

# CREATING A COMMUNITY FOR ALL

## 2020 CORPORATE RESPONSIBILITY REPORT



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# A MESSAGE FROM OUR CEO

## Creating a community for all has never been more important.

U.S. Silica entered 2020 with the expectation of continued business success driven by a strong U.S. economy and several new business opportunities. However, as the realities of a COVID-19 pandemic began to impact global economies in March, it became clear that this would not be a normal year. We faced declining demand and prices in our energy business and weaker industrial demand. The pandemic also caused profound personal and professional challenges to navigate. Through all this, we continued to prioritize the health and safety of our colleagues and I am thankful for our strong team and the community that we built which allowed us to adapt and succeed in difficult circumstances.

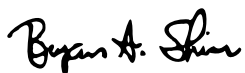
Despite these challenges, U.S. Silica achieved our safest year in Company history with a 10% improvement in our Total Recordable Incident Rate (TRIR) and a 38% improvement in our Lost Time Incident Rate (LTIR) year-over-year. As an essential business, we continued to operate throughout the pandemic, while adapting to allow for more remote work, new hygienic standards, and innovative work processes to keep our colleagues safe.

We also recognized the impact of important social issues that were raised across the United States in 2020, and responded by deepening our commitment to diversity, inclusivity and belonging across the company. It should be very clear that there is no place for any type of discrimination at our company and we are committed to making U.S. Silica a community where all of our employees feel they belong.

Throughout this report, you will also see numerous examples where we assisted the communities that we call home. These projects took many forms, including supporting local first responders, helping high school seniors celebrate graduation “pandemic-style,” and bringing entertainment to senior citizens in nursing homes. We also helped beautify communities through reclamation activities and our biodiversity program and furthered our partnership with Truckers Against Trafficking to reduce human trafficking and address a substantial human rights risk.

Finally, several of our Industrial product lines serve environmentally important value chains and end uses. Our products are used in solar panel manufacturing, green diesel processing, fiberglass wind turbine blade construction and organic insecticides. Further, we offer light weight absorbent products and SandBox® logistics services which both substantially reduce product transportation costs and carbon emissions.

At U.S. Silica, we bring a balanced, unwavering commitment to our stakeholders. We believe that the best way to deliver this is by creating a community for all – doing what is best for our people, partners, and planet. We eagerly embrace the responsibility to leverage both our scale and experience to make a positive impact across the communities in which we live and work, and to put into practice the ideals that we aspire to achieve. Together, we can and we will build a stronger, more prosperous, and more inclusive future for all.



Bryan A. Shinn  
CEO



# LOCATIONS

## Offices

- Katy, TX
- Reno, NV

## Industrial & Specialty

- Berkeley Springs, WV
- Blair, NE
- Clark, NV
- Columbia, SC
- Dubberly, LA
- Fernley, NV
- Hurtsburo, AL
- Jackson, MS
- Jackson, TN
- Kosse, TX
- Lovelock, NV
- Mapleton Depot, PA
- Mauricetown, NJ

- Middleton, TN
- Millen, GA
- Montpelier, VA
- Ottawa, IL
- Pacific, MO
- Rockwood, MI
- Vale, OR

## Oil and Gas

- Crane, TX
- Festus, MO
- Lamesa, TX
- Mill Creek, OK
- Sparta, WI

## Transloads

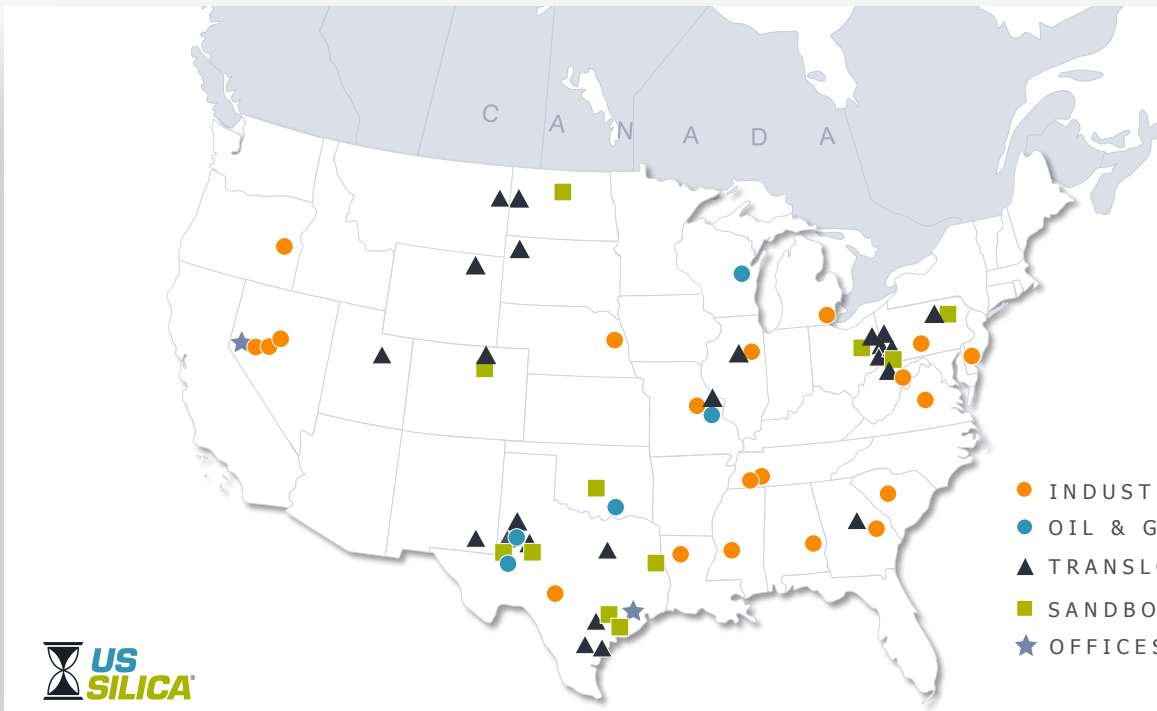
- Augusta, GA
- Benwood, WV
- Big Lake, TX

- Casper, WY
- Cleburne, TX
- East Fairview, ND
- Fairview, MT
- Hannibal, OH
- Herculaneum, MO
- Loving, NM
- Lubbock, TX
- McKees Rocks, PA
- New Town, ND
- Odessa, TX
- Ottawa, IL
- Rayland, OH
- San Antonio, TX
- Steubenville, OH
- Victoria, TX
- Von Ormy, TX

- Warrenton, OH
- Wellington, UT
- Wyalusing, PA

## SandBox

- Bellaire, OH
- Blanchard, OK
- Claysville, OH
- Dilley, TX
- Greeley, CO
- Kilgore, TX
- Midland, TX
- Pleasanton, TX
- Towanda, PA



- INDUSTRIAL & SPECIALTY
- OIL & GAS
- ▲ TRANSLOADS
- SANDBOX
- ★ OFFICES

Visit [www.ussilica.com/locations](http://www.ussilica.com/locations) to learn more.

# CORE VALUES & BOLD GOALS

## Our core values define the U.S. Silica culture and shape our business goals.

We define success from many different viewpoints. Our 2025 bold goals serve as our roadmap for how we aim to achieve great things together.



### Respect: We treat each other with respect and dignity.

- Empower employees to improve personal health and well-being
- Secure cyber networks to protect our employees, customers, and investors



### Safety: We ensure the safety of our people and the environment.

- Maintain industry leading EHS programs and manager development
- Minimize GHG emissions by reducing fuel and electricity usage at our plants
- Achieve zero reportable and lost time incidents



### Integrity: We act with honesty and integrity.

- Increase the number of sustainable product offerings
- Create an environment of inclusion across our organization and throughout our supply chain
- Protect air and water quality in and around our communities



### Community: We operate in our communities as good neighbors.

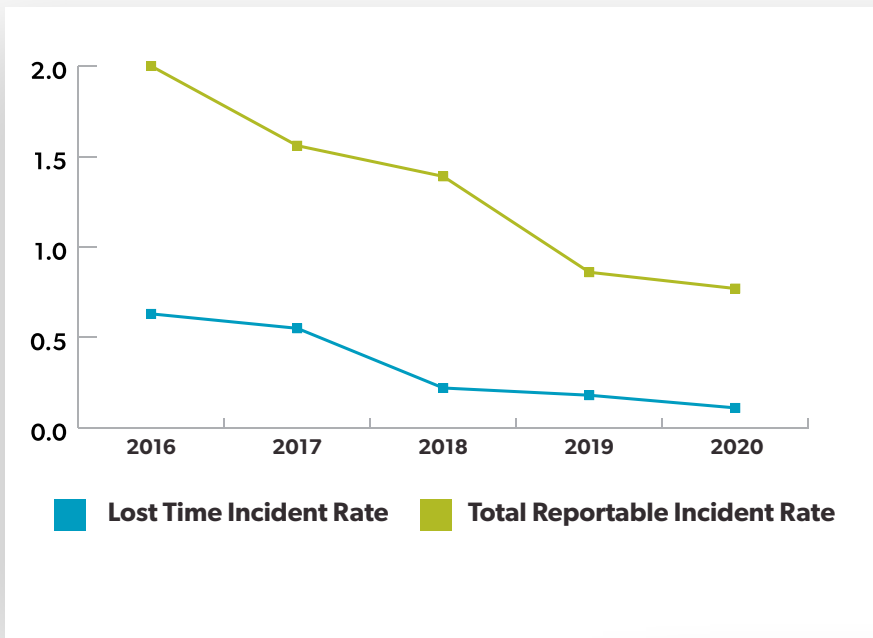
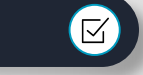
- Increase charitable donations to organizations that support our community
- Actively seek opportunities for volunteering and community engagement

# 2020 SAFETY HIGHLIGHTS

**At U.S. Silica, we take the responsibility for the safety of our employees, our company and our communities seriously.**

Through safety training, continued education and workshops, we ensure a safety-first mentality remains the top priority for all employees across our footprint.

