



ESG STRATEGY

As a leading provider of diversified mineral solutions, we are committed to making a positive difference in the world by meeting the needs of our stakeholders today and ensuring a sustainable future for generations to come. This commitment is what drives our environmental, social and governance (ESG) strategy, and continued progress against our stated objectives.



Our ESG strategy is built upon our Covia Values – Safety First, Be Different, Deliver on Promise, and Act Responsibly – the foundational elements of our culture and behaviors. These values are embedded at every level across our organization, from our Board of Managers and Senior Leaders to our Team Members at all our global sites – and guide what we do every day.

Approach

Our ESG 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 take climate action by 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; and 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.

Accountability

We are building on our long legacy of corporate responsibility through ambitious goals aimed at inspiring and accelerating our ESG progress and performance through 2030.

GOALS THAT INSPIRE: Environmental Stewardship



Implement an EMS and a robust Community Action Plan at 100% of our locations.



Reduce greenhouse gas emissions by 20% on a per ton basis.



Protect essential water supply by reporting consumption at all sites and recycling 90% of water within stressed areas.



Preserve, restore, and improve biodiversity through conservation and reclamation practices.

GOALS THAT INSPIRE: Positive Social Impact



Ensure the safety and health of our Team Member by improving our all-incidence rate and reducing potential exposures to respirable silica.



Build a culture of diversity and inclusion by improving representation among our workforce and leadership, and fostering a greater sense of belonging among Team Members.



Support our communities through \$10 million in donations and 50,000 Team Member volunteer hours.



Expand our product offerings with ESG benefits while articulating their inherent benefits on society.

GOALS THAT INSPIRE: Responsible Governance & Ethics



Emphasize the importance of cybersecurity awareness through Team Member training.



Increase corporate transparency by joining the UN Global Compact and aligning our ESG reporting with prevailing frameworks.

The United Nations Sustainability Goals (UN SDGs)

Covia has evaluated the 17 UN SDGs and identified 11 that we believe we can directly impact and that align with our “Goals that Inspire”, demonstrating our thoughtful, stakeholder-driven approach to developing and working toward our ESG aspirations.



ESG Oversight

Our commitment to ESG performance is far-reaching, starting with the Board of Managers and Executive Leadership Team (ELT) and cascading to Team Members across our organization. Each quarter, our Board receives an update on our ESG progress and performance. The Board uses this information in close collaboration with our ELT to further refine and enhance the strategic direction of our ESG programming.

Board of Managers and Executive Leadership Team

Oversees our ESG policies and practices, as well as ESG-related risks and opportunities.

Director of ESG

Leads and enhances our overall ESG strategy and program to ensure we continue to make meaningful progress toward our commitments and established goals.

ESG Committee

Provides partnership and support for our ESG program to ensure integration into our overall business strategy.

ESG Steering Teams

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

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| Greenhouse Gas Emissions Reduction | Reclamation and Land Rehabilitation |
| Water Management | Community Action Plan |
| Waste Management | Diversity and Inclusion |
| Biodiversity Conservation | |

