impact on local community</li> </ul>	<ul style="list-style-type: none"> <li>• Resin-coated sand</li> </ul>
PURESIL®	Extra-low iron silica			<ul style="list-style-type: none"> <li>• Supports clean energy and a healthy life</li> </ul>	<ul style="list-style-type: none"> <li>• Glass covers for solar panels</li> <li>• Pharmaceutical containers</li> </ul>
SPECTRAQUARTZ®	Non-slip surfaces			<ul style="list-style-type: none"> <li>• Safer work environment</li> </ul>	<ul style="list-style-type: none"> <li>• Commercial and residential flooring</li> </ul>
SPECTRUM®	Silica-free			<ul style="list-style-type: none"> <li>• Safer work environment</li> <li>• Reduced silicosis risk</li> <li>• Increases durability</li> </ul>	<ul style="list-style-type: none"> <li>• Ceramicware</li> </ul>
TECHNISAND TRUCOAT® LE	Low emissions, reduced VOCs			<ul style="list-style-type: none"> <li>• Safer work environment</li> </ul>	<ul style="list-style-type: none"> <li>• Castings/molds for various products</li> </ul>

# Responsible Governance and Ethics

We conduct our business and operations on the bedrock of strong corporate governance practices, ethical conduct, and compliance measures. Covia has long held this commitment to operating responsibly, and we readily engage with our stakeholders to strengthen our partnerships while promoting transparency and reliability in the pursuit of our business and sustainability objectives.





## COORPORATE GOVERNANCE

## ETHICS, COMPLIANCE, AND TRANSPARENCY



Working in the Drying Control Room at Jaltipan (Ruben Peña Ramirez)

## Corporate Governance

The diverse experience, qualifications, attributes, and expertise of our Board and Executive Leadership Team (ELT) enhance their capability to deliver effective leadership and oversight, ensuring our operations align with the best interests of our stakeholders. Covia's Board of Managers convenes regularly to assess our performance, monitor progress against strategic plans, and oversee key initiatives.

Our Board-level committees include:

- **Audit Committee:** Oversees the integrity of our financial statements and financial reporting controls, and adherence to policies, standards, and regulations
- **Compensation Committee:** Oversees the policies and procedures that govern compensation programs, including our incentive-based compensation model

**Our Executive Leadership Team** develops and executes our business strategy and objectives. The ELT ensures we are making progress and sets the tone for fostering a culture of safety, performance, and reliability.

## Cybersecurity

We are dedicated to safeguarding our team members, assets, and operations from cyber threats by proactively managing risks and performance. Our commitment includes investing in advanced security measures to protect our expanding hybrid workforce and implementing automation tools to enhance and streamline our remediation capabilities. A comprehensive, multilayered defense strategy with robust cybersecurity standards and policies enables us to mitigate security risks and ensure consistency across our international operations, bolstering resilience against global threats.

Our efforts are focused on several critical areas, including:

- Team member awareness
- Technology solutions
- Continuous monitoring
- Incident response
- Limited data access
- Confidential information protections
- Third-party risk management
- Whistleblower procedures

For more information, please visit our [Cybersecurity and Data Privacy Statement](#).



The Washing Tank at Ahuazotepec (Giovanni Castro)

## Strengthening our Security Measures

As part of proactively managing and assessing risk within our organization, we have embarked on several new initiatives to advance our cybersecurity program. These efforts underscore our dedication to implementing cutting-edge tools and strategies to enhance our security capabilities, ensuring the protection of our assets and the trust of our stakeholders.

- **AI-Based Tools and Enhancements:** In January 2024, we integrated our third AI-based tool, focusing on mitigating the threat of phishing attacks, which remains a primary risk vector according to our annual breach reports. This tool leverages machine learning and natural language processing to analyze email patterns, identify anomalies such as unusual communication styles or senders, and flag potential threats. In the first half of 2024, we introduced a new tool in the identity governance space, marking our fourth AI product for cybersecurity. This tool analyzes user access, learning the environment to compare access levels. It provides recommendations for role assignments and identifies instances where users may have inappropriate access, thus enhancing our identity management and security posture. In September, we deployed our fifth AI-based tool, which, while less AI-centric, is heavily rooted in data science. This tool consolidates data from various security tools across our environment, creating a unified view of all assets.