In 2020, we confirmed our belief-based safety culture was effective and achieved the best safety performance in our company's history.



**2020 WAS OUR SAFEST YEAR IN COMPANY HISTORY.**

**NEARLY 80% of our locations had ZERO REPORTABLE INCIDENTS in 2020**

**96% of our locations had ZERO LOST TIME INCIDENTS in 2020**



*Pre-COVID-19 photo of U.S. Silica's Hurtsboro, AL employees*

**Achieving decades of zero reportable and lost time incidents in Hurtsboro, AL**

Our plant in Hurtsboro, AL, is a great example of U.S. Silica's unwavering commitment to protecting the safety of its employees. 2020 marked 30 years without a lost time accident and 12 years without a reportable incident at the facility.



# PANDEMIC RESPONSE



## Coordinated Resource Team

In March 2020, at the onset of the pandemic, we mobilized a COVID-19 Impact and Action Plan Committee led by HR, Operations, and the Environmental, Health and Safety (EHS) functions. This Committee spearheaded our companywide updates through corporate protocols, health and safety guidelines and best practices shared by plants to avoid the spread of COVID-19.



## Flexible Work Environment

As the dynamic situation continued to evolve, we implemented flexible working situations like remote and rotational work schedules and a five-day absenteeism relief policy, to allow our employees to maintain their responsibilities outside of work, and preserve their work-life balance during this stressful period.



## PPE Inventory and Controls

We leveraged our broad network to procure stockpiles of PPE and centralized resources to streamline requests for equipment. Our plant in Ottawa, IL, served as a hub for more than 30,000 masks and all requests and shipments were coordinated through a single team to ensure all plants received the necessary equipment to keep their team safe and our facilities operational.



## Companywide Pre-Screens

We mandated a mobile medical pre-screen before arrival at any U.S. Silica facility. Every day, employees self-screen using a third party medical provider's mobile app or website questionnaire, the focus of which evolves with new discoveries or updates related to COVID-19. Enforcing an employee self-screen complemented our social distancing best practices, as we encouraged all employees to pause and assess if they're healthy enough to report to work.



## COVID-19 Rapid Response Program

We implemented a third party medical provider's case management solution and contagious respiratory illness assessment program to monitor and implement CDC protocols and serve as a health and wellness resource for employees. The third party medical provider's team of doctors, physician assistants and registered nurses were on call for members of the U.S. Silica team exhibiting symptoms or concerned about an exposure to a positive COVID-19 case.



## Health and Safety Resources

We expanded the U.S. Silica safety hotline to provide employees with an outlet for any COVID-19-related questions or concerns. Medical questions and concerns were directed to a third-party medical provider specializing in effective work-related healthcare services. Regular health guidance townhalls were hosted by EHS and Operations teams with a third party medical provider's clinical leadership to provide relevant health, safety and protocol updates and guidance.



**N95 or KN95 face coverings must be worn in all circumstances where social distancing cannot be achieved.**



**All surfaces in our offices and workspaces are disinfected daily.**

**Throughout 2020, U.S. Silica managed more than 2,000 COVID-19 symptoms or exposure cases and facilitated healthcare guidance and direction to concerned employees.**



**U.S. Silica's preventative health and safety measures proved effective.**

**At the peak of the pandemic in the U.S., U.S. Silica workers contracted COVID-19 at a rate**

**66% LOWER THAN THE NATIONAL AVERAGE.**

**During 2020,**

**0 CONFIRMED**

**COVID-19 cases of U.S. Silica employees were a result of transmission at work as confirmed through company contact tracing protocols.**

**Our IT department worked swiftly to coordinate remote working capabilities for 400 U.S. Silica employees, resulting in an**

**850% INCREASE**

**in daily access to U.S. Silica's virtual private network.**





# THE POWER OF COMMUNITY IN TIMES OF CRISIS

**Mike Winkler**, Executive Vice President and Chief Operating Officer, explains the importance of strong leadership during challenging moments and how COVID-19 prompted the global industrial minerals and logistics leader to adjust its ways of working and take a fresh look at its impact potential.

## **Q: How did U.S. Silica balance business operations and employee safety amid the pandemic?**

**A:** At U.S. Silica, our first priority was to make sure that our people were safe. That is a bedrock core value of our company, as we know our operations have some inherent dangers. We mobilized our crisis response team and established a hotline number for our 1,600 employees to ask any questions or concerns they had related to COVID-19. We connected ourselves with medical experts to advise on health guidance and protocols, alleviating pressure on managers and plant supervisors.

Second, we had to find a way to continue to operate. Our products have important roles in supply chains for many essential businesses, making us an essential business as well. We had to tell this larger story to the regulators in each state where we operate, so that we could continue to meet our customer's needs and do our part to keep our customers supplied and running.

Third, we had to find a way to work in this new pandemic dynamic. Our operations teams around the company came up with new efficiencies at every step so that our people could continue to do their jobs while remaining safe. This included deep cleaning practices; more use of remote plant management; vastly increasing the use of our VPN and remote meeting software; and introducing contact tracing and other health and safety guidelines. We also trusted our people to make the right decisions to protect their health and the health of the U.S. Silica community as a whole. Our daily self screening app helped them ask the right questions, and then they made the decision whether to report to work each day based on their individual circumstances. We were very proud that they made the right choices with the tools we provided, and we had zero cases of COVID-19 spread at our facilities.

*"A strong commitment to safety is central to our culture and our operations. When COVID-19 hit, our employees went even further to protect themselves and their surroundings. 2020 was our safest year we have ever had."*

## **Q: What has this crisis taught you about leadership?**

**A:** That no one can predict what will happen next, but that the right team of people can deal with any situation. No one is immune to a global crisis, and the COVID-19 pandemic drastically changed not only the market conditions for our products, but how we interacted daily with our colleagues and our partners. We champion innovation at U.S. Silica – in 2020, we were challenged to turn our attention to new problems as we capitalized on new ways of working while keeping our employees and their families safe.

This past year reaffirmed just how important it is to a company to have cohesive, aligned, and passionate leadership. We leveraged health and safety data, expert guidance, and our own observations to determine our path forward and our leadership effectively communicated this path across our footprint.

## **Q: Do you think businesses should play a more active role in solving social problems?**

**A:** I think that businesses need to be good stewards of the communities where they operate. U.S. Silica has a policy of being politically neutral that is ingrained in our Code of Conduct. But that does not prevent us from acting on issues that are a part of our operations. For example, we are proud to partner with Truckers Against Trafficking in addressing human rights violations, and in 2021 we are focusing a spotlight on increasing diversity in our industry.

We also know that we have responsibilities to the land. As an extractive industry, those responsibilities include preventing environmental spills and protecting the local air and water supply, and later reclaiming the land to a natural habitat when we are finished. We're also taking a closer eye to our product portfolio, to maximize our direct and indirect sustainable opportunities. I certainly believe that U.S. Silica can make a difference through innovation and new product development, in order to create a sustainable future together with other businesses.

# POWERING A MORE SUSTAINABLE FUTURE

**As a technology-based company, we are constantly evolving our business to expand the current boundaries of minerals.**

U.S. Silica effectively works with its customers to provide cutting edge products and solutions to develop new markets and applications.

Our growing Industrial and Specialty Product (ISP) portfolio offers a diverse range of products that not only promote sustainability in our own operations, but also extend sustainable benefits to our customers' operations and communities, amplifying a greater positive impact on the environment.



We offer **Solar Energy** solutions with our low iron specialty silica, used to produce a glass that can better transmit the sun's energy to solar panel cells.



We enable **Wind Power** advancements with our ground silica product offering, a critical component in specialty fiberglass for wind turbine blades.



Our specialty ground silica products are used to create products that **Lower Auto Emissions** in both personal and commercial vehicles.



The diatomaceous earth we supply is a key processing aid in the production of **Green Diesel**, a clean-burning, sustainable substitute for petroleum diesel.



Our diatomaceous earth filtration products comply with the USFCC **Food Safety** standards which limits heavy metals in the food and beverage supply chain.



Our proprietary cool roof granules are used in roofing systems to increase solar reflectance, leading to **Lower Energy Consumption** for buildings.

## Innovation is the cornerstone of U.S. Silica's business.

We regularly develop and produce new products every year. In 2020, we filed **13 new U.S. patent applications** and **received approval on 14 new patents.**

We unveiled aspects of our robust new product pipeline in our **December 2020 investor presentation** and will outline our sustainable offerings and growth opportunities in more detail in the pages ahead.

# PRODUCT INNOVATION PROVIDES SUSTAINABLE GROWTH OPPORTUNITIES

Throughout 2020, we've expanded U.S. Silica's Industrial and Specialty Products innovation portfolio into new, sustainable industries. This has improved the effectiveness of our offerings while giving our customers a competitive edge.

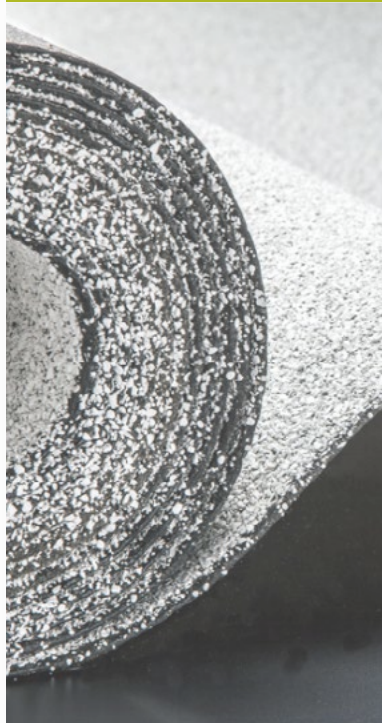


## Building Products

Every year, we identify new sustainable challenges and invest in profitable solutions to protect and enhance the communities in which we, and our customers, live and work.

