

# 2022 SASB Index

This SASB Index reflects the metrics and other disclosures that are included in the Sustainability Accounting Standards Board (SASB) Standard for the Metals & Mining industry, and additional metrics that Covia tracks and are relevant for our business, which operates in a sub-segment of the Metals and Mining industry.

SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS			
TOPIC	ACCOUNTING METRIC	CODE	2022 RESULT
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	403,948 MT 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 Environmental Stewardship section of our ESG 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 = 557.3 tons (2) NO <sub>x</sub> = 1,778.8 tons (3) SO <sub>x</sub> = 219.6 tons (4) PM <sub>10</sub> = Although we produce PM <sub>10</sub> , we currently do not have a process in place to report this number for our entire company. However, we are working to address and will be able to collectively report on PM <sub>10</sub> by 2026. (5) Hg = Zero or nearly zero (6) Pb = Zero or nearly zero (7) VOCs = 164.1 tons
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-MM-130a.1	(1) Natural gas = 52.9 million therms Diesel/used oil = 8.3 million gallons Gasoline = 0.3 million gallons Propane = 5.7 million gallons Total energy = 9.5 million GJ (2) Percentage grid usage: approximately 100% of 572 million kWh (3) Percentage of renewable: <1%

SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS			
TOPIC	ACCOUNTING METRIC	CODE	2022 RESULT
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	<p>We track fresh water withdrawn and consumed at 80% of our sites, including 88% of our water-stressed sites. 16% (8 sites) of our total mining and processing sites are in regions of high water-stress. Of those 8 sites, water is only used in the process at 4 sites, making up 8% of our mining and processing sites. Please see the Responsible Resource Use section of our ESG report for our long-term strategy on how we're addressing this.</p> <p>(1) 37,013 thousand cubic meters, 5% in regions of high water-stress</p> <p>(2) 16,991 thousand cubic meters, 11% in regions of high water-stress</p>
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	2
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	EM-MM-150a.4	In 2022, we created a cross-functional steering team to develop a roadmap for reporting waste requirements by 2025.
	Total weight of tailings produced	EM-MM-150a.5	12.1 million tons. Essentially all our tailings waste is reprocessed as backfill.
	Total weight of waste rock generated	EM-MM-150a.6	In 2022, we created a cross-functional steering team to develop a roadmap for reporting waste requirements by 2025.
	Total weight of hazardous waste generated	EM-MM-150a.7	In 2022, we created a cross-functional steering team to develop a roadmap for reporting waste requirements by 2025.
	Total weight of hazardous waste recycled	EM-MM-150a.8	In 2022, we created a cross-functional steering team to develop a roadmap for reporting waste requirements by 2025.
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	2
	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 it relates to waste and hazardous materials. We are in the process of creating a Covia standard for all sites.
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	Please see the Respecting the Land, Protecting Biodiversity section of our ESG 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) 6% (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) 44% (2) 42%

## SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS

TOPIC	ACCOUNTING METRIC	CODE	2022 RESULT
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) 0 (2) 0
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	(1) 9% (2) 3%
	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	<p>Covia has a long-standing alignment to the United Nations Universal Declaration of Human Rights, which outlines fundamental human rights to be universally protected.</p> <p>Covia's Nepheline Syenite Operation (NSO) in Havelock, Ontario, 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 notification of the project and identifying potential impacts and proposed mitigation. To date, Impact Benefit Agreements (IBAs) have not been required at NSO.</p> <p>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 sites have been affected by Indigenous communities.</p> <p>Covia has no sites in areas of conflict.</p> <p>For more information, please see the Ethics, Compliance, and Transparency section of our ESG Report.</p>
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 2030 goals. For more information, please see the Community Impact and Philanthropy & Ensuring Strong Corporate Governance sections of our ESG Report.
	Number and duration of non-technical delays	EM-MM-210b.2	0
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-160a.1	Canada: 73% Mexico: 56% U.S.: 21%
	Number and duration of strikes and lockouts	EM-MM-160a.2	0
Workforce Health & Safety	(1) MSHA 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	<p>(1) MSHA all-incidence rate: 2.09*</p> <p>(2) Fatality rate: 0</p> <p>(3) Near-miss frequency rate: 25.99**</p> <p>(4) (a) Employee training: 41.5 hours</p> <p>(4) (b) Contractor training: 9.8 hours</p> <p>*The MSHA all-incidence rate does not include any of our sites in Mexico, Canada, or any OSHA sites in the United States. Our all-company incident rate is 1.20.</p> <p>**Near-miss frequency rate is a combined rate between both employees and contractors. Due to the way this information is reported and collected, the two cannot be separated.</p>

## SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS

TOPIC	ACCOUNTING METRIC	CODE	2022 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 Ethics, Compliance, and Transparency section of our ESG Report.
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	N/A
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	At Covia, we recognize the importance of thorough inspections and maintenance. Because of this, we have a two-tier inspection type with frequency depending on associated risk rating. The Level 1 inspection is a 12-point inspection and conducted more frequently. The Level 2 inspection is a 30-point, detailed inspection. All impoundments are on their own inspection frequency, which may be N/A, daily, weekly, monthly, quarterly, or annually, depending on classification. Both Level Inspections are noted on the "Tailings Storage Inventory" chart, which can be found <a href="#">here</a> .  Covia has 222 total impoundments: Low Risk: 171 Medium Risk: 51  Our impoundment list is inclusive of all active, inactive, and reclaimed impoundments, which includes but is not limited to tailings storage, storm water 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 that all impoundments require close monitoring and are only removed from the list when there is no longer a failure threat.
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Our tailing management systems are governed by our "Impoundment Management" Corporate Policy and our "Engineering Standard 1330: Impoundment Design, Construction and Inspection Standard." These documents outline 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	Tailing storage facilities and related plans are guided by our "Impoundment Management" Corporate Policy and our "Engineering Standard 1330: Impoundment Design, Construction and Inspection Standard" as well as regulation.

## 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	2,335, 1%