## CORPORATE GOVERNANCE

## ETHICS, COMPLIANCE, AND TRANSPARENCY

- **Awareness and Training Initiatives:** To bolster our security awareness training, we have introduced short-form videos and infographics as part of our monthly messaging. These 60–90 second videos, featuring our team members, provide clarity and context that can be lost in text-based communications. This approach has been well-received, particularly by visual learners, and has enhanced our ability to convey complex security topics effectively.
- **Purpose-Built Tech Stack Framework:** We are also developing a new framework grounded in the NIST Cybersecurity Framework and MITRE ATT&CK Tactics, Techniques, and Procedures (TTPs). This methodology is intended to protect against every TTP used by attackers in any organization, creating a robust defense-in-depth security stack. It offers a transparent way to map risks to controls, providing actionable insights for our Board and stakeholders. By understanding the risks posed to our systems, we can employ the right tools and controls, demonstrating how these efforts translate into effective protection.



A Beautiful Sunrise Over the St. Canut Facility (Jonathan Jasmin)

## Ethics, Compliance, and Transparency

At Covia, we are committed to the highest standards of ethics, compliance, and transparency, which are integral to our identity and operations. Our Executive Leadership Team and Board of Managers emphasize the importance of ethical conduct across the organization.



The Lakeshore Team: Fit 2 Grow (Mike France)

We have developed a comprehensive suite of policies that underscore our commitment to ethics and compliance. These policies apply to all leaders, team members, and board members, and provide clear guidelines on various topics, including conflicts of interest, fair dealing, non-discrimination, non-harassment, and adherence to safety, health, and environmental regulations. This fosters a transparent, accountable, and performance-driven culture that aligns with our organizational values. We regularly evaluate and update these codes to promote ethical behavior and ensure compliance with applicable laws. All policies are accessible through our intranet homepage, along with contact information for specific inquiries.

### Core Policies

- Code of Business Conduct and Ethics
- Anti-Corruption and Sanctions Policy
- Policy for Concerns Regarding Accounting and Compliance Matters
- Employee Handbook

### Risk Management

Building upon our commitment to ethics, compliance, and transparency, we have strengthened our risk management framework to support our sustainability initiatives. In 2024, we advanced our capabilities by enhancing our enterprise risk management system in collaboration with a third-party expert, improving our ability to efficiently identify and address potential risks. This strategic initiative ensures that we remain proactive in managing challenges and upholding our dedication to ethical business practices.

### Compliance Training, Education, and Awareness Efforts

We ensure every team member understands their role in responsible business operations through our compliance training program, a key element in managing ethics and compliance risks. Our training includes real-life scenarios and interactive examples to enhance understanding.

We strive for 100% training completion annually at our North American sites. In 2024, we continued to require front-line team members to attend in-person workshops and office-based staff to complete online modules. In 2024, nearly 100% of our team members who were not on leave completed our compliance training.

As regulations evolve, we proactively identify and assess relevant developments and are committed to meeting and exceeding ethical and legal standards.



## CORPORATE GOVERNANCE

## ETHICS, COMPLIANCE, AND TRANSPARENCY

## Prohibiting Bribery

Covia strictly forbids bribery and improper payments to gain business advantages and, as a policy, refrains from conducting business with any country or territory under comprehensive U.S. sanctions. We recognize the vital role our team members play in identifying potentially fraudulent behavior, leveraging their firsthand experience and in-depth knowledge gained from their daily operations. To assess these risks and find improvement opportunities, we conduct periodic, anonymous fraud-risk surveys. We also visit our facilities to enhance team member preparedness and gather direct feedback on ethics, compliance, and risk topics. We continually evaluate our strengths and seek further opportunities to mitigate risks to Covia's business and reputation.

## Protecting Against Human Rights and Modern Slavery

At Covia, we are committed to the highest standards of ethics and business conduct, aligning our practices with the United Nations Universal Declaration of Human Rights and the United Nations Global Compact. Our Code of Conduct, which applies to all employees, board members, officers, vendors, suppliers, contractors, and other stakeholders, supports these principles. As the producer of raw minerals that go into our customers' products, our supply chain includes goods and services that support our operations and the packaging of the final products. We ensure that our operations and supply chains are free from forced and child labor, and we do not engage with suppliers who violate these standards.\*

## Empowering Team Members to Speak Up

While we uphold the highest standards of ethical behavior, it is crucial for our team members to report any concerns about violations freely and without fear of retaliation. Our "See Something, Say Something" approach encourages them to share their concerns with management, whether it's their direct supervisor, another member of management, or human resources. Team members can report concerns or suspected violations through our Whistleblower Hotline, available 24/7. This secure, third-party hotline allows complaints to be submitted online or by phone, with the option to remain anonymous.