With our new state-of-the-art production facility in Millen, GA, we're able to domestically manufacture products like WhiteArmor® cool roof granules and EverWhite™ cristobalite, which were previously primarily available to customers via import from Europe or Asia. By expanding our operations to serve as a domestic source for these dynamic products, we are supporting the use of domestic resources and reducing the environmental impacts that result from excessive, unnecessary transportation.

### Advancing cool roofing technology



Our Millen facility manufactures cool roof granules used in energy efficient roofing systems. U.S. Silica has a unique patented technology which produces highly durable, stain resistant granules with 80%+ solar reflectivity. This proprietary combination of durability, reflectivity and stain resistance enables roofing companies to address strict energy requirements in commercial buildings.

Cool roof granules help reduce the rising heat island effect in cities, which commonly see higher temperatures due to the large concentration of buildings with flat, dark roofs. Last year, ultra-sunny geographies like Austin, TX, Raleigh, NC, Orlando, FL, and Houston and San Antonio, TX, saw significant market growth of this sustainable cool roof product line. By using cool roof granules, communities can reduce ambient air and surface temperature, while also guarding against negative impacts on air and water quality.

**In 2020, U.S. Silica sold 48 million+ square feet of cool roofing technology, the equivalent of more than 800 football fields.**

## Reducing our partners' environmental footprints



In addition to cool roof granules, our Millen facility also allows our customers the ability to reduce their supply chain footprint with domestic sourcing of cristobalite, a key ingredient in high-end quartz countertops for homes and businesses.

Strategically located near 7 of the top 10 U.S. quartz countertop manufacturers, our Millen facility can produce more than 200,000 tons of cristobalite per year as we expand its share in many high value, growing markets and create a more sustainable supply chain for our customers.

### Offering a more sustainable solution

**From 2019 to 2020, the number of customers converted from using European suppliers to domestic suppliers grew 5X.**

By sourcing domestically, companies can reduce their greenhouse gas emissions and negative impact on air, land, water, biodiversity, and these stronger, more sustainable geological resources from the importing process.

## Sustainable product pipeline priorities



U.S. Silica is investing in new technology to enable the production of pozzolans, a next generation range of additives that produce stronger, more durable concretes to enable infrastructure efficiencies.

These stronger, more sustainable concretes allow for a more effective use of resources, ensures the preservation and restoration of surrounding ecosystems, and produces longer lasting pavements.

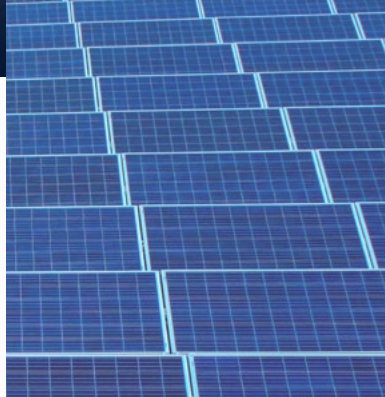
**In 2020, we initiated work on several mineral options and will launch a commercialized product in 2021.**



## Glass

U.S. Silica operates at the forefront of clean energy and we continue to support new developments that increase the ability to produce renewable energy more widely and with greater flexibility.

### We maximize sustainable impacts through our customer relationships



#### **Low Iron Silica Sand**

In 2020, the U.S. solar industry achieved record growth with solar installations expected to quadruple by 2030. U.S. Silica possesses unique low iron specialty silica reserves. Our products from various plants are used to produce a glass that can better transmit the sun's energy into solar panel cells, offering enhanced solar energy solutions for customers. Our low iron silica sands are currently in 15-20% of the newly installed solar panels in the U.S.

**U.S. Silica's low iron specialty silica reserves supported the 43% growth in U.S. solar installations in 2019–2020 and are now used in approximately 50% of U.S. solar glass production.**



#### **Specialty Ground Silica**

Wind power's share of U.S. electricity generation increased from 7.4% in 2019 to 8.8% in 2020, more than any other renewable electricity generation source. Our specialty ground silica products offer unique combinations of particle size, chemistry, and consistent quality. These products serve as a critical component in high-value fiberglass products for wind turbine blades, enabling unique wind power solutions for our customers. We are the sole supplier to most facilities in the U.S. that produce composite fiberglass for wind turbine blades and estimate that our products are used in greater than 80% of composite fiberglass used in U.S. produced wind turbine blades.

**The U.S. Energy Information Administration forecasts wind's share of U.S. electricity generation to reach 10.3% in 2021.**



## Filtration

The diatomaceous earth (DE) and clay products we supply are ideal for a multitude of applications. U.S. Silica actively explores their unique structure and natural filtration and absorption capabilities across emerging markets like pharmaceuticals, sustainable fuel production, and stringent food safety concerns.

### Exploring high value applications in the pharmaceuticals sector



We are growing our investment in a small but rapidly emerging market using high-purity DE to filter blood plasma.

Blood plasma is a vital component of several life-saving therapies and treatments. It is essential to use high-purity products to filter plasma during the manufacturing process before being returned for various medical end-uses.

The market has continued to grow over the years with demand for blood plasma rising at a rate of more than 6% per year. Pharmaceutical companies around the globe continue to add capacity to their operations and product lines to meet demand. Recognizing the runway and market potential for continued growth, several years ago U.S. Silica initiated research and development to bring a new filtration aid to market.

**U.S. Silica is one of only a few companies in the world to produce an ultra-high purity filter aid to meet the increasing demands of blood plasma customers.**

In 2020, we fully commercialized our blood plasma filtration aid and are currently in dialogue with the major blood plasma companies across the globe regarding product evaluation and testing.

### Exponential growth opportunities

Blood plasma filtration is a major source of growth for U.S. Silica. We anticipate bringing major customers online in 2021 and expect rapid growth over the next several years.

#### Min-U-Sil® Fine Ground Silicas

Our Min-U-Sil Fine Ground Silicas are used to create products that lower automotive emissions in both personal and commercial vehicles. These new technologies have seen an increase in adoption due to global regulations such as Euro VI and China 6 emissions standards.

**Min-U-Sil usage in emissions lowering technology continues to grow an average of 10% annually.**



## Our Diatomaceous Earth and clay products play a key role in the process of turning oil waste into green diesel



### Fuel of the Future

Demand for green diesel is projected to increase by more than 100% by 2025.

Green diesel is a fuel that is chemically similar to petroleum diesel but is 100% sustainable and derived from renewable resources such as natural fats, vegetable oils, and greases. Our DE and clay products are used to pretreat the waste agricultural products and begin the conversion process to green diesel. By using green diesel, trucking fleets can substantially reduce their carbon emissions and petroleum use, contributing to improved air quality, without sacrificing performance.

Based on announced projects in the sustainable fuel production sector, demand for DE and clay products are projected to quadruple by 2025. U.S. Silica is expanding its opportunity to contribute to this innovative technology by exploring better ways to produce more efficient products and continue to lower the carbon footprint.

## Our Bleaching Clay Adsorbents and Filter Aids support the most stringent food safety standards



Our DE and bleaching clay products work together to serve everyday food and beverage products. As global edible oil consumption continues to grow year-over-year, there is an increased need for high-quality adsorption and filtration methods derived from natural sources.

Bleaching is an important step in edible oil production to remove toxic substances and protect flavor, color, and quality. Bleaching clays are used in purification to remove color bodies and unwanted contaminants. DE is then used to remove the bleaching clay particles, the wax after the oil cools, and to clarify the oil.

**From 2015 to 2020, global edible oil consumption increased by 15%**



# Performance Aggregates and Natural Powders

At U.S. Silica, we are committed to innovating, creating, and manufacturing revolutionary new products from DE, perlite, sand, and clay. We partner with our customers to develop new and custom products, understanding that every business has unique needs.

## Organic product sales continue rapid growth



U.S. Silica’s investment in the OMRI-registered DEsect insecticide, commonly used in the organic production of crops, has allowed us to expand our presence in the commercial agriculture business.

DEsect is a natural DE powder that kills insects mechanically through dehydration, thereby increasing its effectiveness and eliminating the possibility for immunity to its action, unlike chemical insecticides.

### Increased customer demand

Organic food sales have nearly doubled in the U.S. over the last decade from **\$24 billion to \$50 billion.**

## Improving the soil structure from personal gardens to professional stadiums

U.S. Silica also produces AXIS, a lightweight soil amendment which helps retain moisture, thereby reducing the amount of water necessary for places like golf courses, parkways, and rooftop and commercial gardens. AXIS dramatically accelerates germination by maintaining ideal moisture and oxygen levels in the seed bed and by promoting a healthy population of beneficial soil microbes.

A pest-free, chemical-free, all-natural product, AXIS provides U.S. Silica customers with an environmentally friendly soil conditioner that can contribute up to 8 LEED points as certified by the U.S. Green Building Council.

- ✔ Allows up to 50% reduction in irrigation needs.
- ✔ Reduces run-off rates by increasing on-site permeability and infiltration and reducing contaminant discharge.
- ✔ Improves microbial growth necessary for wastewater filtration and decomposition in bio-retention areas, rain gardens, and bioswales.
- ✔ Encourages higher moisture retention and better evaporative cooling.
- ✔ Reduces wastewater generation while increasing the local aquifer recharge.

