



# COMMUNITY IMPACT & PHILANTHROPY

We believe that when our communities thrive, we all benefit from a brighter, more prosperous future. Across the organization, and with the help of our dedicated Team Members, we strive to give our best back to our communities by investing time, talent, and financial resources.



## Approach

We are proud to work with organizations on initiatives that create growth and leave a lasting impact across four main pillars: Health and Wellness; Education; Environment; and Social Equality.

Each pillar represents an area of significance to our communities, Team Members, and other stakeholders, and we continue to explore ways to advance our community engagement efforts by collaborating with more than 250 organizations in our local communities.

Our primary means for investing in our communities includes in-kind contributions, charitable contributions to established 501(c)3 organizations, and disaster and hardship relief. In addition, 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 at least a full workday to an effort or cause that is important to each office through our Covia Cares Action Days;
- Matching up to \$1,000 of individual Team Member donations on an annual basis; and
- Providing grants to tax-exempt organizations where Team Members volunteer at least 20 hours of their personal time and talent.

## 2030 GOALS THAT INSPIRE:

**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.**

## SUPPORTING POLICIES:

### Community Investment Policy

## COMMUNITY IMPACT & PHILANTHROPY OVERSIGHT

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 and volunteerism.