From Ahuazotepec's Tree Nursery to the Neighborhoods of Zacatlán (Andrea Camacho Cabrera)

\*For more information, please visit our [Human Rights Policy](#) and [Modern Slavery Statement](#).

# Appendix

## A Special Thank You to Our Team Members

On behalf of Covia's Executive Leadership Team, Board of Managers, and Corporate Responsibility Leadership, we would like to give special thanks and recognition to the many team members across the organization who contributed to this report. We are sincerely grateful for your support of Covia's corporate responsibility commitments.

Adrianna Ateh	Lan Deng	John Hurst	Mike Maloney	Rocky Rivers
Brian Baldacci	Jennifer Does	Aaron Hutson	Estefani Martínez Rojas	Karina Rubio
Roger Bannister	Samuel Donner	Phil Ivanisin	Amy Mathias	Mark Sandwick
Adam Beatty	Hanne Elkjaer	Brady Jackson	Michele Maxson	Jon Shaper
Amelie Beauregard	Crystal Evans	Cynthia Jamieson	Shane McShane	Duncan Shaw
Steve Bell	Larry Evans	Thomas Jensen	Amanda Meehan	Tony Sinning
Antonio Beltran	Keith Feicks	Carl Johnson	Mick Mickelson	Jarod Smith
William Blackmore	Erick Finck	Jay Johnson	Scott Miller	Susan Smith
Jim Bonsall	Mike Foster	Larry Jones	David Morris	Mark Snyder
Carter Boswell	Mike France	Andrea Keck	Andy O'Brien	Doug Staples
Louis Bottiggi	Ian Freeman	Keith Kerr	Enrique Orozco Pérez	Chris Thynne
Jan Bradford	Brent Fremont	Janet Kilbane	Mark Oskam	Scott Tincher
Alex Brill	Alejandro Salvador González Gaytan	Paul Kimmy	Michele Oxlade	Kayembe Tshitenge
David Brooks	Holman Garland	Natalie King	Drew Poschner	Edgar Valenzuela
Caryann Bruce	Alejandro Gonzalez	Eric Knapp	Ruben Peña Ramirez	Laura Vasseur
Gordon Bull	Chris Goodwin	Kurt Krebs	Humberto Pérez Cruz	Samantha Walter
Troy Burd	John Hargrove	Mona Legin	Mike Perkins	John Warren
Erin Burke	David Hayes	Brian Lenhart	Juanita Powell	Sara Watson
Abel Oswaldo Cabada Mendoza	Kevin Heckel	Kristin Lewis	John Quinn	Anders West
James Campbell	Jeffery Hicks	Christopher Liu	Jay Raymer	Steve Westmoreland
Yanka Chankenka	Charlynn Hinson	Dan Lyon	Cale Reeder	Matt Wilkins
Ryan Christopher	Dennis Hough	Sean Lyons	Miguel Reyes	Bleve Wiloughby
Jayson Cutler	Forrest Howell	Sean Maas	Jenna Rindy	Will Winfield

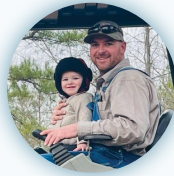


## Feature Photographers

Throughout the year, Covia team members are encouraged to photograph special moments that they believe best capture the essence of Covia. These moments can be anything from an all plant meeting to the sun setting just right over the reclamation fields. All of the photos used in this report are just a few selected from the many that were submitted over the course of 2024. It is only with these contributions are we able to share the beauty throughout Covia. A special thanks to all of our dedicated photographers below.



Andrea Camacho Cabrera



Blane Jackson



Brandon Wilson



Coleman Rajahn



Cynthia Rodriguez



Daphnée Arcand



David Hutson



David Krystofiak



Edgar Alejandro Valenzuela



Emily Bosch



Estefani Martinez Leon



Gina Laney



Gordon Bull



Ivan Bautista



Javier Rutilo Torres Moreno



Jay Adams



Jayson Cutler



Jennifer Perry



Jose Miguel Ramos Aguilar



Karina Ivone Rubio



Lorena Anaya



Mary Gallo



Michelle Brown-Garcia



Miguel Angel Reyes



Mike France



Rod Aide



Ruben Peña Ramirez



Samantha Walter



Skylar Messina



Stacy Smith



Tony Michaels



Travis Smith

Team members who submitted photos but are not shown above include: Areli Florencio, Carol DeNure, David Moreno Holguin, Don Hillman, Dominic Dube-Lefebvre, Drew Poschner, Dulce Padilla, Eric Ludewig, Ethan Kmiecik, Giovanni Castro, Jonathon Jasmin, Jordan Kraml, Jorge Cardenas, Jose Florencio, Jose Rene Vazquez Rosas, Josh Edwards, Josh Naugle, Josh Richards, Juan Gerardo Rodarte, Michael Pierce, Mike Anderson, Miriam Rojas, Noe Juarez Alderete, Raul Esteban Rojas, Ron Atherton, and William Kimbrel.