### University tested

At Ohio State University, AXIS was shown to improve the performance of USGA-specified golf greens and save up to 30% on turf watering needs. At the University of Florida, AXIS was shown to increase the vigor of Hibiscus plants in containers, resulting in a 40% increase in size vs. plants in standard potting mix.



## Supporting one of the fastest growing trends in resilient retail products

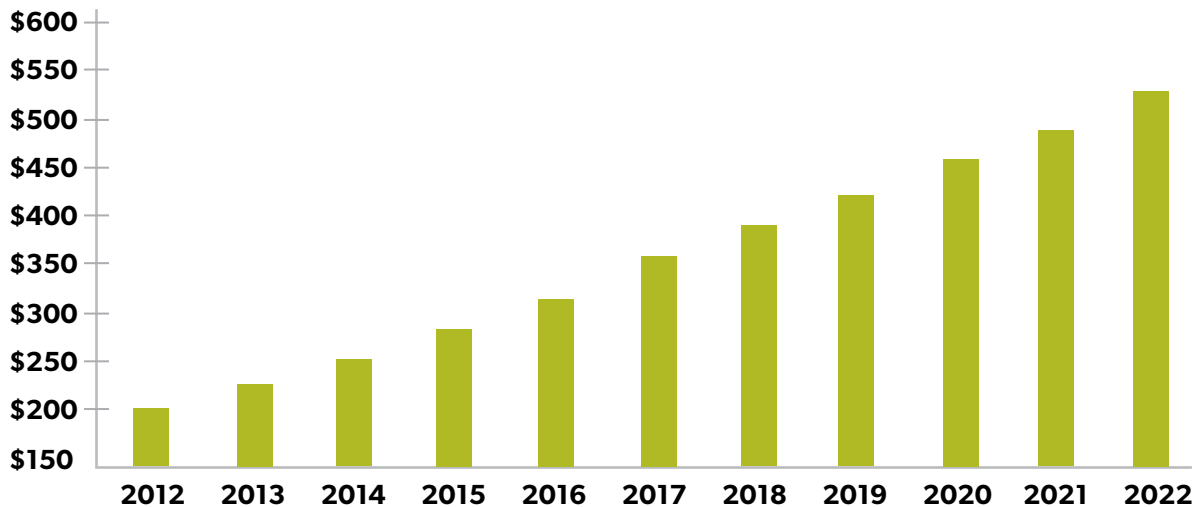


Last year, U.S. Silica partnered with a leading consumer brand to provide the base material for a new lightweight pet litter.

Our lightweight litter is half the density of conventional pet litter, enabling logistical efficiencies and contributing to a reduced carbon footprint on behalf of the producer. Due to the weight and volume reduction, the producer can increase the number of cartons shipped by up to 175% and use 30% fewer trucks to transport this product when compared to conventional alternatives.

**As alternative cat litter sales in the U.S. grow at a rate of 8% annually, U.S. Silica anticipates sales continuing to increase.**

**Retail Sales of Alternative Cat Litter in the U.S.,**  
2012-2022  
(\$ Millions)



Source: Sundale Research

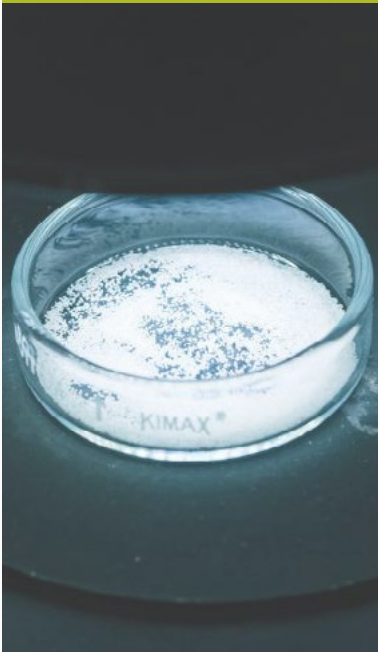
**Lightweight pet litter represents  
20% OF THE  
\$2 BILLION DOLLAR-PLUS MARKET.**



## Additives, Fillers & Extenders

Our innovation story is ongoing and when it comes to our fine ground silica products, no one grinds finer than we do. Our Min-U-Sil products, a natural, fine ground silica, allow us to support several different applications.

**Fine Ground Silica is a critical additive for a variety of of large, diverse end markets:**



**Silicone and Other Industrial Rubbers**

**Industrial and Architectural Coatings**

**Epoxies & Urethanes**

**Ceramics**

**Specialty Cementitious Products**

**Min-U-Sil is critical in the production of electric vehicles, which have seen an increase in demand and can reportedly produce 43% less carbon emissions than diesel vehicles.**

We maintain a compelling product pipeline in this space. For example, we are investing in proprietary technologies for a new portfolio of Reinforcing Fillers. This high performance range of products can increase the strength and durability of polymer-based products.

While still under development, we expect to offer products made from natural sources and 100% post-consumer recycled content.

# A FOCUS ON THE FUTURE

A diverse industrial and specialty product portfolio maximizes our direct and indirect sustainable impact to a diverse mix of end markets and long-term customers.

## % OF 2020 ISP REVENUE



**24%**

### FILTRATION

- Beverages
- Pharmaceutical
- Biofuels
- Edible Oils



**19%**

### GLASS

- Smartphones & Tablets
- Containers
- Automotive Glass
- Fiberglass



**14%**

### BUILDING PRODUCTS

- Grouts & Mortars
- Specialty Cements
- Quartz Surfaces
- Roofing Shingles



**13%**

### ADDITIVES/FILLERS/ EXTENDERS

- Animal Feeds
- Cosmetics
- Paper, Plastic & Rubber
- Performance Paint & Coatings



**10%**

### ABSORBENTS

- Automotive
- Accidents & Spills
- Pet Litter



**9%**

### CLAYS

- Chemical & Petrochemical
- Edible Oil Processing & Refining
- Animal Feed Additives



**7%**

### POOL/RECREATION

- Golf Sand
- Pool Filtration
- Sports Fields



**3%**

### CHEMICALS

- Silica-based Chemicals
- Ceramics
- Sodium Silicates
- Silicon Carbide



**1%**

### MISC./OTHER

- Forensic Testing
- Organic Insecticide

# PROTECTING THE ENVIRONMENT

Our work is guided by our biggest environmental risks and opportunities to make a difference across our communities.



**Protect  
Air Quality**



**Reduce CO2  
and GHG  
Emissions**



**Conserve and  
Preserve Water,  
Energy and  
Natural Habitats**

**We are proud of the investments we have made and will continue to explore new opportunities, in partnership with our communities, to preserve, protect and enrich our planet.**



# PROTECT AIR QUALITY

With its proprietary logistics process and containerization solution, our SandBox business can lower costs, increase operational efficiency, and drastically reduce the health and safety impact of silica dust on any hydraulic fracturing jobsite.

In 2020, SandBox advanced several projects to reduce diesel power consumption and minimize employee exposure to crystalline silica dust in efforts to make its proppant logistics cleaner, safer and more efficient. All SandBox solutions are in total compliance with the June 2021 OSHA respirable silica standard for both permissible and action level exposure limits.

**In 2020, U.S. Silica increased its solar powered Sand-Stand fleet across its footprint.**

## By increasing solar capabilities across our footprint, we are reducing our diesel consumption.

We are proud to expand our reliance on solar-powered equipment with the Sand-Stand, a solar powered gravity delivery system for frac proppant. The Sand-Stand is battery-powered and fueled by solar energy, reducing the need for fossil fuel consumption by 100%.



## We're employing new onsite technologies to minimize dust exposure for employees and increase operational efficiencies.

SandBox regularly evaluates its operations to ensure peak efficiency while prioritizing the health and wellbeing of its employees and nearby communities. In 2020, the company rolled out a 3-2 workforce program to reduce onsite headcount. Employing new technologies like cameras and remote controls allowed the company to optimize performance while protecting the air quality in and around its jobsites by eliminating dust exposure to employees.

SandBox recalibrated its organizational structure to incorporate new high-skilled positions and allow for expanded career pathways and increased professional development opportunities through technical advancements.



# REDUCE CO2 AND GHG EMISSIONS

## We are expanding access to renewable energy for low and moderate income communities.

Across our footprint, we are reducing the use of fossil fuels and prioritizing renewable energy. In recent years, community-led solar projects have been on the forefront of increasing solar energy accessibility for households that would otherwise lack access.

The New Jersey Community Solar Energy Pilot Program encourages local clean energy development, without compromising the preservation of open space or protected land in New Jersey. U.S. Silica has applied to participate in the pilot as a site host. If selected, the company would lease unused company-owned land and install solar fields at two New Jersey sites. Multiple solar fields are being evaluated at the Mauricetown and Port Elizabeth sites.

If the Mauricetown and Port Elizabeth sites are selected, energy produced will be used to power company operations, resulting in electricity cost savings, while surplus energy produced can be leveraged to power homes or businesses that want to use renewable energy but do not have a solar array onsite.

### Participation in the New Jersey Community Solar Energy program will bring many benefits to the local community:

-  Access to local clean energy
-  Utility cost-savings
-  Local jobs and economic development

### We continue to grow our investments in renewable energy across many of our facilities.

The below chart represents a snapshot of our increasing reliance on renewable energy resources, which on average, results in 14% of our total energy usage at these facilities.

