

Goals That Inspire: ESG 2030 Index

	GOAL	METRIC(S)	ASSOCIATED UN SDG(S)
ENVIRONMENTAL	Ensure Responsible Operations	<ul style="list-style-type: none"> 🕒 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 ● Establish a comprehensive Environmental Management System (EMS) across all mining and processing sites 	   
	Reduce Greenhouse Gas (GHG) Emissions	<ul style="list-style-type: none"> ● Reduce Scope 1 & Scope 2 emissions by 20% on a per-ton basis 	
	Protect Essential Water Supply	<ul style="list-style-type: none"> ● Recycle 90% of water at sites within water-stressed areas and expand reporting on consumption at all facilities 	
	Preserve, Restore, and Improve Biodiversity	<ul style="list-style-type: none"> ● Implement a conservation biodiversity initiative at all sites with 50% of our mining and processing sites achieving and maintaining Wildlife Habitat Council (WHC) certification or equivalent ● Develop a conservation plan for 100% of our mining and processing sites that have a species-at-risk present ● Improve ratio of land rehabilitated to land disturbed 	
SOCIAL	Ensure Safety and Health of our Team Members	<ul style="list-style-type: none"> ● Achieve year-over-year improvement in all-incidence rate for employees in support of our Safety First value and priorities ● Achieve year-over-year reduction in the number of workers potentially overexposed to respirable silica through the Hierarchy of Controls 	
	Enhance Our Covia Culture	<ul style="list-style-type: none"> ● Increase the collective gender, racial, and ethnic diversity of both Board Members and Leadership Team to 40%, while continuing to cultivate extensive industry and subject matter diversity ● Drive continuous annual improvement in underrepresented talent across our workforce to reflect the local communities in which we operate and live ● Enhance organizational programming to support a culture of inclusion and foster a greater sense of belonging among Team Members ● Improve employee engagement ratings by routinely assessing the effectiveness of our programs and practices 	
	Support Our Communities	<ul style="list-style-type: none"> ● Donate \$10M in funds through The Covia Foundation, which focuses on improving education, the environment, health and wellness, and social equality, to support initiatives in the communities in which we operate ● Contribute 50,000 paid or personal volunteer hours in communities where we live and work 	   
	Expand Sustainable Product Offerings	<ul style="list-style-type: none"> ● Expand the number and strengthen the effectiveness of product offerings with ESG benefits while fully articulating the inherent positive impact on both the environment and society 	
GOVERNANCE	Focus on Cybersecurity & Data Management	<ul style="list-style-type: none"> ● Complete annual and continual cybersecurity training for 100% of our employees 	
	Increase Corporate Transparency	<ul style="list-style-type: none"> 🕒 Become a signatory to the UN Global Compact and annually report out alignment with its principles ● Continue to enhance transparency through the alignment of reporting with prevailing frameworks or standards 	