## Stakeholder Engagement Summary

Stakeholder Group	How We Engage with Them
Team Members	Company-wide town halls and ad hoc sessions with executives; Covia TV (digital signage) and our intranet; e-learning opportunities; performance reviews; social media; Team Member Engagement Survey; topical workshops and initiatives; and training sessions, including annual compliance training that covers our approach to reporting ethics concerns
Customers	Customer events and tradeshow; EcoVadis and other corporate responsibility assessments; press releases; pricing and product communications; social media; and website updates
Investors	Active outreach through conferences, in-person meetings, email communication and video/phone calls; earnings calls and presentations; press releases; social media; and website updates
Community Partners	Community Action Plans (CAPs); The Covia Foundation; social media; and volunteer opportunities
Suppliers	Annual/quarterly reviews; Business Partner Code of Conduct; email communications; social media; and website updates
Memberships and Associations	We actively engage with multiple professional associations and hold memberships in notable organizations to foster collaboration and drive innovation within the mineral and mining industries. These collaborations enable us to stay at the forefront of industry advancements, ensuring that our solutions are both innovative and environmentally and socially responsible.

## Partnerships that Support Positive Change

Covia is proud to foster meaningful partnerships and collaborate with more than 300 organizations in our local communities.

### Education

Angie Workman Scholarship Fund  
Boys Hope Girls Hope  
Cameron J. Jarvis Troup Library  
Child and Family Advocates of Cuyahoga County  
Covia Aspire Scholarship  
Folds of Honor  
Geauga Growth Partnership, Inc.  
Multiple local schools

### Environment

Carolina Wildlife Conservation Center  
Charlotte Wildlife Stewards  
Ducks Unlimited  
LAND Studio  
Monarch Joint Venture  
Mountain View Iris Festival  
Pheasants Forever  
South Jersey Quail Project, Inc  
Tandem Global (formerly WHC)

### Health and Wellness

9/11 Day  
American Cancer Society  
Campbellford Memorial Hospital Foundation  
Camp Tuckabatchee  
Golden Harvest Food Bank  
The Leukemia and Lymphoma Society  
The Turn  
Westben Centre  
Multiple local fire departments

### Social Equality

Angels & Sparrows  
ADA Jenkins  
Bags of Hope  
Harriet Tubman Movement  
Possibilities International  
Project Helping  
United Way  
Veterans Bridge Home  
Multiple local food banks



## 2024 SASB Metrics

Topic	Accounting Metric	Code	2024 Result
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	118,076 t CO <sub>2</sub> e
	Gross global Scope 2 emissions		115,812 t CO <sub>2</sub> e
	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	Please see the Energy Efficiency and Emissions section of the Report.
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NO <sub>x</sub> (excluding N <sub>2</sub> O), (3) SO <sub>x</sub> , (4) particulate matter (PM <sub>10</sub> ), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	(1) CO = 339.6 tons (2) NO <sub>x</sub> = 1,228.7 tons (3) SO <sub>x</sub> = 113.3 tons (7) VOC = 117.0 tons
Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	EM-MM-130a.1	(1) Natural gas = 21.7 million therms Diesel/used oil = 4.8 million gallons Gasoline = 0.2 million gallons Propane = 3.7 million gallons Total energy = 5.4 million GJ (2) Percentage grid usage: approximately 100% of 560 million kWh (3) Percentage of renewable: approximately 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 and consumed at 87% of our sites, including 100% of our water-stressed sites. 13% (six sites) of our total mining and processing sites are in regions of high water-stress. Of the six sites, water is used in the process at only two sites, making up 4% of our mining and processing sites. Please see the Water Stewardship section of this report for our long-term strategy on how we're addressing this. (1) 27,440 thousand cubic meters, 5% in regions of high water-stress (2) 7,636 thousand cubic meters, 21% in regions of high water-stress
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	8
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	EM-MM-150a.4	As a mineral and material solutions provider, the bulk of the waste that we generate is mineral waste – through tailings, overburden, or waste rock. As a result of our waste team's analysis of our byproducts, the amount of non-mineral waste generated was deemed not material, thus we do not plan to report on this metric at this time.
	Total weight of tailings produced	EM-MM-150a.5	6.9 MM metric tons. The majority of our tailings waste is reprocessed as backfill.
	Total weight of waste rock generated	EM-MM-150a.6	2.9 MM metric tons
	Total weight of hazardous waste generated	EM-MM-150a.7	In 2023, we developed a roadmap for reporting on our hazardous waste generated and recycled by 2025.
	Total weight of hazardous waste recycled	EM-MM-150a.8	In 2023, we developed a roadmap for reporting on our hazardous waste generated and recycled by 2025.
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	0
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	Each facility is currently working under their legacy company policy and procedures as they relate to waste and hazardous materials. We are in the process of creating a Covia standard for all sites.