U.S. Silica Site	% Renewable Energy	% Non-Renewable Energy
Berkeley Springs, WV	14	86
Columbia, SC	15	85
Mill Creek, OK	1.25	98.75
Hurtsboro, AL	8	92
Pacific, MO	8	92
Rockwood, MI	17	83
Sparta, WI	32	68
Crane County, TX	26	74
Mapleton Depot, PA	11	89
Mauricetown, NJ	6	94
Ottawa, IL	14	86



## Establishing economic and environmental efficiencies.

At plants in Lovelock, NV, and Vale, OR, we have adjusted procedures to prioritize the use of natural elements, like the sun, to enhance sustainability practices and efficiency of operations.

Throughout the mineral journey, from raw ore to final refined product, the ability to control moisture content is crucial. Once a product is mined, it requires transportation off site for further processing. By prioritizing onsite moisture reduction, we can avoid transporting unnecessary water weight, and utilize fewer transportation units.

By allowing the sun to initiate the drying process naturally and onsite versus relying on fossil-fueled powered machinery downstream, we've been able to achieve a 10% moisture reduction at Lovelock and 4% at Vale. Additionally, we reduced our consumption of natural gas by 62,000 dekatherms and our GHG emissions by 892 metric tons CO2 annually since 2018.

## By increasing transload container capacity, SandBox is improving its fleet fuel economy and taking trucks off the road.

SandBox is regularly innovating its transload containers with technological improvements to increase efficiency in transportation. In 2020, SandBox began to transition from the Gen 2 to the Gen 4 container, allowing for an additional 2 tons of sand transported per load. By increasing container capacity, minimizing load counts, as well as utilizing logistical efficiencies, SandBox can transport the same amount of sand using fewer trucks.

By transitioning from the Gen 2 to the Gen 4 container, SandBox increased its capacity and

**REDUCED TRUCK LOAD COUNT BY 8%.**





## A robust pipeline of new innovations aims to reduce our environmental footprint.

Over a 100+ year history, U.S. Silica has prioritized innovation to lead new solutions for customers. Throughout 2019 and 2020, SandBox was granted a total of 25 U.S. patents while the company continued to explore new opportunities to advance the technological aspects of the last mile logistics for fracking operations as well as the storage and transportation of bulk materials.

SandBox U.S. patent filings include new solutions to make operations more efficient, with lighter, more stackable containers translating to fewer trucks on the road and a reduction in fuel usage.

In 2019, SandBox filed **11 new U.S. patent applications.**

SandBox **increased its new U.S. patent applications to 13 in 2020.**

### New developments include:

Corrugated bulk material storage containers with reduced weight and higher storage volume compared to prior containers

More efficient handling practices for wet sand in fracking operations

Bulk fluid storage containers that enables the efficient transportation of processing fluid to and from the operation site

Additional patent protection for our core technologies including conveyors, stands and unloaders





# CONSERVE & PRESERVE WATER, ENERGY & NATURAL HABITATS

## We are enhancing our water conservation and recycling efforts across our footprint.

Water is a critical part of our operations, and we have a responsibility to prioritize water conservation as part of our larger commitment to protect and enrich our planet and its resources.

Our teams in Jackson, TN, and Ottawa, IL, embraced this responsibility by implementing new annual water usage monitoring programs. By undertaking thorough evaluations, each facility has identified opportunities for improvement and elevated water management efforts. The result: millions of gallons of water saved every year.

In Jackson, TN, changes were implemented to make the greatest impact on reducing onsite water consumption as quickly as possible. We installed flow meters on our mills to control the amount of cooling water we were consuming and adjusted our operations to refrain from cooling water usage during periods of plant downtime.

**793,742**  
gallon reduction  
in water usage from  
**2018-2019**

**171,767**  
gallon reduction  
in water usage from  
**2019-2020**

**36%**  
reduction  
in well water usage from  
**2018-2020**

In Ottawa, IL, process changes were implemented that leveraged and recycled water from onsite freshwater ponds. This pond water was used for mining, dust collection and wet processing. By better understanding baseline water usage, the team was able to set water conservation targets, identify opportunities to more efficiently recycle and recirculate the existing water supply and reduce reliance on alternative water sources.

Through these efforts, the Ottawa plant has identified potential opportunities to reduce overall water usage by up to

**15%**

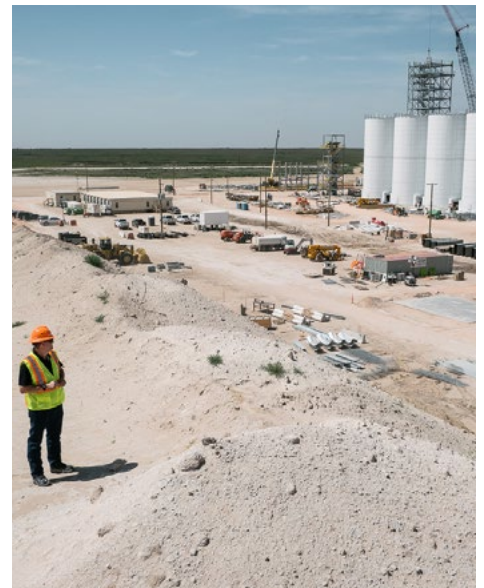


**We value innovative and creative thinking to further conserve and preserve water across our footprint.**

## Enhancing water recycling efforts in Lamesa

In Lamesa, TX, we invested in new onsite draining systems that collect excess water from our wet sand stockpiles and redistribute it for use across our operations. By leveraging drain pads during the sand extraction process, we can capture and recycle the runoff water, thereby reducing the amount of wasted water.

These investments have drastically improved the ability to recycle water. Prior to implementation, the plant used 20.9 million gallons of water. In the months following installation, that number dropped to 12.2 million gallons, representing a 35% overall reduction in water consumption.



## Ensuring the quality of local water resources in Berkeley Springs

In West Virginia, we've installed stormwater control channels designed to exceed local requirements to protect the quality of our local freshwater streams and tributaries from stormwater runoff. The channels capture and redirect runoff water but leverage sediment control traps and resistance barriers to rid the storm water of solids and other natural contaminants. This process ensures the quality of water before transporting it to a designated outfall where it is discharged, free of sediment or contamination.

Samples from the outfall are collected on a regular basis and undergo a third-party analysis for quality assurance. By implementing these environmental controls, we're able to eliminate the risk of sediment and possible contaminants.



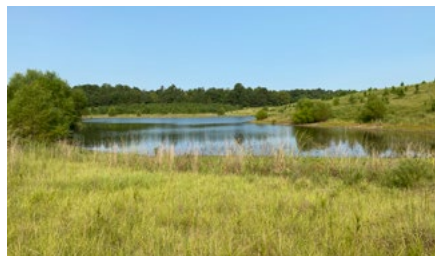
## We have a responsibility to preserve the planet and its natural environment in everything we do.

Across all operations, we take every precaution to protect and enhance the communities in which we operate. Our teams go above and beyond federal and state guidelines to conduct thorough assessments of the potential for negative impact.

When there is an alternative project plan that can further preserve the surrounding area, we pursue it.

Each plant has developed customized reclamation plans unique to the natural habitat, environment and ecosystem of the area, and conducts annual evaluations of policies, procedures and programs related to habitat conservation.

### Ongoing mine reclamation practices allow natural habitats to flourish.



Several years ago, U.S. Silica acquired the Fowlkes Mine, located 170 miles from our facility in Aberdeen, MS. Since our acquisition, we have reclaimed the total acreage

of its legacy operations and continue to restore an average of 5-8 additional acres per year with natural vegetation and ponds in coordination with our ongoing mining practices. These efforts have allowed us to drastically reduce the footprint of our mine.

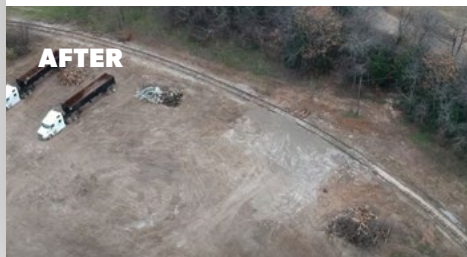
**To date, we have reclaimed more than 250 acres of land at our Fowlkes Mine.**

We use our own land to produce hay which we later use to help reclaim the property. By establishing self-sufficiency and recycling this resource, we're able to save an average of \$20,000 per year.



### TURNING CONCRETE INTO GRASS IN TYLER, TX

In 2016, U.S. Silica acquired a silica mine in Tyler, TX. The site included a transload facility that had no useful facilities or silo structures for the mine's operations. As such, U.S. Silica assumed the responsibility to remove the existing structures and invest in property improvements such as filling in erosion hazards. Last year, the company completed a total site reclamation to return the land to its natural grade and recycled 100% of the site's metal and concrete.





## Protecting the natural habitat of Nevada’s wild horses

Nevada is home to more than half of the country’s wild horses. As development and construction have increased over time, there has been

a corresponding increase in vehicular accidents due to wild horses roaming near roadways and heavily populated areas in search of food.

As part of our biodiversity program, our plant in Clark, NV, partnered with the American Wild Horse Campaign, a nonprofit organization that works to protect America’s wild horses. We were able to utilize the uninhabited property surrounding our facility to create feeding areas, diverting horses searching for food away from busy roads and intersections.

Our efforts have proven effective in protecting this endangered species. Within six months of building the wild horse feeding areas, the organization reported an 80% reduction in vehicular accidents involving wild horses.




## Improving the turtle breeding habitat in Rothrock State Forest



The Northern Map Turtle, commonly known as the map turtle, is an aquatic turtle that inhabits ponds, rivers, and lakes. Over the last few decades, the limited population of map turtles that reside in central Pennsylvania has been devastated as a result of habitat loss caused by increased road construction, forest succession, and vegetation growth.

