Stock Ownership Guidelines

In November 2024, the Board of Directors updated the stock ownership guidelines (originally approved in February 2010 and last updated in February 2023) that apply to all members of the board of directors and executive officers of Covista Inc. ("Covista"), including the named executive officers identified in Covista's proxy statement (the "NEOs"). Under the updated guidelines, all executive officers are expected to maintain ownership of Covista common stock equal to a multiple of his or her current base salary (as adjusted from time to time), as follows:

- CEO: 8x annual salary
- All other Executive Officers: 3x annual salary
- Chief Accounting Officer: 1.5x annual salary

All directors are expected to maintain ownership of Covista Common Stock equal to a multiple of five times his or her current annual retainer (as adjusted from time to time).

Shares that count toward satisfaction of these guidelines include Covista Common Stock directly and/or beneficially owned. Additionally, Covista Common Stock held in Covista's Profit Sharing 401(k) Retirement Plan, Covista Common Stock equivalents held in Covista's Nonqualified Deferred Compensation Plan, and the pre-tax value of unvested Restricted Stock Units will count toward satisfaction of these guidelines. Individuals will have the longer of five years from (i) the date of appointment as an officer or director or (ii) the date an increased level becomes applicable to such individual under these guidelines, to achieve his or her respective expected stock ownership level.