Topic	Accounting Metric	Code	2024 Result
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	Please see the Land Management and Biodiversity section of this report.
	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) 7% (2) 4% (3) 2%
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	(1) Proved: 46% (2) Probable: 29%
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	(1) Proved: 0% (2) Probable: 0%
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	(1) Proved: 15% (2) Probable: 5%
	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	Covia has long-standing alignment to the United Nations Universal Declaration of Human Rights, which outlines fundamental human rights to be universally protected. Covia's Nepheline Syenite Operation (NSO) in Canada is situated within the traditional lands of First Nations. Therefore, as part of the Duty to Consult process, Covia conducts pre-consultation when seeking provincial permits that may impact the rights and interests of Aboriginal peoples. Pre-consultation involves written notifications of the project and identifying potential impacts and proposed mitigation. To date, Impact Benefit Agreements (IBAs) have not been required at NSO.  In Mexico, the federal government has promulgated legislation to empower Indigenous Peoples. The government has established a method to identify indigenous communities within the municipality where the impacts may occur. Covia actively reviews the available database prepared by the Secretary of Environmental and Natural Resources to identify potential impacts with the local indigenous communities. To date, none of our sites in Mexico have been affected by the new legislation. Covia has no sites in areas of conflict.
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Covia recognizes that the communities in which we live and operate are important stakeholders, which is why this topic is incorporated into our Goals That Inspire. Please see the Responsible Operations section for more information.
	Number and duration of non-technical delays	EM-MM-210b.2	0
Labor Practices	Percentage of active workforce employed under collective agreements		Overall: 41% Canada: 73% Mexico: 65% United States: 19%
	Number and duration of strikes and lockouts	EM-MM-310a.2	0
Workforce Health & Safety	(1) All-incidence rate, (2) fatality rate, (3) near-miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	(1) All-Incidence Rate: 0.95* (2) Fatality Rate: 0* (3) Near Miss-Frequency Rate: 21.67* (4a) (4b) Training: 52.5 Hours* *All information is a combined rate between both employees and contractors. Given how this information is reported and collected, the two cannot be separated.



Topic	Accounting Metric	Code	2024 Result
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Please see the Responsible Governance & Ethics section of this report.
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	NA
Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540a.1	<p>Most of Covia's tailings storage facilities are ponds; however, we recognize the importance of thorough inspections and maintenance. Because of this, we have a two-tier inspection approach, with frequency depending on the associated risk rating. The Level 1 inspection is a 12-point inspection and is conducted more frequently. The Level 2 inspection is a 30-point detailed inspection. All impoundments are on their own inspection frequency (varying from N/A, daily, weekly, monthly, quarterly, or annually) depending on classification. Both Level 1 and Level 2 Inspections are noted on the "Tailings Storage Inventory" Chart. Covia has 205 impoundments:</p> <p>153 - Low Risk 53 - Medium Risk</p> <p>Our impoundment list includes all active, inactive, and reclaimed impoundments, including but not limited to tailings storage, stormwater retention ponds, freshwater ponds, and process water ponds. Several impoundments on the list are incised, with a natural rock barrier leading to a very low risk rating. Regardless, we believe all impoundments require close monitoring and they are only removed from the list when there is no longer a failure threat.</p>
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Our tailings management systems are governed by our Impoundment Management Corporate Policy and our Engineering Standard 1330: Impoundment Design, Construction & Inspection Guidance. These documents outline all impoundment inspection procedures, practices, documentation, and storage of each inspection record or report.
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Tailings storage facilities and related plans are guided by our Impoundment Management Corporate Policy; our Engineering Standard 1330: Impoundment Design, Construction and Inspection Standard; and applicable regulations.

## Activity Metrics

Activity Metric	Code	Metric
Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	0
Total number of employees, percentage contractors	EM-MM-000.B	2007, 0.3%