At our plant in Mapleton, PA, we hold longstanding partnerships with government agencies and educational institutions that share our mission to conserve and preserve our communities’ natural habitat. 20 years ago, U.S. Silica first partnered with Juanita College and the Pennsylvania Department of Transportation to identify opportunities to leverage our respective resources and expertise to help protect this vulnerable species. Last year, we furthered our habitat rehabilitation support in partnership with the Pennsylvania Department of Conservation and Resources by donating 18 triaxle loads of sand to create additional nesting mounds at Mount Union, the largest known turtle nesting area in the state.

Through two decades of continued partnership and support, U.S. Silica has made a significant impact on this fascinating wildlife species as well as the biodiversity of central Pennsylvania.



# SUCCESS IS NOT ONLY HELPING OUR CUSTOMERS THRIVE, BUT HELPING OUR EMPLOYEES AND OUR COMMUNITIES THRIVE TOO.

## Our commitment to our core values and stakeholders grows stronger every year.

Our stakeholders are the backbone of our business and regular engagement is a key component to maintaining positive relationships.



### Employees

We engage regularly with our employees through surveys to gain insight into their commitment, motivation, and passion for their work at U.S. Silica. Additionally, we encourage open communication by giving employees the opportunity to ask questions and share concerns during our quarterly townhall meetings.



### Investors

Senior management routinely meets with equity investors, as well as lenders, in order to maintain quality relationships with our key stakeholders. As part of our stockholder outreach efforts, we contacted 20 of our largest stockholders, representing more than 68% of our outstanding common stock, to obtain their views on our executive compensation program. We met with 7 of these stockholders, representing approximately 40% of our outstanding common stock.



### Communities

Throughout this report, we have highlighted some of the many ways we engage our communities through mock disaster drills with local EMS, volunteering in our communities, supporting local and national charities that impact our communities, and educational offerings. Additionally, we regularly attend local events to ensure open communication and involvement with our communities.



### Government Agencies

We partner with federal, state, and local regulatory agencies to navigate regulatory paths, improving project efficiencies, and reducing negative impacts.



### Customers

We use customer satisfaction surveys to measure and gauge our customer's overall experience. In addition to overall customer satisfaction our plants, our research and development teams are consistently working with customers to identify new and creative ways to minimize waste products.



### Suppliers

U.S. Silica partners with leading technology suppliers that are consistently engaged in our operations and business partnerships. We rely heavily on their experience and technology to assist us with optimizing our operational processes. They are an essential asset to our entire U.S. Silica Team.

**Based on monthly surveys, 91% of customers rated U.S. Silica above average in customer service and performance.**

# TRUCKERS AGAINST TRAFFICKING

Since we logged over 22 million miles in 2020 with our truck fleet, we recognize that our most substantial human rights risk is human trafficking.



In 2020, we began a partnership with Truckers Against Trafficking, a non-profit organization that educates, equips, empowers, and mobilizes members of the trucking and energy industries to combat human trafficking. We strongly believe in Truckers Against Trafficking's mission and recognize that due to the nature of our industry, we have an opportunity to take a stand against these crimes.

As part of our onboarding and orientation processes, and through all-company communications, we actively support and promote Truckers Against Trafficking's educational resources and materials to ensure all employees are informed on the warning signs of human trafficking and how they can assist law enforcement in the recognition and reporting of illegal activity.

Last year, more than **400 U.S. SILICA TRUCKERS** completed the Truckers Against Trafficking training program, which teaches individuals how to identify and report to authorities the signs of human trafficking.



# WE NEVER STOP IMPROVING OUR OPERATIONS



Across our footprint, our core values are engrained into our daily operations. Through regular safety trainings, partnerships, conferences, and continuing education courses, we customize our safety resources to ensure they reflect our own core values of Respect, Safety, Integrity, and Community.

## Encouraging Accountability in Safety Leadership

96% of workplace incidents occur due to at-risk behavior. We know that by authentically connecting with our employees, we can reduce this number. When COVID-19 struck, we immediately pivoted to virtual opportunities to maintain our safety leadership programming across all functions of our operations.

U.S. Silica employees were encouraged to participate in a Sustaining Core Values virtual workshop, where attendees discussed the evolution of safety and how by championing the belief “Nobody Gets Hurt Today,” U.S. Silica can further promote safe habits and behaviors at the workplace.

The workshop challenged each employee to conduct a “Core Conversation” with colleagues, a one-on-one dialogue wherein the manager discusses safe work habits, the risks and potential impacts of unsafe work behaviors or conditions, and the “ripple effect” an injury can have on individual’s personal and professional community. By personally addressing and enforcing our Core Values and Belief-Based safety culture among employees, we minimized risks and significantly decrease safety-related incidents across our footprint.

U.S. Silica employees conducted more than **500 Core Conversations** throughout 2020.



In 2020, we hosted **2,500+ HOURS** of Core Values Belief-Based Training for managers, supervisors, and key personnel.

# Ensuring a safe environment and protecting the well-being of our employees is a priority.

Throughout 2020, we are proud to have been recognized by multiple organizations for our commitment to maintaining a safe workplace.

## In 2020, we received:

# 9

### The National Stone, Sand & Gravel Association Safety Awards

Berkeley Springs, VA  
Jackson, TN  
Dubberly, LA

Rockwood, MI  
Utica, IL  
Sparta, WI

Tyler, TX  
Kosse, TX  
Mill Creek, OK

# 4

### Nevada Mining Association Operator Awards

**Safety Champion Award  
presented to**  
Salvador Jimenez  
Lovelock, NV

**Supervisor Award  
presented to**  
Jay Patrick  
Lovelock, NV

**Operational Awards  
presented to**  
Lovelock, NV and  
Clark, NV

# 1

### Industrial Minerals Association Safety Achievement Award Lovelock, NV

## U.S. Silica 2020 EHS Leadership Award Winner

Our internal EHS Leadership Awards program recognizes and rewards operations across our footprint that reflect a strong commitment to our core values and lead with unwavering Environmental, Health and Safety practices.



Our **Lovelock, NV**, operation was the recipient of the **2020 CEO's Choice Award**, as voted by the U.S. Silica's Senior Leadership Team. Every year, each business unit submits a candidate for this award, detailing EHS leadership, innovation and continuous safety improvement.



# CHAMPIONING A CULTURE OF SAFETY, EVERYDAY

As industry practices evolve, so do our efforts to educate and train employees on the latest health and safety rules and regulations. By staying up to date on Occupational Safety and Health Administration (OSHA) and Mine Safety and Health Administration (MSHA) guidelines, we help the U.S. Silica team practice routine safety, and train for worst-case scenarios

In 2020, we hosted **17,000+ HOURS** of training on U.S. Silica's Environmental, Health and Safety curriculum for field employees across the network.



## Emergency planning ensures our team is prepared for any situation

At U.S. Silica, all locations are encouraged to partner with their local Emergency Medical Services (EMS) providers to perform random mock disaster drills on an annual basis. These mock disaster drills benefit our onsite teams by strengthening their relationship with the local EMS providers and developing a more comprehensive understanding of emergency preparedness. In addition, the drills provide invaluable onsite training for first responders and deepen their familiarity with the U.S. Silica facility layout and employees.

# STAYING SAFE ALSO MEANS PROTECTING OUR CYBER NETWORKS AND ONLINE PROGRAMS

Security breaches and threats of cyberattacks against companies continue to rise at significant rates with business email compromises soaring to \$1.9 billion in reported losses in 2020. Compounded with challenges spurred by the COVID-19 pandemic, last year we elevated our focus on continuing education and awareness for all employees to ensure cybersecurity at U.S. Silica is as strong as possible.



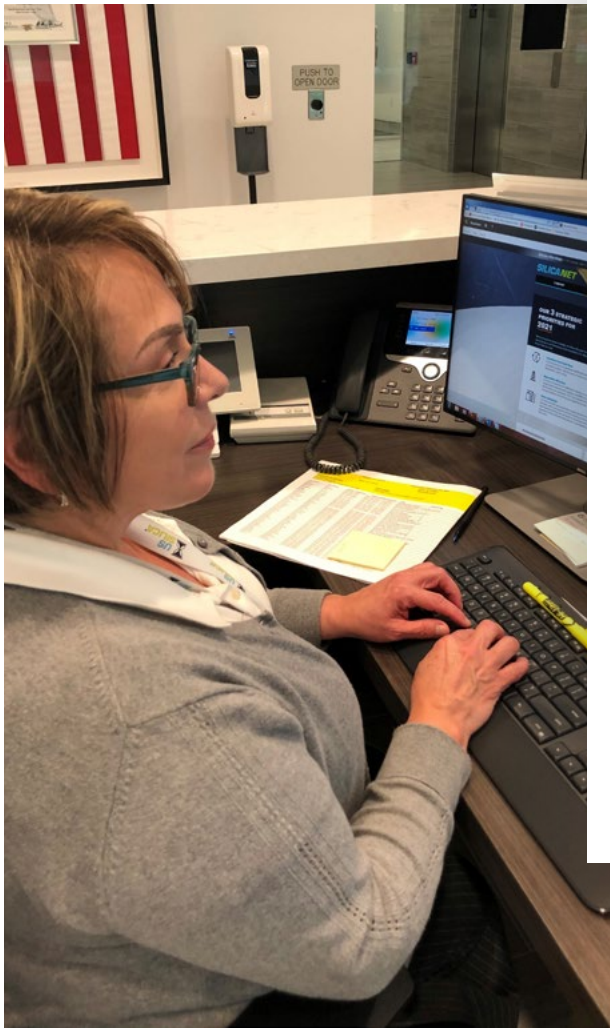
**By leading regular training programs and simulations, we experienced no known cybersecurity breaches or loss of sensitive data in 2020 and achieved a phishing simulation susceptibility rate 1.9% better than the industry average.**

# 100%

of our connected employees received monthly security awareness trainings.

