



Performance Snapshot

GENERAL DISCLOSURES

ORGANIZATIONAL PROFILE			FY2018
Number of Full-Time Employees			3,384
Domestic			2,546
International			838
% of Women in Workforce			26%
% Minorities in Workforce			29%
% Employees Unionized			34%
Employees by Ethnicity		Number	Percentage
White		2,406	71%
Hispanic/Latino		777	23%
Black/African American		113	3%
American Indian/Native Alaskan		23	<1%
Asian		47	>1%
Two or More Races		18	<1%

ECONOMIC DISCLOSURES

CAPITAL STRUCTURE, COST CONTROL, ROI		FY2018
GAAP Revenue		\$1.8 Billion
Pro Forma Combined Revenue		\$2.3 Billion

BUSINESS GROWTH & DIVERSIFICATION		FY2016	FY2017	FY2018
Energy Volumes (Thousands of Tons)		13,250	21,494	20,689
Energy Revenues (Millions)		\$765	\$1,491	\$1,536
Industrial Volumes (Thousands of Tons)		14,592	14,548	14,527
Industrial Revenues (Millions)		\$745	\$764	\$784

PRODUCT & PROCESS INNOVATION		FY2018
Patent Applications Filed		19
Patents Granted		7
Bright Site Programs Completed		4

PRODUCT QUALITY		FY2018
Customer Satisfaction		99%

COMMUNITY INVOLVEMENT		FY2018
Covia Community Donations		>\$1.6 Million
Employee Volunteer Hours		>16,000

ENVIRONMENTAL DISCLOSURES

AIR QUALITY		FY2018
Percentage of facilities complying with Occupational Safety and Health Administration (OSHA) occupational exposure limit of respirable crystalline silica (RCS) dust of 50 ug/m3		100%

WATER		FY2018
Sources significantly affected by the withdrawal of water		0%



LAND MANAGEMENT, RECLAMATION, BIODIVERSITY FY2018

Habitats Restored	2018 Area Reclaimed (acres)	Total Area Reclaimed (acres)
United States Operations	74	2,769
Canada Operations	0	38
Mexico Operations	25	317
Total Covia Operations	99	3,124

ENERGY & GREENHOUSE GAS (GHG) EMISSIONS FY2018

Fuel Use by Type	
Electricity (GWh)	820
Coal/Lignite (kg)	62,684,324
Natural Gas (103 cu.m.)	234,955,691
Oil/Diesel (103 cu.m.)	52,631
Propane (gallons)	4,709,219
Energy Consumption (GWh)	4,522.1
Energy Intensity (energy use in MWh/tons sold)	0.17
Scope 1 and 2 Emissions (Thousands of Metric Tons of CO ₂ Equivalents)	
Direct Sources	1,063,907*
Indirect Sources	556,599
Total Scope 1 and Scope 2 Emissions	1,631,086
Scope 1 and 2 Emissions Intensity (metric tons/tons sold)	0.06

WASTE FY2018

Number of Zero-Waste Facilities	26
---------------------------------	----

SOCIAL DISCLOSURES

SAFETY FY2018

Lost Time Incident Rate (LTIR)**	
Covia Employees	1.45
Industry	1.78
Total Case Incident Rate (TCIR)***	
Covia Employees	0.43
Industry	1.30
Fatalities – Employees	0
Facilities – Contractors	0
Total Fatalities	0

EMPLOYER OF CHOICE FY2018

Retention****	86%
---------------	-----

*Provincial emissions values from stationary sources at our Nepton and Blue Mountain plants are removed from this number.

**Lost Time Incident Rate (LTIR) – The number of lost time cases multiplied by 200,000 divided by the number of work hours. Since Covia is MSHA-regulated, we use the most current, full-time reportable incident rate.

***Total Case Incident Rate (TCIR) – The number of reportable incidents multiplied by 200,000 divided by the number of work hours. Since Covia is MSHA-regulated, we use the most current, full-time reportable incident rate.

****Number of full-time employees minus voluntary and involuntary terminations (does not include deceased or retirees) at the end of 2018 divided by the number of full-time employees at the beginning of the period—the formation of Covia in June 2018.