Every month, our employees receive a new installment of our security awareness training video where they are educated on cybersecurity practices, including how to detect and respond to threats.

We also conduct weekly phishing simulations for all employees, as well as dedicated awareness trainings for high-risk employees, like our accounting and accounts payable departments to maintain a strong sense of security across the business and that of our partners.



## U.S. Silica employees:

**96%**

reported that they understand how security threats can impact the organization

**91%**

confirmed they understand the steps to take to help prevent security breaches

**89%**

understand the steps U.S. Silica is taking to help prevent security breaches

**89%**

believe U.S. Silica is doing everything it can to help prevent security breaches

## We are investing in new cybersecurity solutions to improve digital safety across our footprint.

96% of cyberattacks against companies originate through email. Last year, we implemented an additional security layer called a Multi-Factor Authentication (MFA) system to reduce the impact of compromised credentials with our Office 365 suite.

Multi-Factor Authentication will be deployed to additional services by the end of 2021.

# FOSTERING A SENSE OF BELONGING THROUGH A DIVERSE AND INCLUSIVE WORKPLACE

Last year, a comprehensive Diversity, Inclusion and Belonging framework was implemented to deepen our commitments of diversity and inclusivity across the company. The efforts begin with our hiring process and thread through every aspect of company operations.

**We aim to create an environment of inclusion across our organization and our supply chain.**

## Accountability

- Implement goals for leaders around:
  - Improved diversity in their organizations YOY
  - Creation of and engagement with the Employee Resource Groups (ERG)
  - Participation as a mentor
- Measure our progress against these actions and share results

## External Support

- Assess our spend and use of Minority and Women Owned Businesses
- Implement tools and practices to increase our impact

## Internal Support

- Employee Resource Group will be established for employees to connect around shared topics or challenges
  - Utilize this group and its leadership as a sounding board and idea generator
- Foster belonging through celebrating diversity with employee highlights or other recognition
- Provide mentors and engage leaders as allies

## Talent Acquisition

- Present diverse slates
- Post roles with diverse organizations
- Diverse interview panels

## External Connection

- Leaders and other connections with external diversity organizations - learning and relationship building
- Develop pipeline of diverse potential candidates for further roles

## Learning and Awareness

- Unconscious bias training for all
- Dashboards for leaders to understand their organizations
- Share our company diversity stats
- Utilize reverse mentors

# We aim to create an inclusive company culture where diverse perspectives are heard and valued.

We know that a diverse mix of voices makes our company, our partners, and our communities stronger.

All employees play a critical role in fostering a diverse, respectful workplace at U.S. Silica. We regularly update our Code of Business Conduct and Ethics compliance trainings to encourage our employees to help improve and live our core values – Respect, Safety, Integrity, and Community – daily with one another and in our communities.



**In 2020, we enhanced our Code of Conduct training to include unconscious bias training for all U.S. Silica salaried associates.**



**US, Together: A U.S. Silica Employee Resource Group** will be established to create a safe space where employees can feel empowered to bring their authentic selves to work. This initiative is intended to amplify our underrepresented employees’

voices and provide a greater sense of community, while also supporting personal and career development opportunities.



# Fostering a Culture of Leadership and Growth

**36%**

women among total salaried employees

**28%**

minority representation among total employees

**20%**

women in executive & senior management positions

## We are committed to increasing supplier diversity and building new relationships with minority- and women-owned businesses.

Creating a robust supplier diversity program is also part of our Diversity, Inclusion and Belonging framework. Following an in-depth analysis of the use and spend with minority- and women-owned businesses, we know we can do better.

**We pledge to increase both the number of diverse suppliers, and our supplier diversity spend, by 10% over 2021.**

## Diversifying our Industry's Supply Chain



U.S. Silica is a proud sponsor of the **National Minority Supplier Development Council**, one of the country's leading corporate membership organizations dedicated to advancing business opportunities for certified minority business enterprises. The organization is committed to advancing Asian, Black, Hispanic, and Native American suppliers in a globalized corporate supply chain.



We also are proud to sponsor the **Women's Business Enterprise National Council**, a leading non-profit organization dedicated to helping women-owned businesses thrive. Through our sponsorship, we can promote greater supplier diversity and investment in the development of women-owned businesses as suppliers.

# WE SUPPORT OUR COMMUNITIES AS PART OF OUR COMMITMENT TO BE GOOD NEIGHBORS AND RELIABLE PARTNERS

## Supporting our first responders

Our Mapleton, PA, plant holds a long-standing relationship with the Mapleton Fire Department. Whether it was our team members acting quickly to repair a broken community water valve or servicing a defective power unit on the critical jaws of life device, we are there when they need us.



**“U.S. Silica has never turned down the opportunity to help our fire department, or our community.”**

– Mike Corbin, Mapleton Mayor and Fire Chief

## Across our footprint, we have welcomed local law enforcement and fire departments to use our facilities for trainings and simulations.



In **Mill Creek, OK**, the Carter County Sherriff’s Department and the Chickasaw Nation Lighthorse Police Department regularly utilized the U.S. Silica facility for underwater search and rescue training.

In **Rockwood, MI**, the local police department conducted their annual weapon qualifications training onsite, saving the city of Rockwood significant training and range fees and associated expenses.

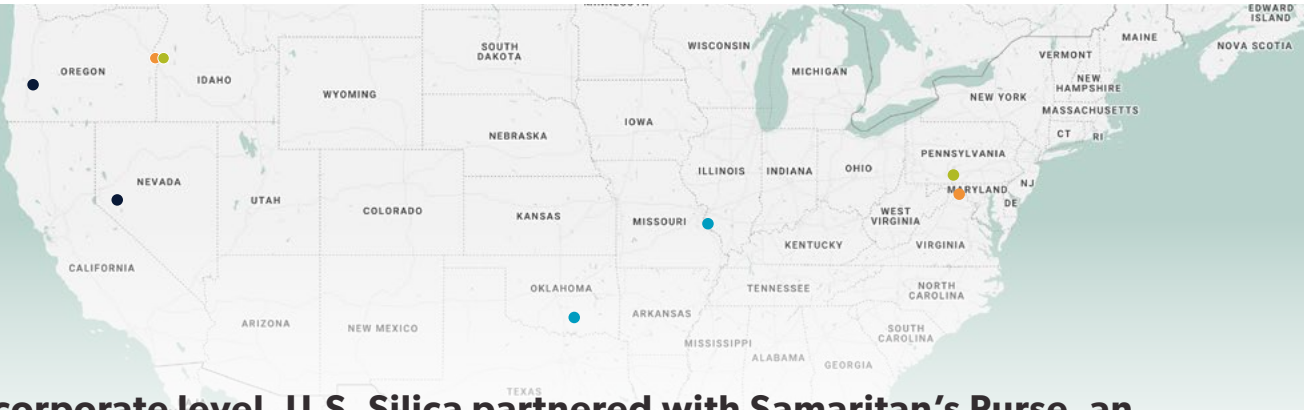
In **Mapleton, PA**, local firefighters use our property to facilitate confined space trainings as well as simulate crisis situations to practice hazmat response.

## Supporting first responders as they protect the health and safety of our communities is not only important to us – it’s also a priority for our employees.

Charles Goodson, Mine Operations Supervisor at our Mill Creek facility lives these values, on and off the job. He works as both a storm spotter for the National Weather Service and an Assistant Emergency Coordinator for the State of Oklahoma. Charles uses radio feeds to quickly relay important reliable messages to the community during times of crisis, supporting the county, the state, as well as organizations like the American Red Cross, FEMA, and the Department of Homeland Security.

# When COVID-19 hit, the world changed, and the needs of communities changed along with it.

*Our team was ready.*



**At a corporate level, U.S. Silica partnered with Samaritan's Purse, an international relief organization, to support their Operation Christmas Child project by collecting more than \$6,000 in donations to create gift-filled shoeboxes for families in need.**

## Lovelock, Nevada

Donated to Pershing County Elementary School to erase all school lunch debts

## Reno, Nevada

Hosted a food drive and collected over 600 food items for Food Bank of Northern Nevada

## Vale, Oregon

Helped local high school seniors celebrate in lieu of a graduation ceremony by hiring a photographer to take senior photos to display around town

## Berkeley Springs, West Virginia

Donated ½ an acre of land and 1,700 cubic yards of clean fill material to The Rails and Trails Project, a community project focused on developing paved pathway for walking and biking

## Mapleton, Pennsylvania

Purchased dozens of handmade face masks from a local school for blind and visually impaired students for its school fundraiser

## Vale, Oregon

Collected donations of arts, crafts, and other activities to help keep the Pioneer Nursing Home residents entertained and engaged when pandemic restrictions prevented family members from visiting loved ones

## Festus, Missouri

Sponsored a live stream program that allowed fans to cheer on sporting events and support the players from afar

## Mill Creek, Oklahoma

Donated manpower and equipment to repair power lines, light poles, and fencing at the local high school baseball field to help the team get back on the field


















# 2020 TARGETS

At U.S. Silica, we hold ourselves accountable to progress and work together to identify new opportunities for growth year after year. While our 2025 Bold Goals outline a long-term vision to improve our corporate responsibility performance, our annual targets help us measure our growth and plan for the year ahead. The following pages outline our progress in 2020 and our focus areas for 2021.

## Respect

2025 BOLD GOAL	2020 TARGET
<b>Empower employees to improve personal health and well-being</b>	 Implement and maintain COVID-19 hygiene best practices company wide
	 Provide employees 3rd party contagious respiratory illness assessments and guidance following CDC recommendations and absenteeism relief
	 Execute Great Place to Work Game Plan to continue community involvement initiatives and professional networking
<b>Secure cyber networks to protect employees, customers and other stakeholders</b>	 100% of connected employees to receive annual security awareness training
	 Measure security phishing simulations, and be better than industry average
	 Implement Multi Factor Authentication (MFA)
	 Zero major cyber security breaches that cause loss of sensitive data

## Safety

2025 BOLD GOAL	2020 TARGET
<b>Industry leading EHS programs and manager development</b>	 Sustain Core Values Training by providing more than 1,000 cumulative hours of belief based training for managers, supervisors, and key personnel
	 Provide more than 250 hours of cumulative training in operational excellence and safety/MSHA standards for Plant based managers and supervisors
	 Provide more than 500 cumulative hours of annual developmental training and continuing education for EHS personnel to upskill employees and increase utilization of Environmental Health and Safety Management Systems
<b>Minimize GHG emissions by reducing fuel and electricity usage at our plants</b>	 Implement projects that increase solar usage
	 Decrease Sandbox, Lovelock, Clark, and Vale fleet fuel usage per ton hauled
	 Increase number of tons sold of CRG solar reflective roofing product

Key:  Not met  Partially met  Fully met

2025 BOLD GOAL	2020 TARGET	
<b>Achieve zero reportable and lost time incidents</b>		Achieve MSHA/OSHA reportable rate of 0.75
		Achieve annual lost time rate of 0.2
		Conduct 12 hours of EHS training per field employee annually at each facility

## Integrity

2025 BOLD GOAL	2020 TARGET	
<b>Increase the number of sustainable product offerings</b>		Improve overall effectiveness of sustainable product offerings
		Increase number of customers we sell sustainable products to
<b>Create an environment of inclusion across our organization and our supply chain</b>		Track minority and women contractors through contractor management program
		Promote diversity, inclusion, and equal employment opportunity by evaluating and promoting based on skills and performance alone.
		Actively recruit talented people from different backgrounds and experiences that reflect the many communities in which we live and work. Foster the growth of a gender-diverse workforce that represents a variety of racial, ethnic and cultural backgrounds
<b>Protect air and water quality in and around our communities</b>		Ensure companywide compliance with new OSHA respirable silica standard
		Achieve zero unauthorized water discharges at all facilities
		Achieve zero authorized discharges over permitted thresholds at all facilities
		Implement projects that reduce water usage
		Track water usage and recycling at 1 plant per business unit to set water conservation baseline standard

## Community

2025 BOLD GOAL	2020 TARGET	
<b>Increase charitable donations to organizations that support our community</b>		Increase in kind charitable contributions
		Continue to support flagship organizations in the community of each company location
<b>Actively seek opportunities for volunteering and community engagement</b>		Increase community engagement and volunteerism company wide
		Increase number of volunteer hours with partner organizations

# 2021 GOALS

## Respect We treat each other with respect and dignity.

2025 BOLD GOAL	2021 TARGET
<b>Empower employees to improve personal health and well-being</b>	Transition from pandemic response team to OSHA/MSHA recommended program
	Educational training for 90% of employees on resources available through Employee Assistance Program
	Offer on site CPR, AED, and First Aid training to 100% of plant based employees
<b>Secure cyber networks to protect employees, customers and other stakeholders</b>	100% of connected employees to receive annual security awareness training
	Beat industry average phishing simulations by 2.5%
	Implement and formalize a vendor risk management program
	Zero major cyber security breaches that cause loss of sensitive data

## Safety We ensure the safety of our people and the environment.

2025 BOLD GOAL	2021 TARGET
<b>Industry leading EHS programs and manager development</b>	2021 Core Value workshops: Over 50% of employees attend 1/2 day training session worth 4,000 hours, complete a personal H&S commitment, conduct over 500 Core conversations (company wide) utilizing personal H&S commitment
	Implement AI technology to support safety compliance program
<b>Minimize GHG emissions by reducing fuel and electricity usage at our plants</b>	Increase the investment of fleet equipment to more fuel efficient designs
	Invest in control optimization and automation in plants to increase efficiencies of fuel and electrical usage
	Invest in moisture control technologies to reduce GHG emissions in our process
	Reduction in carbon footprint by evaluating employee work flexibility and reducing corporate office space
<b>Achieve zero reportable and lost time incidents</b>	Achieve MSHA/OSHA reportable rate of 0.65
	Achieve annual lost time rate of 0.0
	Conduct 12 hours of safety training per field employee annually at each facility

## Integrity We act with honesty and integrity.

2025 BOLD GOAL	2021 TARGET
<b>Increase the number of sustainable product offerings</b>	Develop new product/operational offerings that reduce a customer's carbon footprint, or increase their product's sustainability proposition
	Increase number of tons sold into sustainable product applications
<b>Create an environment of inclusion across our organization and our supply chain</b>	Increase spend by 10% with minority and women businesses and increase minority and women suppliers by 10%
	Create code of vendor conduct, Human Rights policy and Sustainable procurement program
	Improve diversity of candidate slate through recruitment practices
	Refine and execute diversity, inclusion and belonging strategy and framework by conducting frequent ERG meetings.
	Increase diversity across salaried workforce
<b>Protect air and water quality in and around our communities</b>	Set up system to track and report waste streams including recycled and reuse streams
	Implement projects that reduce water usage
	Achieve zero authorized discharges over permitted thresholds at all facilities
	Achieve zero unauthorized water discharges at all facilities
	Enroll 5 facilities to partner with local or national habitat conservation organizations

## Community We operate in our communities as good neighbors.

2025 BOLD GOAL	2021 TARGET
<b>Increase charitable donations to organizations that support our community</b>	Increase in kind charitable contributions
	Identify a nation wide charity partner for all of our operations to assist
<b>Actively seek opportunities for volunteering and community engagement</b>	Increase employee recognition of good neighbor awards by 100%
	Across all locations, increase impacts to our communities by increasing great place to work activities by 50%
	Incentivize personal community volunteer hours for all salaried employees by offering additional personal time off for community involvement

# 2020 BY THE NUMBERS

**Total Employees**  
**1,567**

**Percentage of women among total salaried employees** 36.38%

**Percentage of women among total employed** 14.67%

**Percentage of representation among employed:**

**Caucasian** 72.04%

**Asian** 1.34%

**Black** 7.33%

**Latino** 16.02%

**Other** 3.25%

**Percentage of women among executives and senior management** 20%

**Percentage of minority representation among executives and senior management** 8%

**Lost Time Incident Rate** 0.11

**Total Reportable Incident Rate** 0.77

**Number of bribery incidents** 0

**Number of product liability violations** 0

**Number of employee fatalities** 0

**Near Miss Incident Rate** 8.26

**Green House Gas (GHG) Emissions (CO2e metric tons)** 334,199

**Purchased Electricity (kWH)** 295,043,097

**Net Sales** \$846M

**Capital Expenditures** \$34M

**Total Community Investment** \$104,872

All metrics reflect 2020 end of year reporting.

# ABOUT THIS REPORT

Visit [www.ussilica.com/about-us/sustainability](http://www.ussilica.com/about-us/sustainability) to learn more about U.S. Silica's corporate responsibility efforts.

## Forward-Looking Statements

This Corporate Responsibility Report includes "forward-looking statements" within the meaning of the federal securities laws - that is, statements about the future, not about past events. Forward-looking statements give our current expectations and projections relating to our financial condition, results of operations, plans, objectives, future performance and business. These statements may include words such as "anticipate," "estimate," "expect," "project," "plan," "intend," "believe," "may," "will," "should," "could," "can have," "likely" and other words and terms of similar meaning. Forward-looking statements made include any statement that does not directly relate to any historical or current fact and may include, but are not limited to, statements regarding the Company's growth opportunities, strategy, future financial results, forecasts, market projections, plans and capital expenditures, technological innovations, ability to reduce costs or idle plants, the impacts of COVID-19 on the Company's operations, and the commercial silica industry.

Forward-looking statements are based on our current expectations and assumptions, which may not prove to be accurate. These statements are not guarantees and are subject to risks, uncertainties and changes in circumstances that are difficult to predict. Many factors could cause actual results to differ materially and adversely from these forward-looking statements. Among these factors are global economic conditions; the effect of the COVID-19 pandemic on markets the Company serves; fluctuations in demand for commercial silica, diatomaceous earth, perlite, clay and cellulose; fluctuations in demand for frac sand or the development of either effective alternative proppants or new processes to replace hydraulic fracturing; the entry of competitors into our marketplace; changes in production spending by companies in the oil and gas industry and changes in the level of oil and natural gas exploration and development; changes in oil and gas inventories; general economic, political and business conditions in key regions of the world; pricing pressure; weather and seasonal factors; the cyclical nature of our customers' business; our inability to meet our financial and performance targets and other forecasts or expectations; our substantial indebtedness and pension obligations, including restrictions on our operations imposed by our indebtedness; operational modifications, delays or cancellations; prices for electricity, natural gas and diesel fuel; our ability to maintain our transportation network; changes in government regulations and regulatory requirements, including those related to mining, explosives, chemicals, and oil and gas production; silica-related health issues and corresponding litigation; and other risks and uncertainties detailed in our Forms 10-K, 10-Q, and 8-K filed with or furnished to the U.S. Securities and Exchange Commission. If one or more of these or other risks or uncertainties materialize (or the consequences of such a development changes), or should underlying assumptions prove incorrect, actual outcomes may vary materially from those reflected in our forward-looking statements.

The forward-looking statements speak only as of the date hereof, and we disclaim any intention or obligation to update publicly or revise such statements, whether as a result of new information, future events or otherwise.



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